

Hillingdon Manor School

Harlington Road, Hillingdon, Middlesex UB8 3HD

Inspection date

25 April 2023

Overall outcome

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

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b), 11, 12, 14, 16, 16(a), 16(b)

- The safeguarding policy is up to date and reflects current government guidance. The policy is detailed and has been designed to take into account pupils' additional needs. For example, it emphasises the specific strategies needed when working with pupils with difficulties in their receptive and expressive communication. The policy is available to parents and carers on the school's website.
- Leaders keep staff informed about any changes and amendments to the child protection policies and procedures. Training is ongoing to ensure that staff's knowledge remains up to date in what they need to do to fulfil their role in safeguarding pupils. Staff understand their responsibilities and the vulnerabilities that pupils face, including how to report any concerns they may have. Recent training has focused on crisis prevention and de-escalation, as well as how to recognise potential sexualised behaviour.
- The health and safety policy is detailed and comprehensive. It reflects relevant government guidance. Leaders have provided detailed training for staff. For example, leaders have carefully considered, with the support of the proprietor body's central health and safety team, how to mitigate risks on educational visits. This includes a post-visit activity to evaluate and learn from what worked well and what could be improved next time.
- Leaders provide clear guidance to staff for assessing risk. This includes strategies to mitigate perceived risks but also emphasises that where possible, pupils are meaningfully involved and consulted on their awareness of risk.
- An external contractor has conducted a fire risk assessment of the newly refurbished building. Minor queries were identified, which leaders have been swift to resolve. Leaders have ensured that the new building meets the requirements of the Regulatory Reform (Fire Safety) Order 2005. Risk assessments are in place for each classroom and all relevant aspects of the school's work.

- Leaders have suitable plans in place for pupil supervision throughout the school day. There is comprehensive guidance for staff in determining suitable staff-to-pupil ratios for both teaching and supervision. This guidance takes into account the social and emotional needs of pupils and any resulting implications for managing behaviour. Leaders have built in sufficient flexibility to ensure adequate supervision remains in place if staff are absent or emergency situations arise.
- The independent school standards (the standards) listed above are likely to continue to be met if the material change is implemented.

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

All paragraphs

- Leaders have robust systems in place for recruiting and inducting staff. For example, thorough checks are carried out on an applicant's employment history. The school's single central record is compliant with statutory requirements. The human resources team has put in place a comprehensive induction programme for newly appointed staff.
- Leaders have developed equally thorough systems for checking the suitability of agency staff should they be employed. Leaders are knowledgeable about all relevant checks required for any adults present on the school site. This includes volunteers and contractors. Leaders work alongside the central human resources team to make sure that all systems are implemented effectively.
- The standards in this part are likely to continue to be met if the material change is approved and implemented.

Part 5. Premises of and accommodation at schools

All paragraphs

- The new building will adequately accommodate an additional 40 primary-age pupils with autism spectrum disorder and associated additional staff. It has been refurbished to a high standard and will provide a calm, purposeful space for pupils to develop their social and academic skills. The building is bright, airy and acoustically sound.
- All cleaning materials are kept secure in a locked cupboard. The medical room is suitable for the short-term care and treatment of pupils. It has appropriate first-aid supplies and a washbasin. It is located close to pupils' toilet facilities.
- The toilet facilities are clean and well maintained. The temperature of the hot water is appropriately limited so as not to pose a scalding risk. Signage indicates clearly which water is for drinking and which is not. Fire exits are also clearly signed.
- Leaders have provided additional outdoor space on two sides of the new building. These areas provide appropriate outdoor space for physical education and play. This includes a multi-use games area. The existing school grounds also include a large, grassed area containing a climbing frame, sand pit, swings and trampoline. A forest school site provides further opportunities for pupils to explore learning outdoors.
- The standards in the part are likely to continue to be met if the material change is implemented.

Part 8. Quality of leadership in and management of schools

All paragraphs

- Leaders understand the standards and what they mean in the context of the new building and the proposed increase in the number of pupils on roll. Leaders are held to account by the 'performance board' for their progress against agreed priorities. A recently commissioned external school improvement partner is used by leaders to support their oversight of the school's compliance with the standards.
- Leaders have ensured that the new building fully complies with the requirements of the standards. They have thought carefully about the environment and how to ensure it is safe yet functional for pupils, with consideration given to pupils' specific additional needs. For example, in planning for the material change, they have thought in depth about what is needed to support pupils who find developing and maintaining social relationships challenging. The building is calm, bright and welcoming.
- Leaders have ensured that the standards are met, including those for safeguarding. The single central record of pre-employment checks includes all relevant information. Arrangements for safer recruitment are robust. The teaching and support staff for pupils awaiting admission are either in place or currently being onboarded.
- The standards in this part are likely to continue to be met if the material change is implemented.

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	131940
DfE registration number	312/6063
Inspection number	10283610

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	Day school for pupils with autism spectrum disorder
School status	Independent special school
Proprietor	P Bloom Ltd
Chair	Richard Power
Headteacher	Richard Gadd (Headteacher) Jemma Kerr (Head of Primary School)
Annual fees (day pupils)	£66,000 - £91,000
Telephone number	01895813679
Website	www.hillingdonmanorschool.org.uk
Email address	enquiries@hmschool.org.uk
Date of previous standard inspection	8 to 10 March 2022

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	3 to 19	3 to 19	3 to 19
Number of pupils on the school roll	243	283	283

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed

Number of full-time pupils of compulsory school age	243	283
Number of part-time pupils	Not applicable	0
Number of pupils with special educational needs and/or disabilities	243	283
Of which, number of pupils with an education, health and care plan	243	283
Of which, number of pupils paid for by a local authority with an education, health and care plan	243	283

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	123	143
Number of part-time teaching staff	32	32
Number of staff in the welfare provision	Not applicable	0

Information about this school

- Hillingdon Manor School is an independent special school for pupils with autism spectrum disorder, as well as moderate and severe learning and communication difficulties.
- The school has three sites. The site at Hillingdon Manor on Harlington Road, Hillingdon, UB8 3HD caters for pupils in key stages 3 and 4 and sixth-form students. The site at Yiewsley Grange, High Street, Yiewsley, UB7 7QP caters for pupils in key stages 1 and 2. The site at Upton Grange, Datchet Road, Slough, SL3 7LR accommodates children in Reception and key stage 1.
- The school is owned by 'Options Autism 7' and is a fully owned subsidiary of P Bloom Ltd, which is part of the 'Outcomes First Group', a limited company which runs 56 independent special schools across England and Wales.
- All pupils have education, health and care plans, and they are placed and funded by a

wide range of local authorities.

- The school makes use of one registered alternative provision.
- The school's previous inspection was a full standard inspection in March 2022, when it was judged to be a good school.

Information about this inspection

- The inspection was conducted at the request of the Department for Education to consider the school's application for a material change to expand its primary provision. The proposal is to create 40 additional places for primary pupils at Upton Court, Datchet Road, Slough, Buckinghamshire, SL3 7LR.
- The inspection took place at Upton Court, Datchet Road, Slough, Buckinghamshire, SL3 7LR. The material change has not been implemented.
- The inspection was conducted with two days' notice and is the school's second material change inspection.
- The focus of the inspection was to consider whether the standards in parts 3, 4, 5 and 8 were likely to be met.
- The headteacher was not available at the time of the inspection.
- The inspector held meetings with the regional director and the head of primary school to discuss how they will ensure that the standards will continue to be met. The inspector also met with the facilities manager. Meetings were held with teachers and the chair of the proprietor body.
- The inspector considered the written policies for safeguarding, health and safety and risk assessment. She also reviewed the school's single central record of pre-employment checks. The inspector toured the building with the head of school and the facilities manager.

Inspection team

Alison Colenso, lead inspector

His Majesty's Inspector

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