

Inspection of Hillingdon Manor School

Harlington Road, Hillingdon UB8 3HD

Inspection dates: 8 to 10 March 2022

Overall effectiveness **Good**

The quality of education **Good**

Behaviour and attitudes **Good**

Personal development **Good**

Leadership and management **Good**

Early years provision **Good**

Sixth-form provision **Good**

Overall effectiveness at previous inspection Good

Does the school meet the independent school standards? **Yes**

What is it like to attend this school?

Pupils receive good-quality education, complemented by strong therapy provision. They said that they feel safe, cared for and respected. They are able to be themselves and are supportive of one another.

Pupils behave well. This is partly because they have such strong professional relationships with the specialist staff, who understand how to meet their complex needs. Any incidents of bullying are dealt with quickly and effectively.

Pupils enjoy learning a curriculum designed to meet their individual needs and interests. There is a special focus on pupils' personal, social and emotional development. Many pupils have had difficult experiences in previous placements. Here, their confidence and self-esteem grow significantly. Staff provide effective care and support, but also have high expectations of pupils. Pupils are prepared well for their next steps.

Parents and carers are positive about the school. They said that it is a 'fabulous, nurturing place' where their children are able to 'thrive' and 'flourish'. All those who contributed to Ofsted's Parent View would recommend the school to other parents.

What does the school do well and what does it need to do better?

The school's curriculum has recently been reviewed. It is now broader, more relevant and better organised. Pupils' needs and interests are well catered for, especially in the sixth form. As one student put it, his education and therapy programme is 'tailored to me'. The curriculum is well resourced, and subjects are taught by specialists. Teachers assess pupils carefully, planning activities that build on pupils' previous learning. Staff skilfully balance strong relationships with high expectations.

Pupils achieve a range of qualifications as part of the formal curriculum. The wide range of options includes law, horticulture, catering and construction. These provide pupils with learning experiences that both interest and prepare them well for their next steps. The school also offers 'semi-formal' and 'skills for life' curriculums. Through these, pupils learn to travel independently, develop their social skills and find out about the world of employment. Although this helps to prepare pupils for their future, the rigour of the curriculum in these areas is not as strong as in the formal curriculum.

Early years provision is well led. Children get off to a strong start, including in their reading. However, staff have not received regular, high-quality training in phonics. A new training programme has been delayed because of the COVID-19 pandemic. This new training package is being introduced for all staff from April 2022 and covers the teaching of reading and other subjects.

Leaders' work to promote pupils' personal and social development is strong. There is an effective programme of personal, social, health and economic (PSHE) and careers

education. Opportunities include being able to learn outside in woodland areas and the Duke of Edinburgh's Award scheme. Pupils also said that they particularly enjoy 'market days', where they make and sell a range of products. Pupils fundraise for the local food bank and enjoy regular themed days. Pupils learn about equality, including the different characteristics people have. The school celebrates lesbian, gay, bisexual and transgender rights. Pupils' differences are openly and sensitively celebrated. As one pupil put it, 'I enjoy it here; I can actually be myself.' In the sixth form, additional opportunities include volunteering in the community and work experience. These help to develop students' independence and preparation for adulthood.

The school's most senior staff provide strong leadership. Some other leaders are still developing their skills and are being well supported to do so. Leaders and governors ensure that all the independent school standards are met. They check these thoroughly and regularly.

The proprietors are committed to providing high-quality provision. They hold senior leaders to account. They have recently invested heavily in the premises. New additions include the garden café, adventure playground and horticulture area. These provide attractive, safe spaces in which pupils enjoy exercise, learning and play. The premises at Upton Grange have also been refurbished to a very high standard. These provide a wonderful learning environment for children in early years.

Most staff were positive about their working environment and the support they receive. A small minority expressed dissatisfaction with workload. Their comments were mostly linked to staffing levels. Leaders are working hard to recruit to vacant positions.

Leaders have ensured that the requirements for relationships and sex education are met. They have also ensured compliance with schedule 10 of the Equality Act 2010.

Safeguarding

The arrangements for safeguarding are effective.

There is a culture of care and trust at Hillingdon Manor School. One pupil put this into words, describing the school as a 'home away from home'. Staff follow rigorous procedures to deal with the range of complex concerns that arise. Leaders take fast and effective actions to keep pupils safe. Pupils are taught and helped to keep themselves safe. Pupils' personal risk assessments are thorough. Staff complete regular training to ensure that they understand the specific safeguarding risks pupils face.

The school's safeguarding policy is written in line with the latest national guidance and is published online. Leaders complete and record all the required recruitment checks on adults who work with pupils.

What does the school need to do to improve? (Information for the school and proprietor)

- The professional training programme for staff lacks rigour and consistency, including for early reading and the teaching of the 'semi-formal' and 'skills for life' curriculums. Some staff lack the knowledge required to provide pupils with a consistently high quality of education. Leaders should realise their plans to improve professional training for staff. The programme should provide staff with the focused, effective and consistent training they need to teach their subjects, the full curriculum and phonics with precision and rigour.

How can I feed back my views?

You can use [Ofsted Parent View](#) to give Ofsted your opinion on your child's school, or to find out what other parents and carers think. We use information from Ofsted Parent View when deciding which schools to inspect, when to inspect them and as part of their inspection.

The Department for Education has further [guidance](#) on how to complain about a school.

If you are the provider and you are not happy with the inspection or the report, you can [complain to Ofsted](#).

School details

Unique reference number	131940
DfE registration number	312/6063
Local authority	Hillingdon
Inspection number	10214696
Type of school	All-through special day school
School category	Independent school
Age range of pupils	3 to 20
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	225
Of which, number on roll in the sixth form	32
Number of part-time pupils	0
Proprietor	P Bloom Limited
Chair	Richard Power
Executive headteacher	Ciaran Walsh
Annual fees (day pupils)	£51,400 to £78,130
Telephone number	01895 813 679
Website	www.hillingdonmanorschool.org.uk
Email address	enquiries@hmschool.org.uk
Date of previous inspection	20 to 22 March 2018

Information about this school

- Hillingdon Manor School is an independent day special school. It caters for pupils with autism spectrum disorder, as well as moderate and severe learning and communication difficulties.
- The school has three sites. The main site at Hillingdon Manor on Harlington Road, Hillingdon UB8 3HD caters for pupils in key stages 3 and 4, and sixth-form students. The site at Yiewsley Grange, Yiewsley UB7 7QP caters for pupils in key stages 1 and 2. The site at Upton Grange, Slough SL3 7LR accommodates children in Reception and key stage 1.
- The school does not currently provide Nursery provision.
- The school's proprietor body is part of the Outcomes First Group.
- The school makes use of one alternative provider: Bishopshalt School, Hillingdon UB8 3RF.
- The school's most recent inspection was a material change inspection in March 2021. Prior to this, the school's previous standard inspection was in 2018.

Information about this inspection

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

The school meets the independent school standards. These are the requirements set out in the schedule to the Education (Independent School Standards) Regulations 2014.

This was the first routine inspection the school had received since the COVID-19 pandemic began. Inspectors discussed the impact of the pandemic with leaders, and have taken that into account in their evaluation of the school.

- This standard inspection was conducted with one day's notice.
- Inspectors carried out five deep dives in reading, science, mathematics, creative arts and PSHE education. They considered curriculum plans, visited lessons, spoke with teachers and met with pupils. As part of the early reading deep dive, inspectors heard pupils read at all the school's sites.
- Inspectors examined a range of evidence to consider pupils' safety, personal development and behaviour. They met with a range of pupils and visited all of the school's sites.
- Inspectors met with the executive headteacher regularly throughout the inspection. The lead inspector had online meetings with the chair of governors and chair of the proprietor body.

- Inspectors met with the school’s safeguarding leaders and reviewed a range of safeguarding documentation, including vetting checks on staff and employee files.
- Inspectors considered the responses to Ofsted Parent View and to the online staff and pupil surveys. Inspectors also met with a range of staff.
- Inspectors reviewed a range of evidence to check compliance with both the independent school standards and the requirements of the statutory framework for the early years foundation stage.

Inspection team

James Waite, lead inspector

Ofsted Inspector

Sam Hainey

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Her Majesty’s Inspector

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