

Fullerton House School

Off Tickhill Square, Denaby, Doncaster, South Yorkshire DN12 4AR

Inspection date

19 March 2021

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

Paragraphs 7, 7(a)

- School staff have positive relationships with pupils. They know the pupils well and are skilled at helping pupils to communicate any worries that they may have. Because of this, staff can contribute significantly to pupils' welfare.
- However, staff do not always document pupils' concerns fully or consistently. Also, there are several different information management systems in the school. This means that senior leaders cannot access information quickly or monitor pupils' welfare effectively. There are sometimes gaps in the reports on pupils' welfare that are provided to the education board. The education board oversees the work of the school's staff and reports to the proprietor's board of directors.
- The proprietor plans to introduce a new management information system. The proprietor believes this will improve the quality of communication about pupils' welfare. At present, however, the proprietor is not able to monitor pupils' welfare fully.
- These standards are not met.

Paragraphs 7(b)

- The proprietor has ensured that there is a safeguarding policy in place. This policy is easy to follow and compliant with current guidance.
- The proprietor provides all staff with training in safeguarding and child protection. The headteacher checks that staff have completed all required training.
- The designated lead for safeguarding and the deputy designated safeguarding lead have received enhanced training in child protection. They know how to work with external agencies to ensure that pupils are kept safe.
- This standard continues to be met.

Paragraphs 9, 9(a), 9(b), 9(c), 10

- The proprietor has ensured that there is a behaviour policy in place. The policy tells staff what is expected of them and how they should support pupils' behaviour. Pupils have individual plans that explain what language, activities and resources are most likely to reduce the risk of them becoming anxious or frustrated.
- The proprietor has produced an anti-bullying policy. Staff help pupils to understand what bullying means and what the school's staff will do to prevent it. For example, pupils have easy read guides on bullying and e-safety.
- These standards continue to be met.

Paragraphs 11, 12, 13

- The proprietor has ensured that there is a health and safety policy for staff to follow. The policy is detailed and informed by statutory guidance. The headteacher checks that staff are implementing this policy. The proprietor's facilities manager meets with the headteacher regularly to monitor health and safety in the school.
- The proprietor makes sure that the fire safety equipment in the school is regularly checked and serviced. The proprietor has a fire risk assessment for the school. This fire risk assessment was completed by a specialist assessor. It covers all aspects of fire risk thoroughly and reflects the needs of the pupils in the building. All pupils have personal emergency evacuation plans.
- The proprietor provides first aid training to all staff as part of their induction. There is a first aid policy and the headteacher monitors how first aid is administered in the school.
- These standards continue to be met.

Paragraphs 14, 15

- The headteacher ensures that staff understand the complex needs of pupils in the school. Staff are skilled at supervising pupils around the school. The school environment is well equipped for the needs of pupils at the school. For example, there are sensory areas where pupils can go to relax. Pupils' behaviour around the school's site is calm and purposeful.
- Senior leaders record all necessary information on the school's admission register and the daily attendance log. The headteacher checks where a pupil moves to when they leave the school and logs this on the admissions register.
- These standards continue to be met.

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

- The proprietor has ensured that there is a policy for managing risks on the school's site. The headteacher makes sure this policy is implemented effectively.
- There are risk assessments in place for a wide range of school activities. These include risk assessments for education visits, use of playground equipment and safe storage of hazardous substances.
- The headteacher keeps the individual risk assessments for each pupil under review. Staff work closely with the school's clinical team to develop plans that help pupils manage their feelings.

- Teachers communicate regularly with parents and social workers to discuss pupils' individual needs and support plans.
- These standards continue to be met.

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

Paragraphs 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 ensured that checks on staff's identification, qualifications and the right to work in the United Kingdom are in place. The required checks into criminal records, barred lists and prohibition from working in or managing a school are also completed. The proprietor ensures that additional checks are completed on staff who have lived or worked abroad.
- The proprietor ensures that application forms are checked for gaps in employment history. The proprietor understands the importance of receiving appropriate references on staff.
- The proprietor uses an external agency to complete medical checks on new staff.

Paragraphs 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)

- The headteacher is not expecting to use supply staff, due to the complex needs of the pupils in the school. Sometimes, the care homes that link with the school do use agency staff who may come into school to support pupils. The headteacher knows how to carry out checks on the identify and suitability of any supply or agency staff who may need to work at the school.

Paragraphs 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), 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)

- The proprietor ensures that all required checks are carried out on any adult before they work or volunteer in the school. These checks include prohibition from working in or managing a school. The checks cover all members of the proprietor group and non-executive board members. The headteacher makes sure the information from these checks is recorded on the school's central register. This register of information is monitored by the proprietor.
- These standards continue to be met.

Part 6. Provision of information

Paragraphs 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(f), 32(1)(g), 32(1)(h), 32(1)(i), 32(1)(j), 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(ii), 32(2)(d), 32(3), 32(3)(a), 32(3)(b), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(f), 32(3)(g)

- The proprietor has ensured that all required documents are in place and available to parents. The school's ethos is outlined on its website. A range of useful information for parents and other stakeholders is also to be found on the website.

- The safeguarding policy and a document explaining safeguarding procedures in the school are available on the school's website.
- All pupils have education, health and care (EHC) plans. The headteacher ensures that these plans are reviewed thoroughly and regularly.
- The standards in this part continue to be met.

Part 7. Manner in which complaints are handled

Paragraphs 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 proprietor has written a complaints policy. The policy is available on the school's website.
- The policy explains each stage of the complaints procedure and the timescales when school leaders will respond to any complaint.
- The policy outlines how the panel for the formal stage is independent of the day-to-day management of the school.
- The headteacher keeps a log of any complaints and presents these to the education board at their termly meetings.
- The standards in this part continue to be met.

Part 8. Quality of leadership in and management of schools

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

- The headteacher is an experienced school leader. He has a strong understanding of how to meet the needs of the pupils in the school.
- School leaders supervise their staff well. Pupils' individual learning plans show the high degree of support provided to pupils by the school's staff.
- The proprietor has established an education board to hold senior leaders to account. The general manager of the school and the headteacher present standard items of information to the education board members on a termly basis.
- The proprietor does not, however, make sure that records relating to pupils' well-being are completed consistently by staff in the school. As a result, the proprietor is not able to monitor fully the effectiveness of actions taken by staff with regards to pupils' well-being.
- The standards in this part are not 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 of the standards and associated requirements were checked during this inspection.

School details

Unique reference number	106817
DfE registration number	371/6011
Inspection number	10183083

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 residential special school
Age range of pupils	8 to 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	31
Of which, number on roll in sixth form	12
Number of part-time pupils	0
Proprietor	Hesley Group Ltd
Chair	Graham Smith
Headteacher	Marc Hughes
Annual fees (day pupils)	£79,686
Telephone number	01709 861663
Website	www.hesleygroup.co.uk
Email address	fhsadmin@hesleygroup.co.uk
Dates of previous standard inspection	27–29 November 2018

Information about this school

- Fullerton House School accepts up to 44 pupils aged between eight and 19 years.
- Currently, there are 31 pupils attending the school. Three pupils are day pupils, with 28 pupils having a 52-week residential placement.
- All pupils currently attending have an EHC plan. Most pupils have, along with other diagnoses, a diagnosis of autism spectrum disorder.

- Pupils are taught in six different classes, in mixed year groups, based on their individual and complex needs.
- The school does not use any alternative education providers.
- The school's last standard inspection was in November 2018, when it was judged to be good in all aspects.
- The governance of the school takes the format of an education board. Members of the board report to a board of directors from the Hesley Group.
- A general manager has overall daily responsibility for both the care and the education setting.

Information about this inspection

- This emergency inspection was carried out at the request of the Department for Education as the registration authority for independent schools. The purpose of the inspection was to check that the school continued to meet those independent school standards relating to the safety and well-being of pupils.
- The emergency inspection was triggered by safeguarding concerns received by the registration authority. The inspection took place with no notice being given to the school. The lead inspector made a phone call to the headteacher shortly before going onto the school's site, to ensure compliance with the school's COVID-19 (coronavirus) protocols.
- The emergency inspection was the second emergency inspection since the school's last standard inspection in March 2018.
- During the inspection, inspectors met with the headteacher, who is also the designated safeguarding lead, the deputy headteacher and the office manager. They met remotely with the chief executive officer and the chief operating officer of the proprietor group.
- Inspectors reviewed the school's documents and policies. They toured the school building and checked the rooms and social areas. They observed pupils working with staff. They did not go into lessons but observed from a distance in order to maintain the school's COVID-19 safety rules.
- Inspectors reviewed the school's arrangements to safeguard pupils. They checked the school's safeguarding systems and the single central record.

Inspection team

Patricia Head, lead inspector

Her Majesty's Inspector

Sarah Hubbard

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.

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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