

Queenswood School

Callow Hills Farm, Hereford Road, Ledbury HR8 2PZ

Inspection Dates

18 January 2017

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a) and 7(b)

- Arrangements are made to safeguard and promote the welfare of pupils at the school.
- Arrangements have regard to the latest guidance issued from the Secretary of State.
- The school's safeguarding policy is published on the school's website together with related policies. The specific policy for the school includes relevant guidance for staff and parents. There is also a Priority group policy on the website.
- All staff, including the designated safeguarding leads, have had training at the appropriate level for safeguarding in line with the latest guidance from the Secretary of State.
- Staff confirmed they have read the latest guidance from September 2016. Regular staff meetings take place where staff raise any safeguarding concerns. Relevant information is shared so that staff are aware of any pupils' concerns.
- The designated safeguarding lead and deputies follow procedures and work with the local safeguarding boards and other agencies as and when required.
- The school's procedures for recruitment are followed rigorously to ensure the suitability of staff to work with children. All the required checks are recorded on the single central record.
- The standards for paragraph 7, 7(a) and 7(b) are met.

Paragraph 9, 9(a) and 9(b)

- The school has a written behaviour policy which sets out clear guidance for senior leaders and staff to promote positive behaviour and this is implemented effectively.
- The policy sets out the rewards and sanctions strategies that have been revised recently to promote good behaviour and positive attitudes to learning. Regular meetings take place with pupils to promote positive behaviour and to reward pupils for good behaviour.
- Staff have appropriate training in behaviour management to support them in their work. Any concerns regarding behaviour are raised in regular staff meetings.

- The school has recently reviewed its behaviour management system. There are revised procedures in place for staff to record misbehaviour on the school system. This is followed up by staff in weekly tutorial times where targets for behaviour for the week are set. Pupils are rewarded on a points system when they meet their targets. Rewards for meeting targets are presented to pupils by the head of pastoral care in end-of-week meetings.
- The policy sets out clear guidance on the use of physical restraint and de-escalation. Information provided by the school demonstrates that the number of incidents have reduced since September 2016. The behaviour of the large influx of new pupils is improving as they settle in to the school.
- The behaviour of pupils seen at the time of the inspection was appropriate. There was no disruptive behaviour in lessons or around the school in breaktimes and lunchtimes. Not all year groups were seen.
- The number of temporary exclusions has decreased since September 2016.
- Attendance rates have improved. Senior leaders are working to increase attendance rates to be in line with national standards.
- The standards for paragraph 9, 9(a) and 9(b) are met.

Paragraph 11

- The proprietor ensures that relevant health and safety laws are complied with.
- The school follows procedures laid down in the Priory group health and safety policy with monthly reports. Health and safety is implemented effectively by the senior leadership team and monitored by the operations manager.
- Teaching staff have opportunities to raise health and safety concerns in regular staff meetings to ensure the safety of staff and pupils.
- Health and safety matters are overseen by the Priory group operations manager responsible for schools, who is regularly on site.
- The standards for paragraph 11 are met.

Paragraph 14

- The proprietor ensures that pupils are properly supervised through the appropriate deployment of staff.
- The school has increased the number of staff in the school to take account of the increase in numbers of pupils since September 2016. There are sufficient staff employed and there are at least two who are in the process of being recruited. The sanctions information shows that incidents have reduced by a significant number since the beginning of this term.
- Written evidence of staff-briefing meetings confirmed that staff are given clear information on supervision of pupils for each day to ensure that pupils are supervised in school and during off-site visits.
- The school had an increased number of behavioural incidents following the influx of new pupils in the autumn term. Senior staff and teaching staff confirmed that behaviour has now improved and stabilised and that pupils, many of whom arrived traumatised by their experience in their previous school, have readjusted to their new

environment positively. Staff work with pupils to promote positive behaviour in a constructive manner. New pupils were initially slow to respond to the positive behaviour strategies.

- Pastoral staff and teaching staff are responsible for pupils in their care throughout the school day, in lessons and activities both on and off site.
- Pastoral staff supervise the arrival and departure of pupils.
- On the day of the inspection, pupils were fully supervised at all times in class and at breaktimes and lunchtimes. As part of their job description, pastoral staff supervise pupils outside lessons. This was seen on the day of the inspection.
- Breakfast club, breaktimes and lunchtimes are supervised by teaching and pastoral staff.
- The school staff are currently discussing whether they should adopt a rota system for supervision.
- In discussion, teaching staff said that occasionally they would like to have an additional member of staff in lessons to help support the learning of particular individual pupils who are reluctant to work unless they have one-to-one support.
- The standards for paragraph 14 are met.

Paragraph 16

- The proprietor has ensured that the school has drawn up an effective risk-assessment policy so that the welfare of pupils is safeguarded and promoted.
- The policy addresses the monitoring of procedures with regard to pupils' welfare and well-being, and the health, safety and security of the premises. Appropriate action is taken to reduce identified risks.
- The school has drawn up risk assessments for individual pupils to ensure that appropriate action is taken to reduce identified risks.
- Individual risk assessments are reviewed regularly to ensure that they are relevant to pupils' current needs. Regular communication between staff ensures that staff support the needs of pupils and respond to concerns to minimise identified risks for pupils.
- Risk assessment helps staff to carry out their work in the knowledge that they are aware of pupils' needs and know how to minimise risk in any given situation.
- The standards for paragraph 16 are met.

Part 8. Quality of leadership in and management of the school

Paragraph 34(1)(a–c)

- The leaders and managers of the school have ensured that the independent school standards are met for the standards that were checked during this inspection.
- The standards for paragraph 34(1)(a–c) are met.

Compliance with regulatory requirements

The school meets the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection. Not all of the standards and associated requirements were checked during this inspection.

School Details

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| Unique reference number | 131353 |
| DfE registration number | 884/6011 |
| Inspection number | 10026128 |

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

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| Type of school | Day |
| School status | Independent special school |
| Age range of pupils | 11 to 19 |
| Gender of pupils | Mixed |
| Gender of pupils in the sixth form | Mixed |
| Number of pupils on the school roll | 45 |
| Proprietor | Priory Education Services Ltd |
| Chair | Mark Underwood |
| Headteacher | Robert Coles |
| Annual fees (day pupils) | £42,000–£56,000 |
| Telephone number | 01531 670632 |
| Website | www.priorychildrensservices.com |
| Email address | queenswoodschool@priorygroup.com |
| Date of previous standard inspection | 30 June 2015 |

Information about this school

- Queenswood School is a mixed day specialist school for up to 50 pupils aged 11 to 19 who have severe social, emotional and mental health difficulties or behavioural difficulties.
- The school is situated near Ledbury, Herefordshire. The school is part of Priory Education Services Limited, within the wider Priory Care Group. In September 2016 the school took on 27 pupils from a nearby specialist school that closed.
- There are currently 45 pupils on roll. All of the pupils have a statement of special educational needs or an education, health and care plan and have often experienced

disrupted education, including permanent exclusion.

- The school has a smaller second site, the hub which was not inspected during this visit. It leases off-site provision for design and technology and cookery skills. All off-site visits for pupils are supervised by school staff.
- Pupils are placed at the school by local authorities that include Gloucestershire, Cardiff, Swansea, Coventry and Birmingham. The majority of the pupils are looked after by their local authority and are in residential care. The remainder travel to the school from their family homes or from foster homes. All are in full-time education.
- The school was last inspected in June 2015 when it met all of the independent school standards. There was an emergency inspection in June 2016 when all the independent school standards that were inspected were met.
- The current headteacher took up post in June 2016 after employment at another Priory Group-owned school. The school's leadership team has been restructured.
- A new special educational needs coordinator has been appointed recently who is a deputy head and works at the school's smaller second site. The former head of pastoral care has returned to his post after having other duties. The executive principal spends two days a week at the school and the operations manager for the Priory group visits the school on a regular basis.

Information about this inspection

- This unannounced emergency inspection was conducted by Ofsted at the request of the registration authority for independent schools. It was carried out under section 109(1) and (2) of the Education and Skills Act 2008. This inspection was carried out in response to a complaint relating to the care and welfare of pupils at the school.
- The inspector was taken on a tour of the school and visited a range of classes to observe pupils' behaviour and attitudes to learning.
- Meetings were held with the headteacher, deputy headteacher, who is the designated safeguarding lead and head of pastoral care, and the coordinator for therapies, teaching staff and pupils.
- Pupils' behaviour was observed during breaktimes and lunchtime.
- A range of school documents was scrutinised, including policies for safeguarding and child protection, behaviour and anti-bullying, attendance, and health and safety, including risk assessments and first aid.

Inspection team

Flora Bean, lead inspector

Ofsted Inspector

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