

Oaklands School

Norgate House, Tealgate, Charnham Park, Hungerford, Berkshire RG17 0YT

Inspection date

10 September 2025

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
Part 6. Provision of information

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

- The school gives priority to safeguarding and pupils' well-being. Comprehensive training and regular updates ensure that staff understand and fulfil their responsibilities well. Everyone here knows that pupils are more vulnerable because of their special educational needs and/or disabilities (SEND). This is reflected in staff's vigilance, the school's strong pastoral care and leaders' response to any concerns.
- The school ensures that all concerns, no matter how small they may appear to be, are recorded chronologically and systematically. When needed, leaders seek further advice and make referrals to relevant external agencies. The school draws on a wide range of expertise from other professionals to ensure that pupils and their families get the support that they need.
- The proprietor and leaders keep up to date with changes to statutory guidance and ensure that they weave any changes into policies and day-to-day practice. The child protection and safeguarding policy is well considered. It reflects the latest guidance and is published as required on the school's website.

Paragraphs 11 and 16 to 16(b)

- The school has implemented a well-considered health and safety policy. Appropriate procedures are in place to ensure the safety of pupils, staff and visitors. Routine health and safety checks enable the school to respond in a timely manner to any issues. The premises are clean and well maintained.
- The school draws on expertise from specialist companies to complete some important checks and maintenance, including for water, electrical and fire safety. Additionally, the school commissions the local authority to conduct periodic health and safety audits of the school.
- The school has put in place a suite of appropriate risk assessments. These demonstrate leaders' strong understanding of various potential risks. Risk

assessments also include details of suitable measures the school takes to mitigate any potential risks. For example, the school has implemented well-thought-out arrangements to manage the safety of pupils, when using the stairs to access the upper floors of the building.

Paragraph 12

- The school complies with the Regulatory Reform (Fire Safety) Order 2005. The school commissions a specialist company to conduct regular fire risk assessments. This is a comprehensive risk assessment that checks the school's compliance with fire regulations. An updated fire risk assessment was completed in autumn 2024. This reflected that the school had begun using an additional classroom on the third storey of the building.
- Staff conduct weekly tests of the fire alarm. Regular evacuation drills enable pupils and staff to be confident in following procedures should there ever be an emergency. Fire doors and exits are clearly signed, and evacuation routes are unobstructed. Specialist contractors carry out routine testing and maintenance of fire-fighting equipment.

Paragraph 14

- There is currently a high staff to pupil ratio to ensure the safe supervision of pupils and to reflect their significant needs. Typically, classes are limited to eight pupils. The proprietor has considered very carefully the proposed increase in pupil numbers and the additional staffing the school would need. It also intends to create additional leadership posts to reflect the proposed growth in the school.
- The relevant independent school standards (the standards) in part 3 are likely to be met if the request for a material change is approved.

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

Paragraphs 18(2) to 18(2)(e), 18(3), 20(6) to 20(6)(c), 21(1) to 21(3)(b) and 21(6)

- Safer recruitment practices are well established. The proprietor ensures that the school completes staff pre-employment checks prior to them taking up post. The school goes beyond statutory requirements in some aspects of their work. For example, it periodically repeats Disclosure and Barring Service (DBS) checks and ensures that staff subscribe to the DBS update service.
- The school's single central record (SCR) includes important statutory information, such as DBS checks, the right to work, identity checks and information about professional qualifications. These checks are recorded clearly and systematically. However, at the start of the inspection, the school had not completed the required prohibition check for some staff. Before the end of the inspection, the school swiftly addressed this and added this information to the SCR.
- The school does not use supply staff. Nonetheless, those responsible for recruitment are fully aware of the checks and processes needed, should the school ever need to use supply staff.
- The standards in part 4 are likely to be met if the request for a material change is approved.

Part 5. Premises of and accommodation at schools

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

- The existing school accommodation is spacious and well appointed. There are currently some rooms not fully in use. These rooms, alongside capacity in existing classes, will readily accommodate the proposed increase in the number on roll.
- Internal fittings and furniture are of good quality. Classrooms are spacious and provide a welcoming, attractive environment for learning. They all have windows with the added safety measure of restricted openers. Lighting and acoustics are appropriate, and external lighting is in place to support safe entry and exit when it is dark. The boundary is appropriately fenced and there is secure access to the school.
- The school has adequate toilet and washing facilities for boys and for girls and separate facilities for staff. The temperature does not present a scalding risk. There are cold water dispensers located around the school to provide access to drinking water. The medical room is suitably equipped with a medical couch, a sink with running water and a lockable cabinet for medicines. It is located close to a toilet.
- There is suitable outside space for pupils to play, including space for them to use during social times of the day. The school makes good use of the local leisure centre, where there are facilities for physical education. Additionally, this facility supports older pupils' social and life skills, for example, through visits to the cafeteria.
- The standards in part 5 are likely to be met if the request for a material change is approved.

Part 8. Quality of leadership in and management of schools

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

- Collectively, the proprietor and members of the local advisory board have considerable experience of working in education. They have a strong understanding of the standards and well considered processes to ensure that these continue to be met securely and consistently.
- The proprietor articulates a clear rationale for the proposal to increase the number on roll. This is to meet local rising demand for specialist provision for pupils with SEND. The proprietor's arrangements to accommodate the proposed increase in pupil numbers are carefully planned, ensuring that growth is gradual and incremental. The proprietor is mindful to ensure that the school can meet pupils' needs when considering any requests for extra places. This includes making sure that the school has sufficient staffing capacity and expertise to maintain the good-quality provision at the school.
- The proprietor has drafted a revised staffing and leadership structure that they intend to put in place if the material change is approved. This aligns with the school's development plans to strengthen further leadership capacity and oversight.
- The local advisory board fulfils governance roles and responsibilities. Systems for oversight and accountability are well established. This includes regular reviews of the school's work and clear reporting processes.

- Communication and partnership working between the proprietor and leaders are effective. Their work is founded on a strong moral purpose to provide the best they can for the vulnerable pupils who attend this school. This underpins the school's work to safeguard pupils and ensure that their well-being remains top priority.
- The standard in part 8 is likely to be met if the request for a material change is approved.

Schedule 10 of the Equality Act 2010

- The school has a suitable accessibility plan in place. It 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	150269
DfE registration number	869/6025
Inspection number	10417902

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 category	Independent day school
Proprietor	P5E Limited
Chair	Julie Smith
Headteacher	Georgios Chatzakis (Executive headteacher)
Annual fees (day pupils)	£45,000 to £82,378
Telephone number	01488 757 367
Website	www.oaklands-school.co.uk
Email address	chair@oaklands-school.co.uk
Date of previous standard inspection	4 to 6 June 2024

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	5 to 16	5 to 16	5 to 16
Number of pupils on the school roll	58	80	80

Pupils

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

Number of full-time pupils of compulsory school age	58	80
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	58	80
Of which, number of pupils with an education, health and care plan	58	80
Of which, number of pupils paid for by a local authority with an education, health and care plan	58	80

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	10	11
Number of part-time teaching staff	0	0
Number of staff in the welfare provision	34	37

Information about this school

- The school's first standard inspection was in June 2024. The school received a material change inspection in September 2024, when it applied successfully to increase the maximum number of pupils on roll to 60.
- The school caters for pupils with SEND. All pupils have an education, health and care plan. Pupils' prime needs are speech, language and communication difficulties and needs associated with a diagnosis of autism. All pupils are placed at the school and funded by one of four local authorities: West Berkshire, Wiltshire, Reading and Oxfordshire.
- The school is located in a three-storey former office building at Norgate House, Tealgate, Charnham Park, Hungerford, Berkshire RG17 0YT.

- The proprietor is P5E Limited. There are two directors of this company, including the chair. The school has an advisory board that fulfils governance functions. The advisory board consists of the two directors of P5E and one other appointed member, who has a background of working in education.
- The school does not currently use alternative provision and does not intend to, should the material change be approved.

Information about this inspection

- The inspection was commissioned by the Department for Education because the proprietor has applied for a material change to increase the maximum permitted number of pupils on roll. This was the first material change inspection in respect of this change that the school has applied to make.
- The inspector met with the proprietor, the executive headteacher and other senior leaders and staff. She also met with the headteacher, who is also the school's designated safeguarding lead, and considered the school's safeguarding arrangements.
- The inspector toured the school site and talked with pupils. She reviewed a wide range of documents to evaluate if the school is likely to meet the standards if the material change is implemented. This included a review of the single central record, the safeguarding policy and other policies and practices related to health and safety.
- The inspector held a telephone conversation with an officer from the local authority, who is responsible for conducting the commissioned health and safety audits at the school.

Inspection team

Sue Cox, lead inspector

His Majesty's Inspector

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