

# The Ryes College and Community

**Inspection dates**

28 January 2020

**Overall outcome**

**The school does not meet all of the independent school standards that were checked during this inspection**

## Main inspection findings

Part 3. Welfare, health and safety of pupils

Part 6. Provision of information

*Paragraph 7, 7(a), 7(b)*

*Paragraph 32(1), 32(1)(c), 32(1)(g)*

- Leaders have not taken all the necessary precautions to keep pupil safe. Although the policy and procedures for safeguarding pupils are available to parents or carers and are published on the school's website, leaders have not followed statutory guidance.
- The checks for barring and prohibition, to ensure that staff are suitable to work with children, are not always completed.
- The admissions register is not accurate. Leaders' records of when pupils leave the school are incomplete. Vital information to make sure that pupils are not missing in education is not recorded.
- There have been some serious incidents where pupils jeopardise the safety of themselves and others. This has caused friction with some members of the local community. Following risk assessments, leaders have ended some pupils' placements as they were unable to meet these pupils' needs well enough to keep them or others safe.
- Child protection records show that staff record any concerns they have about pupils' safety. These are followed up appropriately and referred to other agencies where required. These aspects of safeguarding pupils are better coordinated than others mentioned above.
- This standard for safeguarding pupils and promoting their welfare, which was met at the school's previous standard inspection, is no longer met.

*Paragraph 9, 9(a), 9(b), 9(c)*

- The behaviour policy was updated in June 2019. The focus is to encourage pupils to behave well through positive reinforcement, so that pupils are helped to manage their own behaviour more effectively.
- The school's behaviour policy has not been implemented effectively. The school's records of sanctions for poor behaviour show a very high number of serious incidents.

Correspondingly, there are high levels of exclusion and restrictive physical interventions.

- Some pupils' behaviour puts themselves and others in danger. There have been a significant number of permanent exclusions and notices to terminate contracts for pupils' placements since September 2019.
- Some pupils routinely use inappropriate language. This is not consistently challenged by staff.
- Some pupils behave well in lessons and around the school. They are attentive and respond to teachers' instructions promptly and appropriately.
- This standard, which was met at the school's previous standard inspection, is no longer met.

#### *Paragraph 10*

- The anti-bullying policy was updated in June 2019. It stresses that bullying in any form is unacceptable.
- Bullying incidents are recorded and followed up appropriately through to resolution. Pupils say there is a member of staff they could speak to if they had any concerns and they feel confident the issue would be addressed.
- This standard remains met.

#### *Paragraph 14*

- Leaders make sure that staff supervise pupils properly. During the inspection, most pupils conducted themselves well. At lunchtime, some pupils sit together with their friends while others go outside to play football. Most engage well socially.
- At the end of the school day, staff and pupils wait together for transport to arrive. Staff and pupils talk with each other and build positive relationships.
- This standard remains met.

#### *Paragraph 15*

- Leaders have not ensured that admission registers are well maintained. They have not followed the Department for Education's (DfE) guidance in 'Children missing education'. They have not always recorded where pupils have gone once they have been taken off roll.
- This standard, which was met at the school's previous standard inspection, is no longer met.

#### *Paragraph 16*

- Every pupil at the school has their own personal risk assessment in place. This includes information on pupils' presented behaviours, trigger points and recommendations for strategies that are likely to be successful.
- Pupils' risk assessments are updated based on any incidents in which they are involved or emerging behaviours they present. Leaders have recently introduced planning live meetings and group strategy meetings to deliver a more consistent approach to staff responses and interventions.

- The updated plans record the extra checks, supervision or measures that leaders are putting in place to help keep pupils safe. Staff take appropriate action to mitigate risks to pupils' safety.
- This standard remains met.

#### Part 4. Suitability of staff, supply staff, and proprietors

*Paragraph 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3)*

- The proprietor has not ensured that all the necessary checks are made when appointing new members of staff.
- The checks relating to staff's suitability to work with children have not always been completed. This contravenes statutory guidance.
- Leaders have not ensured that all the required checks on teaching staff are adhered to. Teaching staff with qualified teacher status have been checked to see whether they are prohibited from teaching. Others, often employed as instructors, have not. This contravenes statutory guidance.
- With the exception of the checks for barring and prohibition, all the other necessary pre-employment checks are completed.
- This standard, which was met at the school's previous standard inspection, is no longer met.

*Paragraph 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c)*

- The proprietor has ensured that all the necessary checks on those responsible for governance, including those relating to section 128 of the Act, have been carried out.
- This standard remains met.

*Paragraph 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(4), 21(6), 21(7), 21(7)(a), 21(7)(b)*

- The proprietor has not ensured that the school's single central register contains all the information as required by statutory guidance.
- This standard, which was met at the school's previous standard inspection, is no longer met.

#### Part 5. Premises of and accommodation at schools

*Paragraph 23(1), 23(1)(a), 23(1)(b), 23(2)*

*Paragraph 24(1), 24(1)(a), 24(1)(b), 24(2)*

*Paragraph 26*

- The separate toilet and washing facilities for boys and girls are suitable.
- The room to care for any sick or injured pupils is suitable. It has a washing facility and is near to a toilet facility.

- The acoustic conditions in each room are suitable for pupils' learning.
- These three standards remain met.

## Part 8. Quality of leadership in and management of schools

### *Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

- Leaders have not taken the necessary actions to ensure that all the independent school standards are met.
- Since the previous inspection, the proprietor has not ensured that staff take all the actions required to safeguard pupils. Leaders' checks on the school's pre-employment safeguarding processes are not sufficiently rigorous. Additionally, staff training on what pre-employment checks are required do not give staff the skills they need to complete tasks properly.
- Leaders have not ensured that pupils consistently behave well. There have been some recent changes to help pupils better manage their feelings. However, it is too early to analyse the impact of these actions.
- Leaders have not ensured that they have maintained an accurate admission register.
- This standard, which was met at the school's previous standard inspection, is no longer met.

## **Compliance with regulatory requirements**

The school does not meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection, as set out in the annex of this report. Not all the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	143911
DfE registration number	935/6004
Inspection number	10133206

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Other independent special school
School status	Independent school
Age range of pupils	11 to 18
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	26
Proprietor	The Ryes College Limited
Chair	Kate Yarbo
Headteacher	Daniel Lawrence
Annual fees (day pupils)	£36,820 to £41,652
Telephone number	01787 228344
Website	<a href="http://www.theryescollege.org.uk">www.theryescollege.org.uk</a>
Email address	<a href="mailto:office@theryescollege.org.uk">office@theryescollege.org.uk</a>
Date of previous standard inspection	5–7 December 2017

## Information about this school

- The school opened in 1979 and is currently registered with the DfE to admit 36 pupils.
- The school provides education for pupils with social, emotional and mental health needs, including autism spectrum disorder, Asperger's syndrome, attachment disorders, anxiety, attention deficit hyperactivity disorder, and specific learning difficulties.
- The vast majority of pupils have an education, health and care plan and are funded by local authorities.
- The school does not use any alternative provision.

- The school does not use supply staff.
- Following a material change inspection in April 2015, the school has been operating under a new unique reference number and on one site, rather than two. The DfE states that the school is not a new provider, despite having a new unique reference number. The previous unique reference number was 115427.
- The proprietor, The Ryes College Limited, runs two schools.
- The new headteacher was appointed in January 2020. The previous headteacher left at the end of the previous academic year. A member of the governing body acted as the interim headteacher during the autumn term 2019.
- The school's inspection history:
  - In June 1998, Ofsted conducted a standard inspection. The quality of education was judged good.
  - In July 2005, Ofsted conducted a standard inspection. The quality of education was judged inadequate, independent school standards were not met and the school did not comply with the requirements of the Disability Discrimination Act (DDA) 2002.
  - In March 2006, Ofsted conducted a progress monitoring inspection. Independent school standards were not met.
  - In November 2006, Ofsted conducted an emergency inspection. Independent school standards were not met.
  - In April 2008, Ofsted conducted a standard inspection. The school was judged inadequate and independent school standards were not met.
  - In February 2009, Ofsted conducted the first progress monitoring inspection since the school was judged inadequate in April 2008. Independent school standards were not met.
  - In July 2009, Ofsted conducted the second progress monitoring inspection since the school was judged inadequate in April 2008. Independent school standards were not met.
  - In January 2010, Ofsted conducted the third inspection since the school was judged inadequate in April 2008. Independent school standards were not met.
  - Following the third progress monitoring inspection, the proprietor was required to produce an action plan. The plan was accepted by the DfE in May 2010.
  - In October 2010, Ofsted conducted the fourth inspection since the school was judged inadequate in April 2008. Independent school standards were not met.
  - In June 2011, Ofsted conducted the fifth inspection since the school was judged inadequate in April 2008. Independent school standards checked at that time were met.
  - In December 2011, Ofsted conducted a standard inspection. The school was judged good and all independent school standards were met.
  - In November 2014, Ofsted conducted a standard inspection. The school was judged good and all independent school standards were met.

- In April 2015, Ofsted conducted a material change inspection. Following this inspection, the DfE issued the school with a new unique reference number.
- In December 2017, Ofsted conducted a standard inspection. The school's overall effectiveness was judged to be good and all the independent school standards were met.
- In May 2018, Ofsted conducted a material change inspection. Following the inspection, the DfE changed the school's registration details and increased the maximum number of pupils on roll from 24 to 36.



## Information about this inspection

- The DfE, the registration authority for independent schools, commissioned Ofsted to carry out this one-day emergency inspection. The DfE had received complaints about the school, relating to pupils' well-being.
- The inspection was carried out at no notice under section 109(1) and (2) of the Education and Skills Act 2008.
- The purpose of the inspection was to check the independent school standards relating to pupils' safety, behaviour and welfare.
- I met with the headteacher, other senior leaders, and a member of the governing body who had acted as the interim headteacher. I spoke informally to other staff and pupils. I also held telephone calls with two representatives of Suffolk local authority.
- I looked at a range of documents relating to safeguarding arrangements, including the school's policy and procedure for safeguarding, the single central record and other child protection records. I also looked at other information, including school policies, behaviour and exclusion records, and admissions and attendance registers.

## Inspection team

John Randall, lead inspector

Her Majesty's Inspector

## **Annex. Compliance with regulatory requirements**

### **The school does not meet the following independent school standards**

#### **Part 3. Welfare, health and safety of pupils**

- 7 The standard in this paragraph is met if the proprietor ensures that:
  - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
  - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.
- 9 The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that:
  - 9(b) the policy is implemented effectively.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.

#### **Part 4. Suitability of staff, supply staff, and proprietors**

- 18(2) The standard in this paragraph is met if:
  - 18(2)(a) no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act;
  - 18(2)(b) no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction which takes effect as if contained in either such direction.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(3) The information referred to in this sub-paragraph is:
  - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether:
    - 21(3)(a)(ii) a check was made to establish whether S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act;
  - 21(3)(b) in relation to each member of staff ("S"), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.

## **Part 8. Quality of leadership in and management of schools**

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school:
  - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
  - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
  - 34(1)(c) actively promote the well-being of pupils.

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