

Overton School

Hereford Road, Ludlow, Shropshire SY8 4AD

Inspection dates

7 October 2020

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

Paragraphs 6, 7, 7(a), 7(b) and 32(1)(c) [Part 6 provision of information]

- The DfE commissioned this inspection because of concerns raised about the welfare, health and safety of pupils.
- The school has a safeguarding policy which is published on its website. The policy pays due regard to the guidance issued by the Secretary of State. Leaders have a strong understanding of the current guidance and update their safeguarding policy every year to reflect it.
- There is a strong culture of safeguarding throughout the school. All staff are vigilant and are quick to spot if pupils may be suffering harm. They report any concerns to leaders immediately and leaders follow up the concerns rapidly. All concerns are documented in detail so that any emerging patterns or issues for individual pupils can be identified and responded to. Leaders work closely with external agencies, such as social care, to ensure that the right support is in place to keep pupils safe.
- The headteacher completes a detailed audit of all the school's safeguarding policies and procedures to ensure that they are fit for purpose and are applied by all staff. From this, the headteacher identifies any aspects of safeguarding practice that could be improved further. Policies and procedures, including training for staff, are regularly refined and developed to keep pupils as safe as possible.
- These standards are met.

Paragraphs 9, 9(a), 9(b), 9(c) and 10

- The school has detailed behaviour and anti-bullying policies in place. All staff apply the behaviour rewards and sanctions consistently. The school has a strong focus on de-escalating challenging situations with pupils. This approach has resulted in a significant reduction in physical intervention.
- The school's focus on promoting positive behaviours has been successful. Over the last year, the proportion of positive rewards has risen significantly, and serious

behaviour incidents have reduced. Staff report that the school is calmer, and pupils are more settled.

- The headteacher monitors any behaviour incidents very closely. This enables staff to identify any negative patterns in behaviour and possible reasons for it. Staff then provide pupils with additional support to help them improve their behaviour.
- These standards are met.

Paragraphs 11, 12, 13, 14, 15, 16, 16(a) and 16(b)

- The school has a wide range of policies relating to health and safety. These policies are regularly reviewed, and leaders ensure that they are implemented effectively. For example, records show that electrical and legionella tests are carried out regularly. Staff also receive training, such as first aid and fire marshal training, to help them carry out their safety roles effectively.
- Staff ensure that fire safety measures are followed, including holding regular fire drills. Fire safety audits are carried out and safety equipment, such as emergency lighting and fire extinguishers, is checked regularly.
- First aid and medication are safely administered, and staff adhere to the school's procedures. For example, staff record in detail what medication and first aid are administered, and when. They ensure that parents and carers are informed of any action taken.
- Throughout the day, pupils are safely supervised. Staffing ratios are appropriate and meet pupils' specific needs.
- Leaders maintain the admissions and attendance registers in line with government guidance.
- Leaders have developed a range of risk assessments to identify any risks. When any risks are identified, leaders take action to mitigate the risks and reduce any potential harm to staff and pupils. Leaders have detailed risk assessments in place for all pupils. They ensure that the right support is in place to keep pupils as safe as possible, both in and outside school.
- These standards are met.

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

Paragraphs 17, 18(1), 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(3), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(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), 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(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c) and 21(6)

- The DfE commissioned this inspection because of concerns raised about the suitability of staff to supervise pupils.

- The school follows safer recruitment procedures when appointing staff. Leaders carry out all required checks to ensure that staff pose no risk to pupils. These checks are recorded and show that staff are suitable to work with pupils.
- Staff receive regular training to ensure that their skills are updated and refreshed, especially in relation to safeguarding and keeping pupils safe. The headteacher has developed a comprehensive training programme that runs across the year. It includes a wide range of training about welfare, health and safety matters. The training programme has ensured that staff have the necessary skills and knowledge to keep pupils safe.
- These standards are met.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b), 34(1)(c)

- The DfE commissioned this inspection to check if the school continues to meet all the independent school standards in relation to welfare, health and safety, suitability of staff and leadership and management.
- All leaders demonstrate a strong understanding of the independent school standards. There are comprehensive policies and procedures in place to ensure that standards relating to welfare, health and safety and suitability of staff are consistently met. The proprietor checks that leaders are implementing these policies and procedures.
- Leaders are committed to actively promoting pupils' well-being. This commitment is shared by all staff.
- These standards are met.

Schedule 10 of the Equality Act 2010

- The school meets the requirements of schedule 10 of the Equality Act 2010. Leaders are fully committed to ensuring that the school is fully accessible for pupils. All pupils have an education, health and care (EHC) plan or a statement of special educational need. Leaders have adapted the school's site and curriculum to meet pupils' needs as set out in their plans.

Compliance with regulatory requirements and national minimum standards for residential special schools

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

School details

Unique reference number	146340
Social care unique reference number	2501555
DfE registration number	893/6036
Inspection number	10164413

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.

Type of school	Other independent special school
School status	Independent school
Age range of pupils	11 to 18
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	11
Of which, number on roll in sixth form	3
Number of part-time pupils	0
Proprietor	Bryn Melyn Care Ltd
Headteacher	Omar Salahuddin
Annual fees (day pupils)	£36,465–£54,717
Telephone number	01584 707091
Website	https://overtonschool.org.uk
Email address	Overton@brynmelyncare.com
Date of previous standard inspection	15–17 October 2019

Information about this school

- The school's last standard independent school inspection was in October 2019.
- The school is situated in a rural setting a few miles from Ludlow in Shropshire.
- The school caters primarily for pupils with an autism spectrum disorder, many of whom have experienced significant trauma. The school is part of Bryn Melyn Care Limited. All

pupils have special educational needs and/or disabilities. All pupils have an EHC plan or a statement of special educational need.

- The school uses two alternative providers: Crowsmill Craft Centre near Bridgnorth, Shropshire and Longlands Care Farm in Worcestershire.
- The school does not have a religious character or ethos.

Information about this inspection

- This inspection was commissioned by the DfE because of complaints raised relating to pupils' welfare, health and safety and whether staff are suitable to work with pupils. The school was given 30 minutes' notice of the inspection to discuss the practical arrangements of the inspection and the school's measures for having visitors on site.
- The inspection was commissioned to review: the extent to which leaders promote the welfare, health and safety of pupils; the suitability of staff; and the quality of leadership and management within the school. The inspector checked if the independent school standards were met in all these aspects of the school's work.
- The inspector met with the headteacher, the deputy headteacher and the school administrator. She held a telephone conversation with the chief executive officer of Bryn Melyn Care Ltd. She also met with three members of staff.
- The inspector observed pupils' behaviour at lunchtime.
- The inspector reviewed a range of documentation, including: safeguarding policies and related information; the school's single central record of employment checks; behaviour records; documents relating to first aid and fire safety; and further policies and information relating to health and safety.
- There were no responses to Ofsted's online questionnaire, Parent View.
- The inspector did not speak with pupils, parents or carers.

Inspection team

Ann Pritchard, lead inspector

Her Majesty's Inspector

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