

Brookthorpe Hall School

Stroud Road, Gloucester GL4 0UN

Inspection date

23 January 2024

Overall outcome

The school does not meet all of the independent school standards that were checked during this inspection

Main inspection findings

Part 1. Quality of education provided

Paragraph 2(1)(b)(i)

- All pupils at the school have an education, health and care plan (EHC plan) for social, emotional and mental health (SEMH) needs and/or autism. Many pupils have not attended school for extended periods prior to joining Brookthorpe Hall. The educational and therapeutic approach of the school is designed to meet the special educational needs and/or disabilities (SEND) of pupils.
- Pupils learn a curriculum that is appropriate for their needs. The curriculum is structured so that pupils are taught in groups that reflect their knowledge and skills.
- In addition, the curriculum is adapted to take account of pupils' interests to support pupils' motivation to learn.
- The independent school standard (the standards) in this paragraph is met.

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 9, 14

- The safeguarding policy is published on the school website. However, it does not provide accurate details of the staff who hold safeguarding responsibilities currently.
- The single central record shows that suitable checks have been carried out on staff to ensure that they are suitable to work with children.
- There is a written behaviour policy in place. The rewards system aims to promote good behaviour from pupils. However, the application of the policy is inconsistent. Some pupils and staff feel that poor behaviour persists because there are no consequences for those who behave poorly. Staff do not feel supported by leaders in managing the challenging behaviour of pupils.
- Staff shortages and high staff turnover mean that pupils are not always supervised by staff with appropriate training and a strong understanding of their needs. The proprietor is continuing to recruit staff, but some staff do not have the expertise that

they need to provide the requisite support.

- When new staff start at the school, they do not always receive appropriate training to manage pupils' behaviour. This has led many existing staff to feel that they cannot effectively and safely intervene with pupils when they need to.
- The standards in these paragraphs are not met.

Paragraphs 10, 11, 16

- The proprietor has ensured that there is a suitable anti-bullying policy in place.
- The health and safety policy is thorough. The policy is followed closely. There is a diligent approach to ensuring that all relevant health and safety laws are complied with. For example, an area of the school grounds that is considered unsafe is cordoned off from pupils while awaiting repair.
- There is a risk assessment policy. Risk assessments are in place for the school site, for classrooms and for off-site activities such as visits to a local swimming pool. Risk assessments include details of how risks can be mitigated.
- The standards in these paragraphs are met.

Part 5. Premises of and accommodation at schools

Paragraph 25

- The school premises are well maintained.
- The building has been thoughtfully adapted so that it provides a calm, high-quality space for pupils.
- Further building work is in progress to provide additional resources to meet pupils' specific needs. For example, a sensory room is currently under construction.
- The standard in this paragraph is met.

Part 8. Quality of leadership in and management of schools

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

- The proprietor has appointed an interim headteacher who knows the school well and has experience of specialist provision for pupils with SEND. Temporary appointments of other interim leaders have been made to provide capacity. Recruitment for substantive leadership is underway.
- The proprietor has provided support for leaders through the school improvement advisor and regional director.
- Specialist staff have been appointed to meet pupils' therapeutic needs. This has been effective in improving pupils' attendance and helping them to be ready to learn the academic curriculum. However, the high turnover of staff means that the therapeutic team is not able to work effectively with staff to ensure a consistent approach with pupils.
- The proprietor has not ensured that the standards are met.

- The standards in this part are not met.

Compliance with regulatory requirements

The school does not meet 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

Unique reference number	149064
DfE registration number	916/6029
Inspection number	10324452

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 day school
Age range of pupils	7 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	43
Number of part-time pupils	0
Proprietor	P Bloom Ltd
Chair	Chris Groom
Headteacher (interim)	Tyrone Perry-Harry
Annual fees (day pupils)	£50,901 to 88,955
Telephone number	01452717004
Website	www.brookthorpehallschool.co.uk
Email address	Brookthropeenquiries @brookthorpehallschool.co.uk
Date of previous standard inspection	11 to 13 July 2023

Information about this school

- At the time of the inspection, there was an interim headteacher in post. Both interim deputy headteachers started working at the school 11 days before the inspection.
- The school has experienced significant staff changes since it opened. Many of the staff at the time of the inspection were very new to the school and/or were temporary staff.
- All pupils who attend the school have an EHC plan for SEMH needs and/or autism.
- The school uses one unregistered alternative provider.

Information about this inspection

- This emergency inspection was carried out at the request of the Department for Education in response to complaints relating to the welfare, health and safety of pupils and leadership and management. The inspection was conducted with no notice.
- The inspector checked the school's compliance with some standards relating to the welfare, health and safety of pupils, the premises and accommodation, and leadership and management.
- The inspector met with the interim headteacher and the regional director, who is also chair of the governing body.
- The inspector spoke to pupils, staff and some parents.
- A meeting was held with one of the interim deputy headteachers to look at safeguarding and behaviour records.
- A range of documents were reviewed, including policies, health and safety records and risk assessments.
- The inspector spoke to a representative of the Gloucestershire SEND team.

Inspection team

Sarah Favager-Dalton, lead inspector

His Majesty's Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Part 3. Welfare, health and safety of pupils

- 7 The standard in this paragraph is met if the proprietor ensures that-
 - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
- 9 The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that-
 - 9(b) the policy is implemented effectively; and
- 14 The standard in this paragraph is met if the proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff.

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school-
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and

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