

Radlett Lodge

9 November 2022

Harper Lane, Radlett, Hertfordshire WD7 9HW

Overall outcome

Residential provision

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

Main inspection findings

The overall experiences and progress of children

- Children make good progress while in residence. Staff support children to become more independent.
- Staff help children to improve their personal care and communication skills.
- Staff offer children a variety of social experiences. This broadens children's understanding and builds on their social networks.
- Staff provide children with finely tailored care that meets the children's varying needs.
- Staff know the children exceptionally well.
- The staff's care practices are well considered, warm towards children and align with the children's behaviour support plans.
- Staff fully consider children's holistic needs.

How well children are helped and protected

- Restraint is infrequently used in residence. When used, restraints are low level, reasonable, proportionate, necessary and not overly restrictive.
- Staff ensure that restraint is only used when all other de-escalation strategies have been exhausted.
- Staff have a good understanding of how to support children who present self-injurious behaviours. Incidents of self-injurious behaviour are managed effectively.
- Incidents involving children harming staff are responded to well. During these incidents, staff have the children's safety at the forefront of their actions and responses.
- Staff are skilful at redirecting children who are in crisis.
- Staff's understanding of how to manage children's sexualised behaviour is good.
- Staff educate children on what is and what is not appropriate behaviour.
- Staff understand children's sexual development. Children are not discouraged from exploring their sexual self; instead, children are encouraged to do this in private.
- The safeguarding leads make prompt referrals to the local authority designated officer (LADO) when required. The pastoral lead challenged the LADO when they deemed a referral to not meet the threshold. This demonstrates that staff challenge

professionals when they feel that their responses are not in the best interests of the children.

The effectiveness of leaders and managers

- Restraint records and incidents are monitored effectively and consistently. This enables managers to identify additional targeted support that children may need.
- Staff feel exceptionally well supported by leaders and managers.
- Staff unanimously said that leaders and managers are visible, accessible and fully supportive, especially in times of crisis when staff have been hurt by children.
- Staff are tenacious in recording behaviours of concern. This enables staff to provide targeted support where it is needed most. Consequently, themes and patterns in behaviour are readily identified.
- Staff make detailed records when children are involved in accidents. Staff are attentive to detail and record all injuries to children. This level of recording demonstrates that staff are aware of the importance of reporting all accidents and injuries. This is particularly important for non-verbal children who cannot convey that they are hurt or ask for medical support.

School details

Unique reference number	117646
Social care unique reference number	SC019505
DfE registration number	919/6215
Inspection number	10261869

The inspection of residential provision was carried out under the Children Act 1989, as amended by the Care Standards Act 2000, having regard to the national minimum standards for residential special schools.

Type of school	Residential special school
School status	Independent residential special school
Age range of pupils	4-19
Gender of pupils	Mixed
Number of pupils on the school roll	45
Number of boarders on roll	10
Headteacher	Geraldine Mendonça
Head of residential provision	Shelly Parr
Telephone number	01923 854922
Website	www.autism.org.uk/our-schools/radlett-lodge
Email address	radlett.lodge@nas.org.uk
Date of previous residential inspection	26 September 2022

Information about this school

- This residential special school is run by the National Autistic Society.
- There are currently 45 pupils aged from four to 19 on roll.
- The residential building is situated next to the school. Up to 12 pupils can reside either on a weekly, termly or flexible-stay basis.
- There are currently 10 residential pupils. The children have autism spectrum disorder.
- The head of care of the residential provision has been in post since September 2022 and was previously the deputy of the residential provision. She has suitable experience to manage the provision and is working towards a relevant level 5 qualification.

Information about this inspection

- This emergency inspection took place to determine the effectiveness of safeguarding at the school following a concern raised with Ofsted about the effectiveness of leadership and management in this area.
- This inspection took place over one day, at the same time as the education standard inspection was taking place.

Inspection team

Lianne Bradford, lead inspector

Social Care Regulatory Inspector

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.
Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2022