

Manorway Academy

The Old St Justus Catholic Church, Clifton Close, Strood ME2 2HG

Inspection date

23 July 2020

Overall outcome

The school is unlikely to meet the relevant independent school standards if the material change relating to the school provision is implemented

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraph 7

- The safeguarding policy follows the Medway local authority model policy and meets statutory requirements. The headteacher knows that there are new updates to statutory guidance due in September 2020, which will require the policy to be amended.
- Leaders have a sound understanding of safeguarding procedures and fulfil their statutory duties appropriately.
- The new premises are in a different area of Medway and leaders are aware of the risks to pupils both within school and the community. They plan and take appropriate actions to mitigate these risks.
- The school is likely to meet this independent school standard if the material change is approved.

Paragraphs 9, 10

- The behaviour policy sets out expectations, rewards and sanctions clearly. It outlines the right for all pupils and staff to feel safe in school.
- Records of behaviour incidents are personalised and comprehensive. There have been no exclusions or physical interventions since the previous standard inspection.
- The anti-bullying policy is fit for purpose. The school's own recent anti-bullying survey shows that pupils have no real concerns about bullying and feel well supported by staff to deal with any incidents.
- The school is likely to meet these independent school standards if the material change is approved.

Paragraphs 11, 16

- There is a comprehensive health and safety policy in place that needs some minor administrative changes to refer directly to the school's new premises. The risk assessment policy is fit for purpose.

- Risk assessments, particularly around the health and safety of the new premises, are appropriate and well managed by the school business manager.
- The school is likely to meet these independent school standards if the material change is approved.

Paragraph 12

- A detailed and comprehensive fire risk assessment of the proposed new premises has been carried out by a suitably qualified person. Nearly all of the required actions, which are all minor risks, relate to the ongoing building work. For example, there is still building waste on site and records of fire drills have not yet been moved from the existing school premises. The school business manager has already started to work on the identified issues and understands the need to record the remedial actions taken to make sure the premises are safe.
- The school is likely to meet this independent school standard if the material change is approved.

Paragraphs 13, 14, 15

- Leaders have ensured that there will be sufficient levels of supervision of pupils at lesson times and breaktimes. The majority of staff have a current first-aid qualification and this will allow the first-aid policy to be implemented effectively.
- The school already maintains accurate admissions and attendance registers, which were checked during this inspection.
- The school is likely to meet these independent school standards if the material change is approved.

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

Paragraph 18, 19, 20, 21

- There have been no new staff appointed since the last standard inspection in December 2019. At that time, all required checks had been carried out and recorded appropriately on a single central record.
- There are appropriate procedures in place to ensure that agencies that provide the school with supply staff have made all the required checks. The identity and documentation of supply staff is checked on arrival at the school.
- The single central record has been updated to show the required checks have been carried out for new members of the governing body.
- If the governing body proceed with plans to make themselves the proprietor, there will need to be further checks carried out by the Department for Education (DfE), especially in respect of the chair.
- The school is likely to meet these independent school standards if the material change is approved.

Part 5. Premises of and accommodation at schools

Paragraph 25, 26, 27

- The proposed new premises are situated in a former church that is being specifically converted for the school. The new premises consist of four new classrooms, a space for computing activities and a shared indoor meeting, recreational and social space. There are also toilets, a medical room, small kitchen and office facilities.
- Each classroom has ample space for the number of pupils, is well lit and has suitable acoustics. This is also the case for the shared space.
- The conversion has been carried out to a high standard and the premises are likely to be well maintained so that pupils' health, safety and welfare are protected. Outside lighting was being installed during the inspection.
- The school is likely to meet these independent school standards if the material change is approved.

Paragraph 23, 24, 28

- There are suitable toilet and washing facilities for the sole use of pupils. There are separate facilities for boys and girls.
- There is running water in the bathrooms. It was not possible to check the water temperature due the boiler being switched off at the time of the inspection. However, it is unlikely to present a scolding risk.
- There are no showering facilities on site for older pupils. However, most physical education is planned to take place at a local leisure centre that has appropriate facilities.
- The medical room has access to running water and is close to the toilets as required.
- Drinking water is to be provided to pupils in jugs from the tap in the small kitchen area. The drinking-water tap will be labelled.
- The school is likely to meet these independent school standards if the material change is approved.

Paragraph 29

- There is ample space outside for recreation and physical education. This consists of a banked grass area and a former car park. Leaders recognise that some remedial work needs to be carried out on the surface of the former car park to make it safe for physical activity before the school opens.
- The school is likely to meet this independent school standard if the material change is approved.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b)

- Leaders have worked hard to ensure that the independent school standards in Parts 3, 4 and 5 directly related to the proposed new premises are likely to be met. The addition of outdoor space for recreation and physical activity will be a major improvement for pupils.

- However, over time, the proprietor, governors and leaders have not ensured that all of the independent school standards have been consistently met. At the previous two standard inspections, the school was judged inadequate and there were unmet independent school standards.
- At the most recent standard inspection in December 2019, there were unmet standards in Part 1 relating to the quality of education and teaching. These standards have not been explored as part of this material change inspection.
- It is clear that governance has been strengthened and this is demonstrated in recent minutes that show the headteacher is being challenged about standards. Plans to change the proprietor to the governing board could strengthen leadership further.
- The school is unlikely to meet these independent school standards if the material change is approved.

Compliance with regulatory requirements

The school is unlikely to meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that are relevant to the material change, as set out in the annex of this report.

School details

Unique reference number	142411
DfE registration number	887/6009
Inspection number	10155138

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent special school
School status	Independent school
Proprietor	Juliana Dugbatey
Chair	Nicola Harwood
Headteacher	Juliana Dugbatey
Annual fees (day pupils)	£15,600 – £23,000
Telephone number	01634 932518
Website	www.manorwayacademy.com
Email address	manorwayacademy@mail.com
Date of previous standard inspection	3–5 December 2019

Information about this school

- Pupils are admitted to the school via the local authority. All have social, emotional mental health needs. Approximately one third have an education, health and care plan relating to these needs. Some have been permanently excluded from other schools. As such, the school is an alternative provider of education. Pupils from Manorway Academy do not attend any other alternative provision. After a period of time, some pupils move on to another mainstream or special school.
- There have been some changes to the governance committee at the school, including the appointment of a new chair. The headteacher is currently the school's proprietor. There are plans for the governing body to become joint proprietors as a not-for-profit company, but this has not yet been agreed with the DfE.
- The school was last inspected in December 2019 and found to be inadequate. A number of independent school standards were unmet.

Information about this inspection

- This inspection was commissioned by the DfE during the COVID-19 (coronavirus) pandemic of 2020. Some of the inspection was conducted remotely to reduce the amount of time spent on site.
- Many of the policies relating to Part 3 of the independent school standards were scrutinised remotely before the inspection visit. Discussions with the headteacher took place on site and some further documentation was considered. A video call with members of the governing body also took place. The inspector had a tour of the new school premises to consider Part 5 of the independent school standards.
- The purpose of the inspection was to assess the suitability of the school's new premises.
- The school proposes to move premises from September 2020 to a former church that has been converted to meet the needs of the school. The material change has not already been implemented as pupils are not present at the new site. However, equipment has already been moved from the school's previous premises.

Inspection team

Lee Selby, lead inspector

Her Majesty's Inspector

Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

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.

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