

Gryphon School

Quorn Hall, Meynell Road, Loughborough, Leicestershire LE12 8BQ

Inspection dates

4 March 2020

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a) and 7(b),

- Leaders ensure that the school's safeguarding policies, procedures and practices are effective. The written policy for safeguarding provides accurate guidance. This and other policies are not currently published on the school's website, which is currently in the process of being updated.
- The designated leaders for safeguarding ensure that staff receive regular and up-to-date training on how to keep pupils safe, including in relation to county lines, the 'Prevent' duty and cyber bullying.
- Leaders have clear oversight and understanding of the necessary recruitment checks of staff working in the school. The record of the checks they carry out is detailed and accurate.
- Staff receive regular training on how to safeguard pupils. Staff know how to report a concern about pupils' welfare. Leaders follow up concerns carefully. They follow the school's policies and take appropriate and prompt actions. They work closely with external agencies when this is relevant. They maintain detailed records of the actions they take.

Paragraphs 9, 9(a), 9(b) and 9(c)

- Staff apply the school's agreed behaviour policy. The policy sets out the sanctions to be adopted in the event of pupils' poor behaviour. Staff have a good understanding of pupils' complex needs. When relevant, they apply individualised approaches that are appropriate to pupils' needs. They are skilled at de-escalating challenging behaviour.
- Pupils say that behaviour is usually good. They know what would happen if their behaviour was below the expectations of leaders and staff.
- Leaders keep detailed records of incidents, including those of poor behaviour. Staff maintain daily 'behaviour logs' for each pupil. They have daily meetings to share any relevant information. Staff communicate well to meet the pupils' needs. Pupils are

positive and polite. They usually behave well in lessons and around the school. Staff ensure that classrooms are calm, orderly places in which to learn.

Paragraph 10

- Staff follow the school's anti-bullying policy. Leaders carefully record instances when bullying is reported. They follow up these incidents effectively.
- Pupils say that there is some bullying, but they are very confident that staff will do all they can to resolve any problems. They say that staff are fair and supportive. Some pupils are not as clear as they could be in their understanding of what bullying is.

Paragraphs 11 and 13

- Leaders ensure that a written health and safety policy is in place. They oversee a range of regular health and safety checks to ensure that the school premises are safe.
- Leaders ensure that staff implement the school's first-aid policy effectively. Members of staff who are trained first aiders are identified clearly. Leaders and other staff record carefully when first aid is administered or medicines are administered.

Paragraph 14

- Leaders ensure that they and staff supervise pupils well throughout the school day. At the beginning of each day, staff meet pupils at the entrance to the school. They ensure that pupils are registered carefully. Throughout the school day, staff supervise pupils well. They seek to balance close supervision with giving pupils freedom to access areas of the school site independently. Pupils say that they feel safe and are supervised well.

Paragraph 15

- The school admission register meets requirements. Leaders check the destinations of pupils who leave the school. Their records show that they liaise appropriately with other local authorities and agencies when pupils transfer to another school.

Paragraphs 16, 16(a) and 16(b)

- Leaders and the new proprietor are reviewing the written risk assessment policy. Leaders complete risk assessments for on- and off-site activities. These incorporate the specific needs of the pupils. Staff are aware of the aspects of the site that could pose a danger. For example, there is a risk assessment for the school's 'forest' area. Leaders make sure that staff receive specific and regular training to manage the possible risks and ensure pupils' safety.
- Staff have received training in what to do if a pupil absconds, or attempts to abscond, from the school site. School records show that leaders and staff follow the school's policies in the event of such serious incidents.
- The school meets the requirements of the independent school standards checked in this part.

Part 5. Premises of and accommodation at schools

Paragraph 25

- Leaders ensure that the school's premises and facilities are maintained well and pose no risks to pupils' health, safety and welfare. The school's records show that leaders act appropriately to reduce any identified risks. For example, they have placed a fence around a fire escape following an incident.
- Leaders ensure that classrooms and communal spaces are tidy and well organised.
- The school meets the requirements of the independent school standard checked in this part.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)

- Leaders demonstrate appropriate knowledge of the independent school standards. They fulfil their responsibility to ensure that the school meets these standards.
- Leaders ensure that safeguarding arrangements are effective. Many pupils have a range of behavioural, social, emotional and mental health difficulties. Leaders ensure that required policies are in place and that, in the event of incidents, staff implement these policies appropriately.
- Leaders ensure that staff receive relevant training to meet pupils' needs and keep them safe. They ensure that there are suitable checks on the school premises, so that these are maintained to an appropriate standard.
- The school meets the requirements of the independent school standards evaluated in this part.

Compliance with regulatory requirements

The school meets 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. Not all of the standards and associated requirements were checked during this inspection.

School details

Unique reference number	135530
DfE registration number	855/6041
Inspection number	10146978

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	6 to 17
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	64
Of which, number on roll in sixth form	0
Number of part-time pupils	0
Proprietor	Cavendish Education
Chair	Aatif Hassan
Headteacher	Lee Matts
Annual fees (day pupils)	£60,000 to £85,000
Telephone number	01509 414338
Website	www.gryphonschool.com
Email address	quornhall@gryphonschool.com
Date of previous standard inspection	29–31 January 2019

Information about this school

- Gryphon School is a co-educational special school that provides full-time education for pupils with social, emotional and mental health needs and those who have a diagnosis of autism spectrum disorder.
- Cavendish Education became the proprietor of the school on 31 January 2020.

- The school does not use the services of any alternative providers.
- The school's last standard inspection took place on 29–31 January 2019. The school was judged to be outstanding.

Information about this inspection

- This inspection focused on whether the school meets specific independent school standards.
- I met with the principal and another senior leader and spoke with the new proprietor. I also met with other staff and pupils, both formally and informally.
- Throughout the inspection, I met with the safeguarding leaders to discuss safeguarding. I evaluated safeguarding records and processes, including those relating to exclusions, behaviour and complaints. I also considered documentation relating to the checks made on new staff.
- I toured the school buildings and site to check the school's compliance with aspects of Part 5 of the independent school standards.

Inspection team

John Lawson, lead inspector

Her Majesty's Inspector

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