

Report summary for parents and carers on Greenfields School

Date of inspection: February 2025

Summary

Since 2023, there has been significant instability in leadership and staffing, which has had a detrimental impact on the learning experiences, well-being and outcomes for pupils. Staff too have been affected by these changes but generally remain committed to the pupils. The leadership team were appointed in the last two months prior to the inspection. Leaders have made limited progress with addressing recommendations from previous visits.

The culture of safeguarding at the school requires significant improvement. Newly reviewed policies for safeguarding and behaviour are not yet fully embedded. Further, staff working at the school lack awareness, training and understanding on these policies and how to effectively implement them.

School staff develop positive relationships with pupils. They work flexibly to support pupils in their learning and show patience and resilience.

Teachers plan learning experiences linked to pupils' interests. However, planning does not link well enough to the pupils' individual learning needs. As a result, many activities do not provide sufficient challenge or opportunities for pupils to learn and make progress.

The school does not comply with the Independent School Standards (Wales) 2024.

Compliance with the conditions for registration

Independent school inspections are governed by the Education Act 2002 and related regulations: the Independent School Standards (Wales) Regulations 2024. These regulations require an independent school to meet an appropriate standard in the following areas:

The quality of education provided by the school

The school does not meet the regulatory requirements for this standard.

Although the school meets a few of the regulatory requirements for this standard, in order to comply fully with the Independent School Standards (Wales) Regulations 2024 the school should:

- Ensure that a written policy on the independent school's curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively [2(1)(a)]
- Ensure the written policy, plans and schemes of work take into account the ages, aptitudes and needs of all pupils, including those pupils with an IDP or a statement, do not undermine the fundamental values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs, and take into account the principles in Part 1 of the Convention [2(1)(b)]
- Ensure that full-time supervised education for all pupils of compulsory school age, which gives pupils experience in the following areas: language, communication, mathematics, science, technology, humanities, health, well-being and expressive arts [2(2)(a)]
- Ensure that pupils acquire skills in speaking, listening, literacy and numeracy. [2(2)(b)]
- Provide personal, social, and health education which— i) reflects the independent school's aims and ethos, and ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act [2(2)(d)]
- Provide for pupils receiving secondary education, access to accurate, up-to date careers guidance that is presented in an impartial manner, enables them to make informed choices about a broad range of career options, and helps to encourage them to fulfil their potential [2(2)(e)]
- Ensure the opportunity for all pupils to learn and make progress, including providing differentiated opportunities where appropriate, and effective preparation of pupils for the opportunities, responsibilities and experiences of adult life [2(2)(h)]
- Enable pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught [2(3)(a)]

- Enable that the teaching fosters in pupils the application of intellectual, physical or creative effort, interest in their work and the ability to think and learn for themselves, [2(3)(b)]
- Ensure well planned lessons, effective teaching methods, suitable activities and wise management of learning time [2(3)(c)]
- Ensure that teaching demonstrates a good understanding of the aptitudes, needs and prior attainments of the pupils and ensures these are taken into account in the planning of lessons, [2(3)(d)]
- Ensure that teaching demonstrates good knowledge and understanding of the subject matter being taught, [2(3)(e)]
- Ensure that the teaching uses effectively learning resources of a good quality, quantity and range, [2(3)(f)]
- Demonstrate that a framework is in place to assess pupils' work regularly and thoroughly and uses information from those assessments to plan teaching so that pupils can progress [2(3)(g)]
- Ensure effective strategies for managing behaviour and encouraging pupils to act responsibly, [2(3)(h)]
- Ensure that teaching does not discriminate against pupils contrary to Part 6 of the 2010 Act [2(3)(k)]
- Ensure that the independent school has a framework for pupil performance to be evaluated, by reference either to the independent school's own aims as provided to parents or national norms, or to both. [3]

The spiritual, moral, social and cultural development of pupils

The school does not meet the regulatory requirements for this standard.

Although the school meets almost all of the regulatory requirements for this standard, in order to comply fully with the Independent School Standards (Wales) Regulations 2024 the school should:

- Ensure that principles are actively promoted which—
 - i) enable pupils to develop their self-knowledge, self-esteem and self-confidence,
 - ii) enable pupils to distinguish right from wrong and to respect the civil and criminal law,
 - iii) encourage pupils to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to the lives of those within the independent school's community, those living and working in the locality in which the independent school is situated and to society more widely,
 - iv) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act,
 - v) provide pupils with a broad general knowledge of public institutions and services in Wales and the United Kingdom more widely,
 - vi) assist pupils to acquire an appreciation of and respect for their own and other cultures in a way that promotes further tolerance and harmony between different cultural traditions,
 - vii) encourage pupils to respect the fundamental values of democracy and support for participation in the democratic process, the rule of law, individual liberty and mutual respect and tolerance

of those with different faiths and beliefs, [4 (c)]

Welfare, health and safety of pupils

The school does not meet the regulatory requirements for this standard.

Although the school meets some of the regulatory requirements for this standard, in order to comply fully with the Independent School Standards (Wales) Regulations 2024 the school should:

- Ensure arrangements are made to safeguard and promote the welfare of pupils at the independent school, [6(a)]
- Ensure a written policy to safeguard and promote the welfare of pupils is drawn up and effectively implemented [6(b)]
- Ensure the welfare of pupils at the independent school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy that includes assessment of activities undertaken outside of the independent school's premises [8(a)]
- Ensure all staff, supply staff, volunteers and pupils receive appropriate training in the independent school's safeguarding policy in accordance with any guidance issued by the Welsh Ministers in relation to safeguarding [10(a)]
- Ensure a written record of that training is maintained. 10(b)]
- Ensure that a written behaviour policy is drawn up and effectively implemented that—
 - (i) encourages and rewards good behaviour,
 - (ii) sets out the sanctions to be adopted in the event of pupil misbehaviour,
 - (iii) has regard to any relevant guidance issued by the Welsh Ministers [11(a)]
- Ensure a record is kept of the sanctions imposed upon pupils for serious misbehaviour. [11(b)]
- Ensure that bullying at the independent school is prevented so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy.[12]
- Ensure that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy that includes consideration of activities outside of the independent school's premises.[13]
- Ensure compliance with the Regulatory Reform (Fire Safety) Order 2005(1).[14]
- Ensure that pupils are properly supervised through the appropriate deployment of independent school staff. [16]
- Ensure that admission and attendance registers are maintained in accordance with regulations made under section 434 of the 1996 Act(1). [17]

The suitability of proprietors and staff

The school does not meet the regulatory requirements for this standard.

Although the school meets some of the regulatory requirements for this standard, in order to comply fully with the Independent School Standards (Wales) Regulations 2024 the school should:

- Ensure the proprietor carries out appropriate checks to confirm in respect of each such person—
 - (i) the person's identity,

- (ii) the person's medical fitness,
 - (iii) the person's right to work in the United Kingdom, and
 - (iv) where appropriate, the person's qualifications, [20(2)(d)]
- Ensure in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person's suitability to work in an independent school, such further checks are made as the proprietor considers appropriate, having regard to any relevant guidance issued by the Welsh Ministers [20(2)(f)]
 - Ensure the checks referred to in sub-paragraph (2) (except where sub-paragraph (4) applies) must be completed before a person's appointment. [20(3)]
 - Ensure (i) where an individual is registered with the DBS up-date service if the proprietor checks the individual's certificate status at least every three years; (ii) where an individual is not registered with the DBS up-date service if the proprietor applies for a DBS certificate in respect of that individual at least every three years, and the proprietor, having considered the information from the check or application, considers that the individual remains suitable for the position to which the individual is appointed; [23(a)]
 - Ensure for the purposes of sub-paragraphs (a) to (d), where a DBS up-date service check has not been made or a DBS certificate has not been applied for in respect of any individual within a period of 3 years ending with the date on which these Regulations come into force, the first such check or application must be made within a period of 180 days beginning with the date that these Regulations come into force. [23(e)]
 - Ensure a register in accordance with the independent school's policy on data retention which shows such of the information referred to in sub-paragraphs (3) to (5) as is applicable to the independent school in question. [24(1)]
Ensure the register referred to in sub-paragraph (1) may be kept in electronic form, provided that the information recorded is capable of being reproduced in legible form. [24(2)]
 - Ensure in relation to each member of staff ("S"), whether—
 - (i) S's identity was checked,
 - (ii) a check was made to establish whether S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act,
 - (iii) a check was made to establish whether S is subject to a prohibition order, an interim prohibition order, a suspension order or an interim suspension order,
 - (iv) a check was made to establish whether S is subject to any direction made under section 142 or 167A of the 2002 Act, section 128 of the 2008 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction,
 - (v) checks were made to ensure, where appropriate, that S had the relevant qualifications,
 - (vi) a DBS certificate was obtained in respect of S (or where S is registered with the DBS up-date service a check made of S's certificate status),
 - (vii) a check of S's right to work in the United Kingdom was made, and
 - (viii) checks were made pursuant to paragraph 20(2)(f), including the date on which each such check was completed or the certificate obtained. [24 (3)(b)]

Premises of and boarding accommodation at schools

The school does not meet the regulatory requirements for this standard.

Although the school meets most of the regulatory requirements for this standard, in order to comply fully with the Independent School Standards (Wales) Regulations 2024 the school should:

- Ensure the independent school buildings provide reasonable resistance to penetration by rain, snow, wind and moisture from the ground, [27(f)]
- Ensure classrooms allow effective teaching and do not compromise health and safety [27(j)]
- Ensure there is a satisfactory standard and adequate maintenance of decoration [27(q)]

The provision of information

The school does not meet the regulatory requirements for this standard.

Although the school meets almost all of the regulatory requirements for this standard, in order to comply fully with the Independent School Standards (Wales) Regulations 2024 the school should:

- Ensure where a pupil with an individual development plan or statement is registered at the independent school, the independent school must provide such information to the local authority as may reasonably be required for the purpose of a statutory review of the individual development plan or statement. [28(8)]

The manner in which complaints are to be handled

The school does not meet the regulatory requirements for this standard.

Although the school meets almost all of the regulatory requirements for this standard, in order to comply fully with the Independent School Standards (Wales) Regulations 2024 the school should:

- Ensure that written records to be kept, in accordance with the independent school's policy on data retention, of all complaints, including whether they are resolved at the preliminary stage or proceed to a panel hearing and any action taken by the independent school as a result of those complaints and whether they were upheld, [29(j)]

Recommendations and next steps

We have made five recommendations to help the school continue to improve:

- R1 Strengthen the management of safeguarding and address the shortcomings identified during the inspection
- R2 Comply fully with the Independent School Standards (Wales) Regulations 2024
- R3 Improve attendance
- R4 Ensure that the curriculum is sufficiently engaging, broad and balanced and prepares pupils well for their next stage in life and learning
- R5 Improve systems and processes to ensure effective monitoring and evaluation of the work of the school

Since the school does not meet the standards required for registration, the Welsh Government will require the proprietor to submit an action plan within a specified period of time. This plan will set out the steps that the school will take to meet the standards, and the timescale within which it will complete each step. The Welsh Government may then request Estyn to support the school through an improvement process.

Estyn advises the proprietor to amend its current development plan to show what actions the school intends to take in response to the recommendations. It is also advisable to circulate this plan, or a summary of it, to all parents/carers at the school.

Full Report

If you would like to read more about Estyn's evaluation of the school, please follow this link to the [full report](#)

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