

Fair Ways School

New Road, Swanwick, Hampshire, Southampton, Hampshire, SO31 7HE

Inspection dates

11 March 2024

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 to 7(b), 32(1) and 32(1)(c)

- Safeguarding was judged to be effective at the school's last standard inspection in March 2022. The school has made clear arrangements to safeguard and promote the welfare of pupils. These arrangements remain suitable should the number of pupils increase.
- The school's safeguarding policy reflects current statutory guidance and is published on the school's website. Leaders' approach to safeguarding is robust and thorough.
- The headteacher is the designated safeguarding lead (DSL). She has a team of deputy DSLs which allows for appropriate cover at both of the school's sites. This team is trained to the appropriate level and displays a strong understanding of the requirements of the role.
- There is a culture of vigilance in the school. Aspects such as statutory and ongoing safeguarding training and processes to follow when staff have concerns are well established.
- Procedures to share relevant information about safeguarding concerns are sound. Staff make effective use of the online reporting system to record any issues. These are followed up swiftly by the DSL or a deputy. Records indicate that leaders use the online system well.

Paragraphs 11, 12, 14, 16

- The school has an appropriate range of policies to promote the health and safety of pupils, staff and visitors to the school. Staff with specific responsibilities linked to health and safety are experienced and understand their roles. Ongoing health and safety checks are regular. Plans are in place to ensure that these checks will extend to the part of the building that is currently undergoing refurbishment following a fire in July 2022.
- The school complies with the fire safety regulations. A fire risk assessment completed by an independent specialist company is in place. There are mitigations to reduce the

risk of fire spreading and to allow for escape, including fire doors, smoke detectors, fire alarms, emergency lighting and clear emergency exits. Fire marshals have had appropriate training. Regular drills are carried out and evaluated.

- Ratios of staff to pupils are high, reflecting the complexity of pupils' needs. Well-established routines and policies to ensure that pupils are adequately supervised are in place. The school has thought carefully about the possible additional risks to pupils with special educational needs and/or disabilities (SEND) should the number of pupils at the school increase and how to mitigate these.
- Appropriate risk assessments are in place. Each pupil has their own detailed risk assessment which takes account of potential risks and strategies to mitigate these. This ensures that staff are aware of how to best support each pupil. There are also daily briefings to ensure that all members of staff are aware of any emerging issues.
- The standards checked in this part are likely to be met if the material change request is approved.

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

Paragraph 18(2) to 18(2)(e), 18(3), 20(6) to 20(6)(b)(ii), 20(6)(c), 21(1) to 21(3)(b), 21(6)

- The proprietor body understand the checks that need to be made to ensure that staff, proprietors and other adults in the school are suitable to work with pupils. The single central record is well maintained and meets statutory requirements.
- The school does not intend to use supply or agency staff but they know what checks will be required and the process to follow if they need to use these personnel.
- Recruitment procedures are sound. Relevant leaders have completed appropriate training linked to safer recruitment. They have close oversight of the recruitment process, making sure that all elements are completed properly, from initial advertisement, to appointment, and beyond.
- The standards in this part are likely to continue to be met if the material change request is approved.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1) to 23(1)(c), 24(1) to 24(1)(b), 24(2), 25 to 29(1)(b)

- The school is located across two sites. Initially, the application was to increase the registration from 40 to 60 pupils. Due to the ongoing building works at the Swanwick site, the school reduced this request to 50 pupils. The application, if granted, will allow leaders the flexibility to expand the number of pupils attending both sites.
- There are suitable toilets in place for boys and girls. There are separate toilets for staff. All facilities have sufficient water supplies for hand washing, and the temperature of hot water is regulated appropriately.
- The proprietor body has ensured that there is plenty of space for the proposed increase in the number of pupils at the Fort Wallington site. The building has two floors. It comprises of 19 learning spaces, two kitchens, and a large workshop. All rooms are bright, airy and well equipped. The medical room has an integral washing

facility and is located next the toilets. There is also plenty of space for pupils to play outdoors.

- At the Swanwick site, the school provides well-equipped accommodation, which is maintained to a high standard. The school's existing facilities includes a range of learning spaces and specialist teaching areas, such as the music room, an outdoor education room and a bushcraft area. Existing accommodation also provides welcoming areas for pupils to use for relaxing and socialising. The school's outdoor areas are well maintained. Pupils have access to a range of high-quality equipment during the day, such as the outdoor gym, woodland area and football goals.
- Part of the second building at the Swanwick site is currently being refurbished following the damage caused by the fire. Once completed, it will comprise of an additional art room, further learning spaces, a kitchen and library. These rooms are bright and airy and are likely to be an inviting space when the work is completed. This part of the building does not currently have lighting, heating or water. The additional toilets and hand washing facilities and flooring is also still to be fitted. The schedule of works is on track and due to be finished mid-April 2024. Plans are appropriate and once completed it is likely that requirements will be met.
- Once the refurbishment is finalised, there will be plenty of space to accommodate the school's original request to increase its application for registration for up to 60 pupils.
- The requirements of part 5 of the standards are likely to be met if the material change is granted.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1) to 34(1)(c)

- The proprietor body has a proven track record of success in educating pupils with SEND. They have thought carefully about this material change application to increase pupil numbers. There is growing demand locally for places within the school, particularly from Hampshire local authority. The school are mindful that any changes to capacity must not have an adverse impact on pupils currently at the school. The consideration of pupils' needs is at the forefront of decision-making.
- The proprietor body keeps oversight of the school and appropriate quality assurance processes are in place. They maintain reliable procedures which ensure that the independent school standards continue to be met.
- All aspects of the independent school standards assessed as part of this inspection were found likely to be met if the material change is approved. Part 8 is also 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	135240
DfE registration number	850/6088
Inspection number	10334035

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	Special school
School status	Independent day school
Proprietor	Fair Ways Community Benefit Society
Chair	Gareth Webb
Headteacher	Mrs Victoria Adams
Annual fees (day pupils)	£70,657 to £96,776
Telephone number	01489 579011
Website	www.fairways.co
Email address	admin@fairways-school.org
Date of previous standard inspection	2 to 4 March 2022

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	11 to 19	Not applicable	Not applicable
Number of pupils on the school roll	40	50	50

Pupils

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

Number of full-time pupils of compulsory school age	40	50
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	40	50
Of which, number of pupils with an education, health and care plan	40	50
Of which, number of pupils paid for by a local authority with an education, health and care plan	40	50

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	64	80
Number of part-time teaching staff	0	0
Number of staff in the welfare provision	0	0

Information about this school

- Fair Ways School is an independent special school located in Hampshire. The school currently takes pupils from several surrounding local authorities.
- All pupils at the school have an education, health and care (EHC) plan. They have a diagnosis of social, emotional and mental health (SEMH) needs. Some may also have autism.
- The school's last standard inspection took place in March 2022, when its overall effectiveness was judged to be good and all the independent school standards were found to be met.
- The headteacher was appointed in May 2022.
- The school does not currently use any alternative provision.
- The school operates across two sites:

- New Road, Swanwick, Hampshire, Southampton, SO31 7HE
- Unit R, Fort Wallington, Fareham, PO16 8TT.

Information about this inspection

- This inspection was commissioned by the Department for Education (DfE) in response to the school's request to increase the number of pupils on roll from up to 40 to up to 50 pupils. It is anticipated that the additional pupils would have an EHC plan and have SEMH needs. Some may also have a diagnosis of autism.
- The purpose of the inspection was to check whether the school is likely to meet the relevant standards if the requested material change is approved.
- This was the first material change inspection for this application.
- The inspector met with the headteacher and other senior leaders. She also met with the head of health and safety and facilities, the director of education and the chair of the proprietor body. The inspector toured both school sites, briefly talking to pupils and staff when doing so.
- The inspector also reviewed the school's website and considered a wide range of policies and documents relating to the specific independent school standards that were within the scope of this inspection. This included checking the single central record and safeguarding arrangements.

Inspection team

Louise Walker, lead inspector

His Majesty's Inspector

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