

# Gloverspiece School

Gloverspiece Minifarm, Ladywood, Droitwich, Worcestershire WR9 0AJ

## Inspection dates

6 October 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

*Paragraph 7, 7(a), 7(b), 10, 14 and 32(1)(c) [Part 6 provision of information]*

- The Department for Education (DfE) commissioned this inspection because of concerns raised about the welfare, health and safety of pupils.
- There is a safeguarding policy in place that adheres to current government guidance. It is regularly updated and is available on the school's website. Paper copies are also available on request from the school.
- The senior leader responsible for safeguarding and her deputies are suitably trained and knowledgeable in all safeguarding matters. They know their pupils and families well. There are clear safeguarding protocols in place for when staff are concerned about a child.
- Staff receive regular and specialised training to help them spot any signs that a child may need help. Staff know how and who to refer any issues on to. They are vigilant because they understand the additional challenges that may be faced by pupils at the school.
- The anti-bullying policy details the school's anti-bullying strategies. It includes the signs and symptoms of bullying that staff should be alert to, and also staff's responsibilities in tackling any bullying incidents. The school's nurture and physical, social and health schemes of learning include the teaching of right and wrong and social skills. Pupils learn in an age- and ability-appropriate way to be kind to each other.
- All pupils have a one-to-one support member of staff ('key worker') with them for the whole school day, including during break and lunchtimes. Staff and pupils quickly establish strong and positive relationships. Pupils say that the best thing about their school is their key worker. Pupils are adequately supervised throughout the school day.
- The school continues to meet these standards.

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

*Paragraphs 18(1), 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), 19(1), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(3), 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 DfE commissioned this inspection because of concerns raised about the suitability of staff to supervise pupils.
- Leaders complete the required pre-employment checks on all new staff. They make sure that all staff are suitable to work with children. Checks on leaders have been carried out to ensure that they have not been barred from running a school.
- Leaders have made the decision to complete the same suitability checks on staff at the adjacent farm to ensure that they do not pose a risk to pupils when they use the farm facilities.

*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(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c), 21(6), 21(7), 21(7)(a), 21(7)(b)*

- Leaders have created a single central record. The record meets the requirements of the independent school standards. It includes all staff and volunteers, and is checked by the proprietor on a regular basis.
- The school continues to meet these standards.

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

*Paragraph 29(1), 29(1)(a), 29(1)(b)*

- The DfE commissioned this inspection because of concerns raised about the suitability and safety of the outdoor space.
- Pupils have access to an adequately sized outdoor play area and a larger field for physical education (PE). The play area is partly concrete and partly AstroTurf. The area has appropriate outdoor lightning and is clear from hazards. Access to the play area is through a bolted, secure gate. The field, which is sometimes used for PE, is suitable for this purpose. It is adjacent to a horse field and secured by gates.
- Pupils have regular access to parts of the adjacent farm and its animals. This access is always with their key workers, so pupils are fully supervised. Leaders make sure the areas pupils attend are safe. Staff are aware of the potential hazards and risks and ensure pupils engage with animals appropriately and safely.
- Leaders have risk assessed all areas and activities at the school and farm in line with their risk assessment policy. They have identified the potential hazards and what steps staff should take to mitigate them.
- The school continues to meet these standards.

## Part 7. Manner in which complaints are handled

*Paragraph 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii), 33(k)*

- The DfE commissioned this inspection because of concerns about how leaders handle complaints.
- The school's complaints policy outlines the procedures that will be followed in case of a complaint. It is available on the school's website and in writing upon request.
- Leaders aim to resolve a complaint informally where possible, but the policy explains the steps leaders will take if a complainant remains dissatisfied.
- The policy outlines the different stages and time frames of an investigation and is fully in line with the requirements of the independent school standards.
- The school continues to meet these standards.

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

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

- The DfE commissioned this inspection to check if the school continues to meet all the independent school standards in relation to welfare, health and safety, suitability of staff, how complaints are handled and leadership and management.
- The proprietor, who is also the headteacher, demonstrates suitable knowledge, skills and expertise. Leaders have secure knowledge of the independent school standards and how to meet them consistently and continually over time.
- Leaders show high ambitions for their school. They are committed to providing high-quality education and pastoral care to vulnerable and disadvantaged children, some of whom are in care. Leaders demonstrate a strong commitment to actively promote pupils' well-being and welfare, as well as their safety.
- The school continues to meet these standards.

## **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	143106
DfE registration number	885/6045
Inspection number	10161695

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	4 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	25
Number of part-time pupils	0
Proprietor	Mrs Lynne Duffy
Chair	Mrs Lynne Duffy
Headteacher	Mrs Lynne Duffy
Annual fees (day pupils)	£30,000
Telephone number	07918026036
Website	<a href="http://www.gloverspieceminifarm.co.uk">www.gloverspieceminifarm.co.uk</a>
Email address	<a href="mailto:gloverspiece@gmail.com">gloverspiece@gmail.com</a>
Date of previous standard inspection	13–15 February 2018

## Information about this school

- Gloverspiece School is a small independent day school located near Droitwich. It is part of a group of four interrelated companies registered with Companies House.
- The school is situated in a rural setting and makes regular access to a partner business known as Gloverspiece Farm.
- The school is registered to admit up to 25 pupils with special educational needs and/or disabilities, including autism spectrum disorder. The school also offers places to pupils with social, emotional and mental health difficulties.

- The school offers education provision alongside therapeutic support and a nurturing environment. Outdoor activities, farming and animal care are used to support the holistic development of children.
- Currently, the school does not have any children in the early years.
- Pupils are placed at the school by local authorities, including Worcestershire, Birmingham and Dudley.
- The school does not use alternative provision and does not operate on alternative sites.
- The school does not have a religious ethos.

## Information about this inspection

- This emergency unannounced inspection was carried out at the request of the DfE because they had received complaints about the school relating to welfare, health and safety, suitability of staff, the school's premises, how complaints are handled and leadership and management.
- The purpose of the inspection was to check whether the school continues to meet all the independent school standards.
- This is the third inspection since the school's last full inspection that took place in February 2018, when it was judged to be good.
- The inspector met with the proprietor who is also the headteacher of the school. She held a meeting with the senior leader responsible for safeguarding. The inspector also checked the school's single central record.
- The inspector toured the school's premises, accompanied by the proprietor, and spoke with a small number of pupils.

## Inspection team

Bianka Zemke, lead inspector

Her Majesty's Inspector

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