

Inspection of Manor Green School

Inspection dates:

3 to 5 July 2024

Overall effectiveness**Good**

The quality of education

Good

Behaviour and attitudes

Good

Personal development

Good

Leadership and management

Good

Apprenticeships

Good

Overall effectiveness at previous inspection

Not previously inspected

Information about this provider

Manor Green School, known as Manor Green Apprenticeships, is an independent learning provider in Maidenhead. It provides training at levels 3, 4 and 5 for apprentices working in education with children with special educational needs and/or disabilities (SEND). At the time of inspection, there were 36 apprentices, six of whom were 16 to 18 years old. There were 29 level 3 teaching assistant apprentices, and fewer than 10 apprentices were studying as level 4 skills and learning mentor apprentices, level 5 learning and skills teacher apprentices and level 3 business administrator apprentices.

Manor Green School does not work with any subcontractors.

What is it like to be a learner with this provider?

Apprentices are enthusiastic about working with children with SEND. They attend their jobs, training and reviews well and can be relied on by their colleagues and managers. They demonstrate high standards of professional behaviour routinely, which employers value highly. Most apprentices develop their specialist knowledge and confidence to work with children with SEND quickly because of the support and care that leaders and staff provide them. As passionate advocates for children with SEND, apprentices develop good knowledge, skills and behaviours they need for their job roles.

Most apprentices develop and deepen their understanding of the fundamental British values that are important for their jobs. Apprentices are alert to the risks vulnerable children face and they implement school policies securely. They know how serious case reviews and changes in legislation impact their jobs. Apprentices believe firmly in equality and most understand the responsibilities they have as educators. They help teachers design and adapt resources so that children with SEND can more easily communicate their ideas. Apprentices demonstrate the values needed to flourish in society and model these successfully to the children they work with.

Apprentices greatly enjoy the additional training provided by health professionals, along with online resources that expand their knowledge and develop their interests. For example, apprentices learn gastric feeding and physiotherapy techniques from qualified NHS specialists and complete training about epilepsy and autism to help them in their jobs. This contributes to most apprentices developing the specialist knowledge and skills they need to work in settings with children with SEND well.

Most apprentices understand how to keep themselves mentally healthy such as techniques to calm themselves in stressful situations. Apprentices do not benefit from opportunities to develop their understanding of healthy relationships fully.

Apprentices feel safe and know how to stay safe. They use their strong understanding of safeguarding to make sure the children they work with are well protected. Apprentices know who to contact if they need further help and support.

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

Leaders have a clear and ambitious vision to help apprentices, many of whom have additional needs and are at risk of being economically inactive, to become better at their jobs and progress to purposeful employment or further training. Through the apprenticeships leaders offer, local people, including Manor Green School students, can train for careers in education with specialist SEND knowledge and skills that are in high demand regionally and nationally.

Leaders and managers have structured apprentices' curriculums logically. Teaching assistant apprentices learn the critical safeguarding and health and safety knowledge they need quickly. Staff adjust apprentices' training plans so they spend

more time practising the things they need to be better at. After their training at level 3, most apprentices move on to training at higher levels to further their knowledge, skills and careers. Most apprentices build their knowledge securely and become skilled in supporting children with SEND.

Staff use a range of teaching methods effectively so apprentices know more and remember more. They plan learning carefully, use high-quality resources and provide clear explanations to help apprentices improve their understanding. Apprentices benefit from recapping what they have already learned and applying it to different situations. For example, in mathematics, teachers use apprentices' knowledge of 2-D shapes to explore the properties of prisms. Most apprentices become fluent in what they have learned.

Staff use assessment effectively to plan apprentices' learning, check their understanding and provide them with helpful feedback so they can improve. Staff explain clearly to apprentices the parts of their work to improve to secure high grades. Staff coordinate with employers effectively to ensure that apprentices have opportunities to respond to feedback and improve their skills. Most apprentices make good progress, with many producing work at a high standard.

Staff prioritise apprentices' development of English and mathematics. They provide apprentices with highly effective tuition in these subjects that is closely linked to apprentices' needs. This helps apprentices develop the knowledge they need quickly to support the literacy and numeracy skills of the children in their care.

Specialist careers advisers and staff provide apprentices with helpful careers advice about working with children with SEND. Throughout their training, apprentices discuss training and education beyond their apprenticeship with staff and employers. Staff do not help apprentices to understand wider career opportunities beyond their immediate job roles.

Staff are proud to work at Manor Green School. Leaders care for staff well-being and value their expertise highly. Staff enjoy activities such as Zumba and dodgeball in time dedicated to their well-being. They benefit from specialist training in, for example, Makaton and phonics which improves their ability to support children. They become increasingly effective in their jobs because of the professional development they receive.

Governors share leaders' passion for the specialist SEND training which equips staff with the skills they need to work with children with complex needs. Governors support and challenge leaders appropriately to develop apprenticeship training. This contributes successfully to most apprentices achieving well and going on to high-quality career paths.

Safeguarding

The arrangements for safeguarding are effective.

What does the provider need to do to improve?

- Make sure apprentices benefit fully from opportunities to learn about healthy relationships.
- Make sure apprentices understand wider career opportunities beyond their immediate role.

Provider details

Unique reference number	2691906
Address	Elizabeth Hawkes Way Maidenhead SL6 3EQ
Contact number	01628513800
Website	manorgreenschool.co.uk
Principal, CEO or equivalent	Joolz Scarlett
Provider type	Independent learning provider
Date of previous inspection	Not previously inspected
Main subcontractors	None

Information about this inspection

The inspection team was assisted by the associate headteacher, as nominee. Inspectors took account of the provider's most recent self-assessment report and development plans, and the previous inspection report. The inspection was carried out using the [further education and skills inspection handbook](#) and took into account all relevant provision at the provider. Inspectors collected a wide range of evidence to inform judgements, including visiting learning sessions, scrutinising learners' work, seeking the views of learners, staff and other stakeholders, and examining the provider's documentation and records.

Inspection team

Mark Hillman, lead inspector

His Majesty's Inspector

Emma Leavey

His Majesty's Inspector

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