

Glebedale School

Grove Road, Heron Cross, Longton, Stoke on Trent, Staffordshire ST4 3AY

Inspection dates

15 September 2022

Overall outcome

The school is likely to meet the relevant independent school standards if the material changes relating to the school provision are implemented

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b), 32(1) and 32(1)(c) [Part 6. Provision of information]

- The school has a well-informed safeguarding and child protection policy in place. The policy is in line with current statutory guidance, including acknowledgement of 'Keeping Children Safe in Education, (September 2022)'. The policy is published on the school's website and is available to parents in hard copy should they request it.
- The proprietors have ensured that leaders and staff have received suitable child protection training. This is regularly updated. Curriculum plans show that pupils learn about possible risks to themselves and others, as well as how to keep themselves safe.
- Detailed records indicate that any safeguarding concerns are dealt with promptly. Leaders work with external agencies where necessary to support pupils and their families. Any concerns are recorded securely and acted upon appropriately.

Paragraphs 11, 14, 16, 16(a), 16(b)

- The school has an effective health and safety policy in place. Health and safety in the additional accommodation has been thoroughly evaluated and safety requirements are met in full. Leaders undertake regular audits of all health and safety matters to ensure the safety and well-being of pupils and staff.
- Information related to the deployment of staff and the supervision of pupils is in place and readily available to staff. Leaders and staff are meticulous. They ensure the supervision of pupils at all times throughout the day. Supervision arrangements are likely to be maintained at a high level should there be additional pupils on roll in the additional accommodation.
- There are plans to increase the number of teaching and non-teaching staff to ensure appropriate provision for additional pupils, and to ensure their safety and well-being in the additional accommodation.

- The school has a suitable risk assessment policy in place. The policy will be extended to include the additional accommodation. Risk assessments for the existing school site identify suitable measures to ensure the safety of pupils and staff. Detailed guidance is in place for staff to complete risk assessments. All pupils have an individual risk assessment. Leaders amend these regularly to ensure pupils are kept as safe as possible. Off-site visits are thoroughly risk assessed. The inspector scrutinised risk assessments for recent visits to two theme parks, rock climbing, and a local cinema. It is likely that leaders will ensure that similar procedures are implemented in the additional accommodation.
- The school is likely to meet these standards if the material changes are implemented.

Part 4. Suitability of staff, supply staff 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), 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), 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(6)

- The school has a thorough and detailed approach to the recruitment of staff. A detailed checklist ensures that the necessary checks are undertaken and recorded. All interview panels have a member who has completed safer recruitment training. Detailed pre-employment checks, including checks of written references, are undertaken before staff are able to begin working in the school.
- Leaders do not intend to use supply staff. However, they are fully aware of the checks to be undertaken should they ever need to do so.
- The single central record contains all the required information about appointed staff and governors. This includes, where necessary, checks relevant to members of staff who may have worked in other countries and those who hold a management position.
- The proprietor ensures that all confidential information about staff is stored securely. Checks ensure the safety and welfare of pupils and the suitability of staff.
- The school is likely to meet these standards if the material changes are implemented.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 24(1)(c), 24(2)

- The school will be using a fully equipped classroom within the Moorlands Assessment Centre. The school will also have access to a designated medical room, a kitchen area, toilets, washing facilities and a large outdoor play area, suitable for physical education.
- The number of toilets is likely to meet the needs of up to four pupils. Plans show that an existing toilet and wash area will be accessible to disabled and able-bodied pupils.
- A large room, currently used as an office, on the ground floor, is designated as a medical room. Leaders shared evidence of their planning to provide facilities to enable the medical examination and treatment of pupils. The plans include the provision of a

bed, seating and first-aid kits. There is access to a toilet and washing facilities close by.

Paragraphs 25, 26, 27, 27(a), 27(b)

- The proprietor has ensured that the classroom and facilities available to the school are well decorated, furnished and maintained. The classroom benefits from natural light. There is adequate classroom space to cater for the needs of the proposed four pupils. It is evident that the pupils' welfare, health and safety will be maintained by the school.
- In addition to the classroom, the accommodation offers provision for therapeutic support for pupils, provided by clinicians. The proprietor has ensured that heating, lighting and acoustics are suitable for all the activities that will take place in the accommodation available to the school.

Paragraphs 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b)

- Pupils will have access to suitable drinking facilities. Drinking water signs will be in place by the relevant taps. There is access to warm water for pupils, with no risk of scalding. There are washing facilities in the toilets and a shower room.

Paragraphs 29(1), 29(1)(a), 29(1)(b)

- The outdoor areas are spacious, with grassed areas and tarmac surfaces. The space will provide adequate room for pupils to play and will also include basketball/netball hoops and equipment for other games. Pupils will also have access to physical education off site.
- The school is likely to meet these standards if the material changes are implemented.

Part 8. Quality of leadership in and management of schools

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

- The proprietor, chair of governors and headteacher demonstrate a clear understanding of the independent school standards. They are committed to ensuring that the independent school standards are consistently met and showed that they have the knowledge and skills to do this.
- Leaders ensure that all school policies and procedures are up to date, fully understood and applied by staff. All policies are informed by current statutory guidelines and appropriate to the needs of pupils served by the school. Leaders check the standards as part of their regular monitoring, evaluation and review cycle. Leaders are committed to actively promoting the well-being of pupils.
- The school is likely to meet these standards if the material change is implemented.

Schedule 10 of the Equality Act 2010

- Leaders ensure that the school meets the requirements of Schedule 10 of the Equality Act 2010. Inspection evidence shows that leaders have carefully considered how the additional accommodation will be made accessible to pupils.

Compliance with regulatory requirements

The school is likely 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.

School details

Unique reference number	136220
DfE registration number	861/6004
Inspection number	10250176

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 day school
School status	Independent school
Proprietor	Outcomes First Group
Chair	James Joyce
Headteacher	Ms Karen Caswell
Annual fees (day pupils)	£52,000 to £72,000
Telephone number	01782 320773
Website	www.glebedaleschool.co.uk
Email address	karen.caswell@glebedaleschool.co.uk
Date of previous standard inspection	12 June–3 July 2018

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	7 to 19	7 to 19	7 to 19
Number of pupils on the school roll	16	34	34

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	23	34
Number of part-time pupils	5	0
Number of pupils with special educational needs and/or disabilities	23	34
Of which, number of pupils with an education, health and care plan	23	34
Of which, number of pupils paid for by a local authority with an education, health and care plan	23	34

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	10	11
Number of part-time teaching staff	0	0
Number of staff in the welfare provision	9	12

Information about this school

- Glebedale School is currently registered to provide for 30 pupils between the ages of seven to 19. All pupils admitted to the school have experienced social, emotional or mental health difficulties. The school is located in the residential area of Heron Cross, Stoke-on-Trent.
- The school offers places for children looked after by local authorities. They also offer places to day pupils from the local community.

- Most pupils arrive at the school having experienced significant trauma and difficulties which have impacted on previous placements and frequently led to multiple placement breakdowns. As a result, pupils often arrive with significant gaps in their learning. On entry, many pupils are operating at lower levels than those expected for their age.
- All pupils have education, health and care plans. All have experienced some form of disruption to their education. Some pupils have not received formal education for extended periods of time prior to joining the school. In order to support access to the curriculum, education staff work alongside clinicians.
- On admission to the school, pupils take part in an induction programme. During this time their educational and personal needs are assessed, and decisions taken about the best provision to meet their individual needs.
- The majority of pupils come from Stoke-on-Trent, but several children who are looked after by local authorities come from further afield.

Information about this inspection

- The inspection was commissioned by the Department for Education (DfE) in response to an application by the school to operate from accommodation additional to their main site and to increase the number of pupils the school can admit, from 30 to 34.
- Additional accommodation, planned for use by the school, is located at Moorlands Assessment Centre, Bates Farm, Bates Lane, Maer, Staffordshire ST5 5ES. The centre is a 15-minute journey from the current school. The intention is to provide for up to four pupils in a designated classroom. The pupils will be in residential accommodation at the centre, operated by the school's proprietors, Outcomes First Group.
- Moorlands Assessment Centre has made an application for registration, and has been informed, by the DfE, that it will shortly receive its pre-registration inspection. Up to four pupils will be resident in the centre, for up to 12 weeks, while their learning and development needs are assessed. Glebedale School will use a designated classroom, in the building, to undertake the assessments and offer appropriate day provision for pupils.
- The inspection focused on whether the school's use of the additional accommodation and increase in numbers on roll would be likely to meet some of the welfare, health and safety standards in part 3; the standards in part 4, suitability of staff, supply staff and proprietors; part 5, premises of and accommodation at schools; and part 8, quality of leadership in and management of schools.
- This was the school's second material change inspection.
- The inspector met with the chair of governors and the headteacher.
- A tour of the additional accommodation, to be used by the school, was conducted with the headteacher and the chair.
- The inspector examined a range of documents, including the school's safeguarding and child protection policies, and documents and policies relating to health and safety, the supervision of pupils and risk assessments.

The inspector examined the school's record of safeguarding checks made on staff, and pupil safeguarding records.

Inspection team

Mike Onyon, lead inspector

Ofsted Inspector

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