

Hillingdon Manor School

Harlington Road, Hillingdon, Middlesex UB8 3HD

Inspection date

19 December 2023

Overall outcome

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

Main inspection findings

Part 1. Quality of education provided

Paragraphs 1, 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(2)(g), 2(2)(h), 3, 3(a), 3(b), 3(d), 3(g)

- The curriculum policy includes relevant information about subjects and approaches used for pupils from early years to the sixth form. The curriculum includes a suitably broad range of subjects. The school also provides a therapeutic curriculum to support pupils with autism.
- Schemes of work contain appropriate subject content for the proposed age range of pupils. Medium-term plans incorporate requirements specified in pupils' education, health and care (EHC) plans. These sequence knowledge and skills effectively to support pupils to achieve the outcomes specified in their EHC plans.
- Leaders and teachers assess pupils' learning frequently. This includes ongoing, daily assessments and more formalised checks throughout the school year. This information is used to make appropriate adjustments to teaching and resources. Pupils learn appropriate knowledge and skills to become independent, confident learners.
- The independent school standards (the standards) in this part are likely to continue to be met if the material change is implemented.

Part 3. Welfare, health and safety of pupils

Paragraphs 7(a), 7(b), 11, 12, 14, 16(a), 16(b), 32(1)(c)

- The safeguarding policy reflects the most recent government guidance. It is made available for parents and carers on the school's website. All school staff receive up-to-date, relevant safeguarding training. This takes place as soon as staff join the school and throughout the school year. Staff know the signs that indicate that a pupil may need help or support. Staff know how recognise and report any concerns that may arise.

- Appropriate policies for health and safety and risk assessment are in place. The school carries out regular monitoring of the premises and equipment. This includes checks on playground equipment to ensure that it is safe for pupils to use.
- The school uses qualified professionals to carry out safety inspections regularly, such as fire risk assessments, electrical equipment inspections and testing of the water supply. Any recommendations are resolved swiftly.
- The standards in this part are likely to continue to be met if the material change is implemented.

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

All paragraphs

- The school has robust systems in place for recruiting staff in line with safeguarding requirements. The school ensures that all required checks are completed before staff take up their post at the school. This includes checks for staff who were previously living or employed overseas.
- The school has stringent procedures for checking the suitability of staff who are appointed through a supply employment agency. The school's checks go beyond those required by statutory guidance. The school's single central record is kept up to date and includes all necessary information.
- The standards in this part are likely to continue to be met if the material change is implemented.

Part 5. Premises of and accommodation at schools

All paragraphs

- The school's leaders' and proprietor body's proposed material change is to admit up to 30 additional pupils in the early years phase and in Years 1 and 2 at the premises located at 390 London Road, Isleworth, Middlesex TW7 5AJ. This site is currently used by Syon Nursery, a separately registered nursery that is also part of Options First Group. Currently, Syon Nursery is registered on Ofsted's early years register for up to 40 children. The proposed premises do not have enough space to accommodate both the existing registered 40-place nursery, Syon Nursery, and the proposed additional 30 pupils at Hillingdon Manor School.
- The proprietor body intends to close Syon Nursery provision and use the premises at 390 London Road, Isleworth, Middlesex TW7 5AJ for the sole use of Hillingdon Manor School. If Syon Nursery were to close, the premises at 390 London Road, Isleworth, Middlesex TW7 5AJ would then be suitable to accommodate the proposed increase in capacity of 30 pupils to the school's registration. However, the closure of Syon Nursery has not yet taken place. Currently, therefore, the premises are unsuitable to accommodate the proposed material change.
- The premises proposed for the material change are located on the ground floor of a modern, well-maintained building. There is a further education college located on the

first floor of the same building. The college is also part of Options First Group. The college does not have access to the proposed school premises.

- Classrooms are spacious and clean, with adequate lighting and ventilation. Each classroom has access to a sensory space. There are adequate toilet facilities, which are appropriate for use by pupils under the age of eight years. The medical and therapy spaces are well stocked and suitable for pupils' needs.
- There are spaces currently allocated solely for the use of Syon Nursery staff. These include a large space that the school proposes to use as a classroom. The space is maintained to the same standard as the rest of the proposed premises. The space could accommodate up to 10 pupils. However, this space would not be suitable to fulfil the proposed material change.
- It is unlikely that the standards in this part will continue to be met if the material change is implemented before Syon Nursery has closed.

Part 8. Quality of leadership in and management of schools

All paragraphs

- The proprietor body understands its responsibilities to safeguard pupils and to ensure the standards are met consistently. The curriculum and education provided are monitored and reviewed regularly by leaders in the organisation and external experts. This provides leaders with assurances about the quality of education, therapy and welfare provision in place.
- The proprietor body has a clear understanding of its statutory duties with regard to safeguarding and equality. It ensures that staff are recruited and inducted in line with welfare and safety requirements.
- The proprietor body has made sure that the premises identified for the material change are suitable for pupils' needs. If the plans to close Syon Nursery are implemented, the premises are likely to continue to be maintained to a high standard.
- 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 unlikely 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, as set out in the annex of this report.

School details

Unique reference number	131940
DfE registration number	312/6063
Inspection number	10319501

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
School status	Independent special school
Proprietor	P Bloom Ltd
Chair	Richard Power
Headteacher	Lorna Davies-Bailey
Annual fees (day pupils)	£66,000 to £91,000
Telephone number	01895 813679
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	240	313	293

Reason for inspector's recommendations

The proposed premises are currently occupied by a registered 40-place nursery. The premises would not accommodate 30 additional school places. The premises are suitable for 10 additional school places.

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	283	313
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	283	313
Of which, number of pupils with an education, health and care plan	283	313
Of which, number of pupils paid for by a local authority with an education, health and care plan	283	313

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	143	153
Number of part-time teaching staff	32	32
Number of staff in the welfare provision	Not applicable	0

Information about this school

- This is an independent special school for pupils with autism, as well as moderate and severe learning and communication difficulties. All pupils have an EHC plan. Pupils are placed and funded by a wide range of local authorities.
- The school operates from three sites. The site at Hillingdon Manor on Harlington Road, Hillingdon UB8 3HD caters for secondary-age pupils and sixth-form students. The site at Yiewsley Grange, High Street, Yiewsley UB7 7QP caters for pupils in Years

1 to 6. The site at Upton Grange, Datchet Road, Slough SL3 7LR accommodates children in Reception and pupils in Years 1 and 2.

- A standard inspection of the school took place in March 2022. In April 2023, the Department for Education (DfE) requested an additional inspection of the school because the school had requested to increase the number of pupils on roll.
- There have been some changes in leadership since the previous inspection in April 2023. The executive headteacher joined the school after the previous inspection. The executive headteacher leads this school and another school in Options First Group. The executive headteacher is also the regional director of Options First Group.
- There is a head of school and an interim headteacher in post at the school.
- The school does not make use of alternative provision.

Information about this inspection

- The inspection was carried out at the request of the DfE to consider the school's application for a material change to the school's registration by adding 30 pupils to the school's early years and Years 1 and 2 registration. The proposal is for the additional 30 pupils to be educated at the site located at 390 London Road, Isleworth, Middlesex TW7 5AJ.
- The site at 390 London Road, Isleworth, Middlesex TW7 5AJ is currently occupied by Syon Nursery, which is a registered Nursery provision for up to 40 children. It is part of Options First Group. The Nursery is currently operational with 11 children on roll. The premises at 390 London Road, Isleworth, Middlesex TW7 5AJ do not have sufficient space to accommodate both up to 40 places in Syon Nursery and the proposed additional 30 school places to operate concurrently. Leaders plan to close Syon Nursery and use the premises for Hillingdon Manor School exclusively.
- This is the first material change inspection in respect of this particular change that the school has applied to make.
- The inspection took place at the Upton Court site and at 390 London Road, Isleworth, Middlesex TW7 5AJ, the premises currently used by Syon Nursery.
- The inspector held meetings with a representative of the proprietor body, the executive headteacher and other senior leaders. The inspector also spoke with some staff and pupils.
- The inspector reviewed a range of policies and documentation regarding health and safety and risk assessment.
- The inspection also considered the school's safeguarding arrangements, including the single central record of pre-employment checks and whether the school's safeguarding policy is available to parents. These requirements of the independent school standards are met.

Inspection team

Andrea Bedeau, lead inspector

His Majesty's Inspector

Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

Part 5. Premises of and accommodation at schools

- 25 The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

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