

Mill School – Bury

Wellington Street, Bury, Greater Manchester BL8 2BD

Inspection date

8 February 2023

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

Paragraph 7, 7(a), 7(b)

- The proprietor has set out a detailed safeguarding policy. The information in the policy is comprehensive and pays due regard to the most up-to-date guidance from the Secretary of State. The safeguarding policy contains clear information about important issues, such as child-on-child abuse. It also has the contact details for the school's designated and deputy designated safeguarding leaders and the local authority's safeguarding officer.
- Leaders ensure that practices in school closely adhere to the school's safeguarding policy and that staff and leaders are suitably trained. Staff know how to recognise the signs and symptoms of abuse. They know what to do if they have any concerns. Leaders work effectively with external agencies when appropriate to help keep pupils safe.
- Pupils who spoke with the inspector said that they feel safe in the school.
- Leaders' arrangements to safeguard pupils are effective.

Paragraph 9, 9(a), 9(b)

- The proprietor has a clear policy about the management of pupils' behaviour. It sets out the school's approach to rewards and consequences. There is clear information about the school's approach to the use of restrictive physical interventions. Leaders train staff so that staff know how to hold pupils safely when required.
- Pupils generally behave well in lessons. Most pupils get on well with each other. There is a calm and orderly atmosphere in the dining hall. However, a small number of pupils exhibit boisterous behaviour and use unacceptable language in corridors and outside the school building during lesson changeovers and breaktimes. Some younger pupils cause damage to the walls of some corridors by kicking them. The inspector saw evidence of holes in walls during the inspection and photos of damage caused by pupils during the course of the academic year. Leaders systematically record any instances of poor behaviour. Incidents are followed up with pupils and their parents

and carers. Consequences are appropriate. That said, some staff have not had the training needed to manage pupils' behaviour around school.

Paragraph 10

- The proprietor has a comprehensive anti-bullying policy that is based on government guidance. Pupils are confident that leaders and staff will listen to their concerns. Any incidents of bullying are dealt with well.

Paragraphs 11, 12, 13

- The proprietor has ensured that suitable policies have been prepared for all the required aspects of health and safety, and for fire safety. Gas and electrical safety checks on equipment in the building have been carried out. Fire extinguishers are regularly serviced to ensure that they are in good condition. Fire exits are clearly marked. Fire routes are free from clutter and are visible. Clear fire signage is in place.
- Leaders ensure that suitable first-aid resources are easily accessible. There are sufficient first aiders in the school, who have completed appropriate training.

Paragraph 14

- There is a high staff-to-pupil ratio. Pupils are well supervised during their lessons by appropriately qualified staff. For example, in a food technology lesson, pupils were cooking food safely with appropriate oversight by staff. In addition, the supervision of pupils in the dining hall helps to create an orderly atmosphere where pupils can eat and socialise in a calm environment.
- However, leaders do not ensure that pupils are well supervised during lesson changeovers and unstructured times, particularly in some corridors and outside in the play area.

Paragraphs 15, 16

- Leaders have ensured that appropriate registers for recording admissions and attendance are in place. Leaders ensure that any pupil absences are followed up.
- The proprietor has a written risk assessment policy in place. Leaders ensure that this is implemented effectively. Risks are well managed in school. For example, risk assessments are in place for extra-curricular activities, such as swimming lessons, and for the safeguarding of individual pupils. In addition, leaders have staggered lunchtimes to minimise the risk of injury to younger pupils from older pupils engaging in playground activities and sport.
- At the start of the inspection, some of the policies published on the school's website did not reflect the most up-to-date versions that were in operation in the school. This administrative error was swiftly rectified by leaders.
- Leaders have not ensured that all the standards in this part are met.

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

Paragraphs 17, 18, 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)

- Leaders ensure the satisfactory completion of statutory checks on the suitability of staff and other adults to work with pupils. They record their checks accurately in an

appropriate format in a single central register of information in line with statutory requirements. Leaders' arrangements for the induction of new staff are strong.

Paragraph 19(2), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d)(i), 19(2)(d)(ii), 19(3)

- Leaders use a very small number of supply teachers. Leaders ensure that all correct checks and procedures are completed before anyone undertakes supply work.

Paragraph 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 proprietor has completed all the necessary checks on the background of members of the board and their suitability for their roles. Checks relating to section 128 of the 2008 Act and prohibition from teaching checks have been carried out.

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)

- All appropriate checks on the suitability of staff, the proprietor and members of the board are recorded on a single central record. This meets statutory requirements.
- Leaders have ensured that all the standards in this part are met.

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(2)

- There are separate toilet and washing facilities for staff and pupils. An adapted toilet is available for use by disabled pupils, and by staff and visitors. All the toilets are in separate cubicles, which can be locked from the inside. There are suitable changing and showering facilities for use by pupils.
- There is suitable provision in place for the medical examination and treatment of pupils and for the short-term care of sick and injured pupils.

Paragraphs 25, 26

- The premises are safe and secure. The acoustic features and sound insulation, together with internal and external lighting, are suitable throughout the building.
- The school buildings are maintained to a high standard. Any damage to walls in corridors caused by pupils is quickly repaired.

Paragraph 27(a), 27(b)

- Classrooms are well lit and there is external lighting to ensure that the premises can be safely entered and exited during the hours of darkness.

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

- Pupils have ready access to bottled water throughout the day in classrooms and in the dining hall.
- All toilets have an adequate supply of cold running water. Hot water for handwashing does not pose a scalding risk to pupils. The proprietor body ensures that regular checks are carried out on water temperature.

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

- There are a wide range of suitable outdoor spaces for pupils to play in.
- Pupils have structured physical education lessons in the sports hall on site.
- Leaders have ensured that all the standards in this part are met.

Part 6. Provision of information

Paragraph 32, 32(1), 32(1)(c)

- Leaders have ensured that an up-to-date copy of the school's safeguarding policy is published on the school's website.
- Leaders have ensured that the standard relating to provision of safeguarding information in this part is met.

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 complaints policy is suitable and sets out the informal and formal stages for considering a complaint, and gives clear timescales for these processes. The policy is published on the school's website.
- Leaders reported that the school has received two formal complaints this year.
- Leaders have ensured that all the standards in this part are met.

Part 8. Quality of leadership in and management of schools

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

- The proprietor and leaders do not fulfil their responsibilities effectively because the independent school standards relating to pupils' welfare, health and safety are not met.
- Leaders have not ensured that the behaviour policy is implemented effectively. In addition, leaders do not ensure that pupils are properly supervised through the appropriate deployment of school staff.
- The proprietor has not ensured that all the independent school standards are met. Therefore, the standards relating to leadership and management 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	147349
DfE registration number	351/6017
Inspection number	10276798

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 school
School status	Independent special school
Age range of pupils	7 to 17
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	67
Number of part-time pupils	1
Proprietor	Kedleston (Olsen House Holdings) Limited
Chair	Paul Brosnan
Headteacher	Krystian Liptrot
Annual fees (day pupils)	£47,000 to £57,000
Telephone number	0161 359 7788
Website	www.kedlestongroup.com/our-schools-homes/day-schools/mill-school-bury/home
Email address	b.shuell@kedlestongroup.com
Dates of previous standard inspection	13 to 15 July 2021

Information about this school

- There have been significant changes in leadership and staffing in recent years. A new headteacher was appointed in September 2022.
- The school's last inspection was a standard inspection in July 2021.
- The school operates from premises at Wellington Street, Bury, Greater Manchester BL8 2BD.

- All pupils who attend the school have an education, health and care plan related to autism spectrum disorder and/or social, emotional and mental health needs.
- Leaders do not use alternative provision.

Information about this inspection

- This emergency inspection was commissioned by the Department for Education (DfE).
- The inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008 and was conducted without notice.
- The DfE requested that the inspector reported on the independent school standards ('the standards') in respect of safeguarding, welfare, health and safety of pupils, suitability of staff, supply staff and proprietors, premises and accommodation, provision of information relating to safeguarding and the manner in which complaints are handled. The inspector also reported on the standards relating to the leadership and management of the school.
- The headteacher and deputy headteacher were not in school during the inspection. A team of three assistant headteachers, supported by the regional director, were leading the school.
- The inspector held discussions with members of the leadership team, a wide range of staff, the regional director and a member of the proprietor board.
- The inspector spoke formally with groups of pupils from across the school.
- The inspector scrutinised a range of school documents.
- The inspector toured the school with a member of the senior leadership team. He visited lessons across the school. He also observed pupils at during breaktimes and lunchtimes. The inspector spoke with pupils during unstructured times.

Inspection team

Ahmed Marikar, lead inspector

His 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

- 9 The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that–
 - 9(b) the policy is implemented effectively; and
- 14 The standard in this paragraph is met if the proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff.

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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