

Hartmore School

Gloucester Road, Hartpury, Gloucester, Gloucestershire GL19 3BG

Inspection date

11 March 2024

Overall outcome

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

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7 to 7(b)

- Safeguarding leaders and staff understand the importance of keeping pupils safe. Leaders ensure that staff receive training and are informed of any changes to guidance. Training includes important issues such as supporting staff to be alert to signs of domestic abuse and sexual harassment. Staff know how to raise concerns about pupils being at risk of harm.
- An open culture exists where pupils are supported to become part of small teaching groups and to develop trusting relations with staff. They are safe and well cared for.
- There are suitable plans to secure a wider safeguarding team across the three sites should the material change be approved.
- The school's safeguarding policy is published on its website. It refers to the most recent statutory guidance issued by the Secretary of State.

Paragraphs 11 and 12

- The school's health and safety policy is available on its website. It describes roles and responsibilities so that health and safety can be maintained across each school site.
- Staff carry out a range of suitable safety checks. These are meticulously recorded and checked by leaders. Staff understand their responsibilities to alert leaders to any concerns so that appropriate action can take place. A maintenance team responds quickly to any issues. Consequently, both existing sites are well-maintained, comfortable environments for pupils and staff.
- The proprietor ensures that health and safety arrangements are secure. The school conducts frequent audits throughout the school year, as well as an annual audit of health and safety and associated procedures.
- The proprietor complies fully with the Regulatory Reform (Fire Safety) Order 2005. The school adheres to its fire safety development plan to ensure that all procedures such as fire drills take place. Appropriate regular checks are in place such as alarm testing and emergency lighting checks. An external specialist makes an annual visit to

check fire procedures and to ensure that all fire equipment is maintained.

- Leaders have appropriate plans to ensure that fire procedures and health and safety practices can be extended to the proposed site.

Paragraph 14

- The school ensures that a high staff-to-pupil ratio exists and is consistently maintained. Leaders have made this a priority because of pupils' social, emotional, and mental health (SEMH) needs. Pupils at both sites are well supervised throughout the day.
- If the material change is approved, the school intends to manage the transition of additional pupils carefully by gradually increasing numbers according to pupils' needs. Leaders have appropriate plans to manage staff recruitment and deployment during this period towards full capacity.

Paragraph 16

- The school has an established approach towards managing risks for pupils. Risk assessments exist for each pupil, for both school sites and for the variety of activities that take place within school and further afield. These are adapted and adjusted in response to new information or incidents. This helps to ensure that risks are carefully considered and that pupils are kept safe.
- The independent school standards (the standards) in this part are likely to be met if the request for the material change is approved.

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

Paragraphs 18(2) to 18(3)

- The proprietor ensures that the school follows safe procedures when recruiting staff. A central human resources team supports the school in completing the required checks before adults start to work at the school.

Paragraphs 19(2) to 19(3)

- Leaders have made arrangements to ensure that supply staff are rarely, if ever, required. This is a deliberate decision so that pupils have familiar staff around them. Leaders are secure in their understanding of the checks required should supply staff ever be needed in the future.

Paragraphs 20(6) to 20(6)(c)

- Members of the proprietor board complete appropriate checks needed to confirm their suitability for the role.

Paragraphs 21(1) to 21(7)(b)

- The school records statutory information about recruitment checks on an electronic single central record. Leaders have reviewed how robustly this information is monitored and have made improvements to ensure that any errors or omissions are rectified. The safeguarding director is knowledgeable about his role in overseeing safeguarding procedures and has received appropriate training.
- The standards in this part are likely to be met if the request for the material change is

approved.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1) to 23(1)(b)

- Toilet facilities meet requirements on both sites, with separate toilets available to pupils. Washing facilities include hot and cold water. There are an appropriate number of toilets for the proposed increase in pupil numbers on the existing site. Appropriate plans are also in place to ensure sufficient toilets on the proposed new site.

Paragraph 23(1)(c)

- Since the previous material change inspection, the school has reinstated the shower on the main school site and installed a shower on the second site. Therefore, pupils have access to showers at both school sites. There are appropriate plans in place to ensure that showers will be available for pupils over the age of 11 at the proposed new site.
- The standard in this paragraph is now met.

Paragraphs 24 to 29

- Both sites have arrangements to provide temporary spaces for short-term medical care. These are located close to toilet facilities. A foldable bed and appropriate washing facilities are available. Plans are in place to provide a similar space for short-term medical care at the proposed site.
- Both premises are decorated and maintained to a high standard throughout. Teaching spaces are warm and well lit and have suitable acoustics. Space has been reorganised to ensure that there is sufficient space for an additional 10 pupils at the main site should this be approved.
- Each site has suitable external lighting to ensure safe entry and exit for staff, pupils and visitors.
- Drinking-water is available to pupils and is clearly labelled as such on both sites.
- There are pleasant outside spaces at each site for pupils to play, socialise and be active. The main site has a wooded area and a dedicated area for ball games. In addition, pupils access a variety of sporting activities off site.
- The proposed new site provides well-lit, spacious spaces for learning and social activities both inside and outside for the proposed extra 40 pupils. Once this building has had the planned improvements, the site is likely to provide a suitable, attractive learning environment for primary and secondary pupils.
- The standards in this part are likely to be met if the request for the material change is approved.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1)(a) and (b)

- Since the previous material change inspection, the proprietor and senior leaders have reviewed and improved their systems to ensure that the school standards continue to be met. Leaders maintain a detailed audit which highlights any potential weaknesses

in meeting standards. There is a robust approach to ensuring that action is taken when such weaknesses are identified.

- Leaders have considered the impact of an additional site and the increase in pupil numbers. There are appropriate plans to adjust leadership roles and responsibilities so that pupils continue to receive a high-quality education, as well as ensuring that the standards continue to be met.

Paragraph 34(1)(c)

- The school is successful in managing pupils' anxieties associated with their SEMH needs. Pupils' care and welfare are at the heart of the school's work, and this is consistent across both sites. Leaders, staff and the proprietor are knowledgeable and experienced at ensuring that pupils achieve and are prepared for their futures. Leaders have a clear vision for expanding the provision to ensure that more pupils with SEMH needs have the support they need.
- There is a strong culture of safeguarding. The school prioritises pupils' well-being and safety.
- The standard in this part is likely to be met if the request for the material change is approved.

Schedule 10 of the Equality Act 2010

- The school has an accessibility plan. It outlines how the school meets the requirements of schedule 10 of the Equality Act 2010.

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	115809
DfE registration number	916/6072
Inspection number	10332110

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	Other independent special school
School status	Independent day school
Proprietor	Hartmore Education Ltd
Chair	Steve Miller
Headteacher	Harry Howells
Annual fees (day pupils)	£48,894
Telephone number	01452 700942
Website	www.hartmoreschool.co.uk
Email address	schooloffice@hartmoreschool.co.uk
Date of previous standard inspection	11 to 13 October 2022

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	7 to 18	7 to 18	7 to 18
Number of pupils on the school roll	47	98	98

Pupils

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

Number of full-time pupils of compulsory school age	47	98
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	47	98
Of which, number of pupils with an education, health and care plan	47	98
Of which, number of pupils paid for by a local authority with an education, health, and care plan	47	98

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	38	60
Number of part-time teaching staff	0	0
Number of staff in the welfare provision	1	2

Information about this school

- Hartmore School offers specialist provision for boys and girls with SEMH.
- The proprietor is Hartmore Education Limited.
- The school operates from a main site on the outskirts of Hartpury, Gloucestershire. It also uses a second site 'Hartmore Genesis' (previously named Alison House) exclusively for girls. The proprietor is in the process of acquiring a third site in central Gloucester.
- All pupils who attend the school either have an education, health and care plan or are in the process of acquiring one. Pupils are placed at the school by their representative local authorities. Most pupils are placed at the school by Gloucestershire local authority.
- The school does not use any alternative provision.

- A full standard inspection took place in October 2022, when the school was judged to be good.

Information about this inspection

- The Department of Education commissioned the inspection in response to the proprietor's request to increase the maximum pupil capacity from 48 to 58. During the planning for the inspection, the proprietor requested that the inspection also include consideration of an additional site. Furthermore, the proprietor requested that the maximum capacity of the school be increased to 98. This is to add 10 additional pupil places to the main Hartmore site as originally requested and an additional 40 places at the proposed new site. The increase is in response to escalating demand for places from local authorities.
- The inspector was able to visit the new site as well as the school's two existing sites to consider this request. The proposed site is located at Stroud Road, Gloucester. It is a large, detached and spacious house that was previously used as a private nursery. The building sits in its own grounds which allows plenty of outdoor space for pupils. It is conveniently placed in the middle of Gloucester opposite a secondary grammar school for girls. The new site is proposed to become the Hartmore School base for primary-age pupils who would be educated on the ground floor. On the first floor, the proprietor intends to provide additional places as specialist provision for teenage girls.
- The proposed new site for the school is still in the process of being purchased by the proprietor, although this is at an advanced stage. The building will then require refurbishment to ensure that it meets the standards. If the request is agreed by the Department for Education, the proprietor intends to employ a specialist contractor with experience working to the standards to complete this work.
- This is the third material change to the school's registration since its opening in 2004.
- During the inspection, the inspector met with the headteacher and other school staff. The inspector also met with the chair of the proprietor body and the director of safeguarding.
- The inspector toured all three sites with the headteacher to check the suitability and safety of the premises for the increased pupil numbers and the relevant standards.
- The inspector observed pupils in lessons and spoke informally to staff and pupils.
- The inspector scrutinised a range of documents provided by the school, including risk assessments, policies and documents related to safeguarding.

Inspection team

Tonwen Empson, lead inspector

Ofsted Inspector

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: www.gov.uk/government/publications/complaints-about-ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

Parent View

You can use Parent View to give Ofsted your opinion on your child's school. Ofsted will use the information parents and carers provide when deciding which schools to inspect and when and as part of the inspection.

You can also use Parent View to find out what other parents and carers think about schools in England. You can visit www.parentview.ofsted.gov.uk, or look for the link on the main Ofsted website: www.gov.uk/ofsted.

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 2024