

Redbourn Park School

Grovehill Youth Centre, Stevenage Rise, Hemel Hempstead, Hertfordshire HP2 6BH

Inspection date

6 December 2023

Overall outcome

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

Main inspection findings

Part 1. Quality of education provided

Paragraph 3, 3(c), 3(d)

- This independent school standard (the standard) was not met at the standard inspection in November 2022. It remained unmet at the progress monitoring inspection in June 2023. The June 2023 report stated there were instances where teachers did not use classroom time effectively enough. They also did not use information on pupils' prior knowledge or their individual needs to support teaching as well as they should.
- The school now prioritises providing staff with greater clarity on what they need to teach pupils. There is, for example, a clearly defined approach to the teaching of calculations in mathematics. These clear and consistent expectations support staff when planning what they are going to teach pupils.
- There is ongoing training for staff to help them develop their subject and pedagogical knowledge. Structured training towards gaining qualified teaching status is improving teachers' expertise. There is also better use of support networks to help upskill staff in the teaching of phonics. This is providing a greater understanding of how to teach effectively.
- A rigorous approach with in-house training and monitoring ensures leaders have a better understanding of where they need to support staff. Regular teacher meetings help staff share best practice. The newly introduced pupil progress meetings identify the next steps in learning for pupils and how best to adapt the curriculum to meet the needs of pupils.
- Systems to record and evidence pupils' learning are stronger. Consequently, staff have a better understanding of how well pupils are learning the curriculum.
- There is precision now in the school's documentation. Pupils have specific targets to achieve during the school day. There has been success for pupils in achieving some of the bespoke targets they have. The school is developing aide-memoires to support teachers further.

- This standard is now met.

Part 3. Welfare, health and safety of pupils

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

- This standard was met at the standard inspection in November 2022.
- Arrangements for safeguarding pupils continue to be effective.
- Staff log concerns relating to the welfare and safety of pupils promptly and accurately. The school has clear procedures in place to review these logs in a timely manner and take the appropriate action. Where required, the school seeks additional support from other professionals to help pupils and families.
- This standard remains met.

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

Paragraphs 17, 18(1)–18(2)(e), 18(3)–19(2)(d)(ii), 19(3)–21(8)

- These standards were met at the time of the standard inspection in November 2022.
- The school makes sure they complete the appropriate pre-employment checks on new members of staff prior to them taking up employment.
- Information is recorded clearly and accurately on the school's single central record. This is up to date.
- These standards continue to be met.

Part 6. Provision of information

Paragraph 31(1)(c)

- This standard was met at the standard inspection in November 2022.
- The school's policies and procedures relating to safeguarding are published on their website and follow the most recent statutory guidance.
- This standard continues to be met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1) to 34(1)(b)

- This standard was not met in either of the inspections in November 2022 or June 2023. This is because the proprietor had not ensured that the independent school standards were consistently met.
- A new headteacher took up post in September 2023. This has provided increased leadership capacity and expertise in teaching and learning.
- The school ensures there is a scheduled programme for monitoring the quality of education in the school. Regular checks of work in pupils' books helps leaders to understand how well pupils are learning. More structured pupil progress meetings help leaders to understand pupils next steps in learning.
- The school has ensured they have implemented the action plan. They have prioritised improvements to the teaching of phonics and mathematics in the first instance.

- External support is helping leaders to understand where the school is having success and where it still needs to improve.
- Improvements have been made in the quality of the curriculum planning and the teaching of it. This is helping pupils to better secure their understanding of important knowledge.
- Leaders know there is still work to do to ensure that pupils receive the quality of education they aspire for them to have. They understand where they need to improve the quality of provision pupils receive.
- This standard is now met.

Schedule 10 of the Equality Act 2010

- The school has ensured it continues to comply with Schedule 10 of the Equality Act 2010.

Compliance with regulatory requirements

The school meets 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. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school now meets the following independent school standards

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
 - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time; and
 - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons.
- 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; and
 - 34(1)(b) fulfil their responsibility effectively so that the independent school standards are met consistently.

School details

Unique reference number	148472
DfE registration number	919/6018
Inspection number	10318738

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 school
School status	Independent special school
Age range of pupils	7 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	12
Number of part-time pupils	0
Proprietor	Redbourn Park Group Ltd
Chair	Richard McCabe
Headteacher	Steven Lloyd
Annual fees (day pupils)	£52,000
Telephone number	01442 601 252
Website	www.redbournpark.co.uk
Email address	richard.mccabe@redbournpark.co.uk
Dates of previous standard inspection	15 to 17 November 2022

Information about this school

- The school is an independent day special school.
- The school is currently owned by Redbourn Park Group Ltd with three directors, two of whom work in the school. Up until September 2023, the chair of the proprietor body was also the acting headteacher.
- The current headteacher joined the school in September 2023.
- All pupils have an education, health and care plan. Pupils who attend the school have social, emotional and mental health needs linked to communication difficulties and autism

needs. Many pupils have experienced significant periods of time out of education. Places at the school are commissioned by three local authorities.

- The school does not use supply staff.
- The school does not use alternative provision.
- The registration authority for independent schools granted the school a temporary material change to run from September 2023 to July 2024. This means the school has a small number of pupils who are currently on roll in Year 7.
- Inspection history:
 - In November 2022, Ofsted conducted the school's first standard inspection. The school was judged to require improvement. Three of the independent standards were not met.
 - The DfE issued a statutory notice on 2 February 2023. The proprietor was required to provide an action plan to highlight how leaders would address the unmet standards. In February 2023, an action plan was evaluated by Ofsted as not acceptable.
 - A progress monitoring inspection was conducted by Ofsted in June 2023. Two of the independent school standards remained unmet.
 - The DfE issued a statutory notice on 19 July 2023. The proprietor was required to provide an action plan to highlight how leaders would address the unmet standards. In October 2023, an action plan was evaluated by Ofsted as acceptable with some modifications.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- The inspector met with the headteacher, the chair of the proprietor body and a designated safeguarding lead.
- The inspector scrutinised a range of documentation relating to the curriculum. This included curriculum planning guidance, pupil records, records of staff training and evidence of pupils' work across the curriculum.
- The inspector visited lessons across all classes and spoke with pupils about their learning.
- The inspector reviewed the single central record and a sample of records relating to safeguarding.

Inspection team

Michael Williams, lead inspector

His Majesty's Inspector

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