

Hillingdon Manor School

Harlington Road, Hillingdon UB8 3HD

Inspection date

30 March 2021

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, 7(a), 7(b), 11, 12, 14, 16, 16(a), 16(b)

- The safeguarding policy is up to date and reflects current government guidance. The policy is detailed and includes measures to safeguard pupils during the COVID-19 (coronavirus) pandemic. The policy is available on the school's website.
- Leaders keep staff informed about any changes and amendments to child protection policies and procedures. Leaders regularly check staff's understanding of how to implement the agreed procedures, by asking questions related to different scenarios. This is supported by training on a wide range of safeguarding topics, for example child sexual exploitation, the 'Prevent' duty and peer-on-peer abuse. As a result, teachers who will work at the new site are knowledgeable about the implications of safeguarding guidance for their setting.
- The health and safety policy is comprehensive and draws on a wide range of relevant government guidance. The central health and safety team supports leaders in making sure that the policy is implemented effectively. For example, an online system is in place for reporting serious incidents, including 'near misses', should they ever happen. Leaders follow up on any incidents or events that are logged on the system to make sure the agreed actions have been taken.
- Clear guidance is in place to carry out risk assessments for every child based on an assessment of their individual needs. It includes strategies to mitigate perceived risks, for instance through the provision of specialist therapy sessions.
- An external contractor has carried out a fire risk assessment and identified a few potential risks. Leaders have been swift in dealing with these risks to ensure that the building is safe for all pupils and adults. Hence, the school building meets the requirements of the Regulatory Reform (Fire Safety) Order 2005. In addition, leaders have carried out appropriate risk assessments covering all aspects of the school's work. This includes, but is not limited to, risk assessments for each classroom and for COVID-19.

- Leaders have suitable arrangements in place to supervise pupils at different times of the school day. Guidance on staff to child ratios for teaching and supervision is clear and well thought out. The guidance takes pupils' likely social and emotional needs into account, with obvious implications for managing behaviour. In developing this system, leaders have rightly drawn on their experience of managing children and pupils in the existing primary school.
- The standards listed above are likely to continue to be met if the material change is implemented.

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

All paragraphs

- Leaders give attention to detail when recruiting and inducting new staff. They closely follow the guidance and procedures provided by the central human resources team. For example, thorough checks are carried out on an applicant's employment history, including appropriate police checks if they have previously worked abroad. The school's single central register is compliant and meets statutory requirements.
- Leaders have developed efficient systems to check the suitability of agency staff, should they be employed. Leaders are equally knowledgeable about the checks required for other adults who might be on the school site, for instance volunteers and contractors. Leaders work with the central human resources team to make sure the system is implemented as intended.
- The standards in this part are likely to continue to be met.

Part 5. Premises of and accommodation at schools

All paragraphs

- The 13th century building has been thoughtfully refurbished and is suitable for educating up to 35 children with autism spectrum conditions. It is bright and airy, providing a calm, quality space for pupils to develop their social and academic skills.
- Leaders have ensured that the arrangements for storing cleaning materials are secure. All such materials are safely locked away inside a cupboard labelled 'COSHH' (control of substances hazardous to health). The separate medical room is suitable for the short-term care and treatment of pupils. It has appropriate first-aid supplies and a washbasin, and is located close to pupils' toilet facilities.
- Like the rest of the building, the toilets are clean and well maintained. Signage around the building is clear for drinking water, fire exits and for anything else that poses a potential risk. Indeed, leaders have considered the safety features of the building from the child's perspective and this is apparent throughout.
- Leaders have ensured that there is adequate outdoor space for physical education and play. A pleasant indoor and outdoor learning environment has been created for children in the early years, supported by a suitable range of resources. A 'forest school' site is currently being developed to provide pupils with wider opportunities for outdoor learning.
- The standards in this part are likely to continue to be met.

Part 8. Quality of leadership in and management of schools

All paragraphs

- Leaders have a sound understanding of the independent school standards and what they mean in the context of the new building. For example, they use an electronic tracking system to monitor their meeting of the standards. Leaders are held to account by the proprietor body's 'performance board' for progress made against the agreed priorities. These priorities include safeguarding, as well as health and safety, alongside the quality of education.
- Leaders have ensured that the new building meets the independent school standards in full. They have thought carefully about the environment they want to provide for their pupils, many of whom are likely to find social relationships challenging. As a result, the new building is calm, bright, and welcoming.
- Leaders have ensured that all the independent school standards are met, including those for safeguarding. The single central register includes all the relevant information. Arrangements for safer recruitment are secure. The teaching and support staff required for the new site are already in place.
- The standards in this part are 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.

School details

Unique reference number	131940
DfE registration number	312/6063
Inspection number	10182874

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	Day school for pupils with autism spectrum disorder
School status	Independent special school
Proprietor	Outcomes First Group
Chair	Richard Power
Headteacher	Ciaran Walsh
Annual fees (day pupils)	£47,300–£75,924
Telephone number	01753971090
Website	www.hillingdonmanorschool.org.uk
Email address	enquiries@hmschool.org.uk
Date of previous standard inspection	20–22 March 2018

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	3 to 19	3 to 19	3 to 19
Number of pupils on the school roll	184	225	225

Pupils

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

Number of full-time pupils of compulsory school age	184	225
Number of part-time pupils	Not applicable	0
Number of pupils with special educational needs and/or disabilities	184	225
Of which, number of pupils with an education, health and care plan	184	225
Of which, number of pupils paid for by a local authority with an education, health and care plan	184	225

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	189	189
Number of part-time teaching staff	2	2
Number of staff in the welfare provision	Not applicable	0

Information about this school

- Hillingdon Manor School is an independent special day school for pupils with autism spectrum disorder, catering for up to 190 boys and girls aged three to 19 years. It is part of the 'Outcomes First Group', a limited company which runs 46 independent special schools across England and Wales.
- All pupils have education, health and care plans, and they are placed and funded by a wide range of local authorities.
- The school uses two sites in the London Borough of Hillingdon. Yiewsley Grange, situated at High Street, Yiewsley UB7 7QP, is the school's primary site, located about

two miles from the main secondary site on Harlington Road, Hillingdon, Middlesex UB8 3HD.

- The school makes use of one alternative provider, Bishopshalt School in Uxbridge.
- The school's previous inspection was an emergency inspection in September 2019, when the school was judged to comply with the independent school standards that were checked. Its last standard inspection was in March 2018, when it was judged to be a good school.

Information about this inspection

- This inspection was conducted by Ofsted at the request of the Department for Education to consider the school's application for a material change to expand its primary provision. The proposal is to create 35 additional places for early years and key stage 1 pupils at a new site on Datchet Road, Slough, Buckinghamshire SL3 7LR.
- The inspection took place on the proposed new site. The material change has not been implemented.
- The inspection was conducted with two days' notice and was the school's first material change inspection.
- The focus of the inspection was to consider whether the independent school standards in Parts 3, 4, 5 and 8 were likely to be met.
- The inspector held meetings with the executive headteacher and head of school to discuss how they will ensure that the independent school standards are met. The inspector also met briefly with three teachers and held a telephone conversation with the chair of the proprietor body.
- The inspector considered the written policies for safeguarding, health and safety and risk assessments. He also reviewed the school's single central register. The inspector toured the building with the executive headteacher and head of school.

Inspection team

Nasim Butt, lead inspector

Her Majesty's Inspector

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