

# The Orchard

Unit 1, Sargon Way, Great Grimsby Business Park, Grimsby, North East Lincolnshire DN37 9PH

## Inspection dates

2 October 2019

### 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

#### *Paragraph 7, 7(a), 7(b)*

- The school's safeguarding policy is effectively written and reflects the high standards set by the proprietors for all aspects of the school. A clear protocol is in place for staff to follow should they have a concern about a pupil, and the policy reflects all aspects of recent legislative guidance.
- Leaders and the proprietors have extensive and recently updated safeguarding knowledge. They issue weekly safeguarding updates for staff, which ensure that they are kept informed about safeguarding issues within the locality of the school, as well as about national concerns.
- The recording of incidents and safeguarding concerns is accurate and timely. Leaders and the proprietors ensure that relevant actions are undertaken. Records show that leaders work well with other agencies. This very strong practice ensures that pupils' welfare is a prime focus within the school.
- Discussions with leaders show that they have planned very carefully for a staged increase in the number of pupils. This approach is designed to ensure that the very strong safeguarding systems are not compromised by an increase in pupil numbers.

#### *Paragraph 11*

- The school is located on three sites. These include a new site opened in September 2019. One site is not currently occupied. The health and safety of all sites is the responsibility of one of the proprietors.
- The health and safety policy covers all three sites and meets current legislation. Regular checks are carried out at each site by the site supervisor. These ensure the health and safety of all that use each building.
- All three sites are in very good decorative order and are cleaned regularly. As a result, pupils respect the environment and no graffiti or damage were evident throughout the school.

- Leaders are very clear that the proposed increase in pupil numbers will not compromise health and safety systems and procedures on any of the school sites.

#### *Paragraph 12*

- School leaders and the proprietors have ensured that all aspects of the Regulatory Reform (Fire Safety) Order 2005 have been met on all three of the school's premises.
- Records show that fire-evacuation plans are in place and fire alarms are tested regularly. Staff have received training on what to do in the event of a fire and fire officers have been trained and identified.
- Fire evacuations have been carried out and logs have been kept. At the time of the inspection, the time taken to evacuate had not been recorded. Leaders' plans show that this will happen at the next planned fire evacuation. Record-keeping on fire safety is appropriate.

#### *Paragraph 14*

- At the start of the inspection, proprietors and school leaders were very clear that there will be a slow and measured increase in pupil numbers if the material change is granted.
- During the inspection, the lead inspector observed pupils inside and outside classrooms. At all times, there were sufficient staff to supervise pupils. Relationships were strong, the atmosphere was calm and learning could clearly be seen to be taking place.
- Leaders and the proprietors have in place plans which demonstrate clearly that pupil numbers will rise slowly, and staff numbers will rise accordingly.

#### *Paragraph 16, 16(a), 16(b)*

- School leaders and the proprietors have put in place a risk assessment policy which ensures that staff are able to calculate and identify risk clearly.
- The policy lays out how and when risk assessments should be put in place. The policy also makes clear that all risk assessments for off-site visits need to be verified by a member of the leadership team before the trip can take place.
- During the inspection, a variety of different risk assessments were shown to the lead inspector by leaders. They included a risk assessment for medication, another for pupils' behaviour and a third for a trip off-site. All were written to a good standard, identified risk effectively and showed clearly the actions taken to reduce risk to pupils.
- School leaders have put in place robust systems and have planned effectively for an increase in pupil numbers. This approach is likely to ensure that the standards in this part remain met if the proposed increase in pupil numbers is agreed.
- The standards in part 3 are likely to continue to be met if the material change is implemented.

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

*Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(2)(f), 18(3), 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c)*

- The proprietors have ensured that all appropriate checks have been carried out on current leaders, staff and the trustees who form the proprietor body.

*Paragraph 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(4), 21(6)*

- All relevant checks are recorded in a single central record.
- Further checks carried out during the inspection show that leaders have a strong understanding of how to recruit staff safely.
- It seems likely that the further staff recruitment required for an increase in pupils will be carried out safely and to the same high standards as for current staff.
- The standards in part 4 are likely to continue to be met if the material change is implemented.

#### Part 5. Premises of and accommodation at schools

*Paragraphs 22, 23(1), 23(1)(a), 23(1)(b), 23(1)(c)*

- School leaders have ensured that there are sufficient toilets available on each of their sites for current pupils and the proposed increase in pupils. Within the new building, toilets are unisex single stalls. A disabled toilet, which doubles as a staff toilet, is also in place.
- Handwashing facilities are available in each toilet. At the time of the inspection, soap was missing from two of the toilets. This oversight was very quickly rectified by leaders.
- Leaders plan that most of the physical education (PE) curriculum will continue to be taught off-site. However, shower facilities are available for pupils on all three of the school sites and are sufficient in number to meet the needs of the proposed increase in pupils.

*Paragraph 24(1), 24(1)(a), 24(1)(b), 24(1)(c), 24(2)*

- During the inspection, the space allocated for a medical room was moved from the disabled toilet to another room in the new building. A sink was also fitted, allowing these standards to be met.
- The identified medical rooms in the two other school buildings are located in suitable positions and meet the needs of pupils.
- First-aid boxes are available in all three locations and their contents are checked regularly.

*Paragraphs 25, 26, 27, 27(a), 27(b)*

- The school leaders and the proprietors have ensured that the accommodation in all three sites is of a high quality. The buildings are all well maintained and are bright and welcoming for pupils.

- Altogether, there are 19 classrooms available for pupils to use. School leaders plan for class sizes of no more than seven pupils. Classroom space is planned creatively and the increase in pupil numbers applied for is likely to be accommodated in the space available.
- Pupils spoken to during the inspection said how much they enjoyed attending the school. Parents and carers spoken to confirm this view, saying they felt that the bright and welcoming atmosphere within the buildings had contributed to their children's desire to attend.
- The sound and lighting in each classroom are suitable for teaching across all three sites.
- External lights are in place and are in working order. This ensures pupils' and staff's safety after dark.

*Paragraph 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b)*

- School leaders and the proprietors have ensured that there is an ample supply of drinking water available for pupils. Currently, this is in single-use plastic bottles but plans are in place to replace this system with a more environmentally sustainable system.
- Taps across all sites are clearly marked as suitable for drinking where needed.
- The water temperature is controlled by individual valves on each sink. As a result, water tested during the inspection did not pose a scalding risk.
- Urinals and other toilets have a regular supply of cold water to enable them to be flushed. Sinks in all areas have hot and cold running water.

*Paragraph 29(1), 29(1)(a), 29(1)(b)*

- Leaders and the proprietors have ensured that pupils have access to outdoor space at each of the school sites.
- The recently opened site is next to a council-run community park. Risk assessments are in place which show that pupils have access to this space at breaks and lunchtimes. Discussions with pupils confirmed this access, although most preferred to remain indoors in cold wet weather.
- PE is often delivered off-site, for example the school currently employs swimming coaches who take pupils swimming, as well as other trained coaches for other specialist sports. However, at all sites, there is space for some aspects of PE to be delivered.
- Due to the effective systems and organisation put in place by leaders and the proprietors, it is likely that the standards in this part will remain met should the proposed increase in pupil numbers be agreed.
- The standards in part 5 are likely to continue to be met if the material change is implemented.

## Part 6. Provision of information

### *Paragraph 32(1)(c)*

- School leaders and the proprietors have ensured that parents who are unable to access the school's website are clear about how to obtain a copy of the school's safeguarding policy directly from the school office. Discussions with parents confirmed this.
- The standards in part 6 are likely to continue to be met if the material change is implemented.

## Part 8. Quality of leadership in and management of schools

### *Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

- The proprietors and the headteacher form a very close team. They have a very clear vision that the school exists to help and support pupils from the locality who struggle with mainstream education because of their special educational needs and/or disabilities (SEND) or their circumstances.
- The proprietors' very close engagement and roles within school enable them to have a very clear understanding of the workings of the school. Stringent systems have been put in place to monitor the performance of the staff and headteacher.
- The proprietors and the headteacher have ensured that pupils' welfare and safety is a key priority. Safeguarding systems currently in place are very well run and staff are effectively trained to support pupils should they encounter difficulties.
- Leaders and the proprietors are very well informed about current safeguarding issues within the locality.
- Leaders and the proprietors regularly make visits to pupils' homes in order to support families, as well as pupils.
- The proprietors have also ensured that all staff receive appropriate safeguarding training. This includes training for making entries in the school's online record of safeguarding issues within school.
- The strong systems put in place by the proprietors and leaders are robust and should support the proposed increase in pupil numbers.
- The standards in part 8 are likely to continue to be met if the material change is implemented.

## Schedule 10 of the Equality Act 2010

- School leaders have put in place an accessibility plan which runs for three years and shows how the school plans to increase accessibility throughout the school.
- This standard is 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	144366
DfE registration number	812/6005
Inspection number	10113947

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 school
School status	Independent special school
Proprietor	Orchard Education Ltd
Chair	Mr Peter Macleod
Headteacher	Mr Michael Burton
Annual fees (day pupils)	£13,152–£34,781
Telephone number	01472 898498
Website	<a href="http://www.orchardhumber.co.uk">www.orchardhumber.co.uk</a>
Email address	<a href="mailto:pmacleod@orchardhumber.co.uk">pmacleod@orchardhumber.co.uk</a>
Date of previous standard inspection	13–15 March 2018

## Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	11 to 16	11 to 16	11 to 16
Number of pupils on the school roll	65	95	95

## Pupils

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

Number of full-time pupils of compulsory school age	65	95
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	65	95
Of which, number of pupils with an education, health and care plan	64	95
Of which, number of pupils paid for by a local authority with an education, health and care plan	64	95

## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	18	21
Number of part-time teaching staff	2	4
Number of staff in the welfare provision	Not applicable	Not applicable

## Information about this school

- The school is an independent special school for secondary-aged pupils. The school meets the needs of pupils with a range of SEND, including social, emotional and mental health needs, as well as autism spectrum disorder.
- The school leadership team consists of two proprietors and the headteacher. All undertake different roles within the school.
- The vast majority of pupils who attend the school have an education, health and care plan.
- There has been no change in the headteacher or the chair of governors since the previous inspection in March 2018.
- The school is registered for 65 pupils and currently has 65 on roll.
- The school does not have a religious character.

## Information about this inspection

- The inspection was carried out at one day's notice.
- The inspector met with senior leaders, teachers, pupils and parents.
- Documents analysed by the inspector included those relating to safeguarding, the school premises, fire safety and health and safety.
- The inspector visited all three of the school sites in order to carry out checks on the premises.

## Inspection team

Marian Thomas, lead inspector

Her Majesty's Inspector

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