



**Jersey Care  
Commission**

## **INSPECTION REPORT**

**Mont a L'Abbe School**

**Care Arrangements in Special Schools  
Service**

**La Grande Route de St Jean  
St Helier  
Jersey  
JE2 3FN**

**Inspection Date  
17 November 2025**

**Date Published  
2 January 2026**

## 1. THE JERSEY CARE COMMISSION

Under the Regulation of Care (Jersey) Law 2014 ('the Law'), all services carrying out any regulated activity must be registered with the Jersey Care Commission ('the Commission').

This inspection was carried out in accordance with Regulation 80 of the Regulation of Care (Standards and Requirements) (Jersey) Regulations 2018 to monitor compliance with the Law and Regulations, to review and evaluate the effectiveness of the regulated activity and to encourage improvement.

## 2. ABOUT THE SERVICE

This is a report of the inspection of Mont a L'Abbe School. The care arrangements in special schools' service is operated by Children, Young People, Education and Skills (CYPES) department and there is a registered manager in place.

The school is supported by the Community Children's Nursing Team (CCNT) and a school nurse. The CCNT are on site daily however are not included in the scope of this inspection.

Registration Details	Detail
Regulated Activity	Care arrangements in special schools
Mandatory Conditions of Registration	
Type of care	Personal care; personal support
Categories of care	Children and young people (0-18), Young adults (19-25), Autism, Learning Disability, physical disability and/or sensory impairment, mental health
Maximum number of care receivers	150
Age range of care receivers	3 – 19 years
Discretionary Conditions of Registration	
The Registered Manager must complete a Level 5 in Management and Leadership or equivalent by 3 July 2026.	
Additional information	
None	

As part of the inspection process, the Regulation Officer evaluated the service's compliance with the mandatory conditions of registration and any additional discretionary conditions required under the Law. The Regulation Officer concluded that all requirements have been met.

The Registered Manager is currently progressing through their Level 5 Management and Leadership qualification and is on track to complete it within the required timeframe.

### 3. ABOUT THE INSPECTION

#### 3.1 Inspection Details

This inspection was announced and notice of the inspection visit was given to the Registered Manager five days prior. This was to ensure that the Registered Manager would be available during the visit.

Inspection information	Detail
Dates and times of this inspection	17 November 2025 9:30 – 14:00
Number of areas for improvement from this inspection	One
Number of care receivers accommodated on the day of the inspection	129
Date of previous inspection Areas for improvement noted in 2024 Link to the previous inspection report	12 & 13 November 2024 Three <a href="#">IRMontALabbeSchool2024.11.13Final.pdf</a>

### **3.2 Focus for this inspection**

This inspection included a focus on the areas for improvement identified at the previous inspection on 12 & 13 November 2024, as well as these specific new lines of enquiry:

- **Is the service safe**
- **Is the service effective and responsive**
- **Is the service caring**
- **Is the service well-led**

## **4. SUMMARY OF INSPECTION FINDINGS**

### **4.1 Progress against areas for improvement identified at the last inspection**

At the last inspection, three areas for improvement were identified, and an improvement plan was submitted to the Commission by the Registered Provider, setting out how these areas would be addressed.

The improvement plan was discussed during this inspection, and it was positive to note that two out of three improvements had been made. This indicates that all staff members attended statutory and mandatory training, and a training log was established. Notifications to the Commission have improved, and all senior staff are familiar with the process.

Although future plans are in place to ensure that external fencing provides additional security, this remains a risk to children and young people and will continue to be an area for improvement.

### **4.2 Observations and overall findings from this inspection**

This service comprises a primary school, a post-14 unit, and a secondary school operating across two sites, divided by a main road, providing children and young people with complex learning needs the opportunity to learn in an inclusive environment.

Since the last inspection, a care manager has been appointed. Part of their role is to ensure that students requiring personal care or medication receive tailored care plans developed in collaboration with parents and delivered by the school teaching staff.

The Regulation Officer felt reassured that robust, safe recruitment practices are in place, including all relevant safety checks.

New staff undergo a comprehensive six-month induction and follow the staff handbook, which contains essential information about the school's policies and procedures.

Medication is stored in accordance with policy and administered only by staff who have completed the appropriate training.

There was evidence that safeguarding remains a high priority within this setting. Staff receive monthly updates on safeguarding topics and are fully aware of the procedures for raising concerns.

Comprehensive risk assessments encompass the environment, staff, transportation, and activities, and these are regularly reviewed and updated to maintain safety standards.

A dedicated team of three maintenance technicians carries out routine maintenance checks across both sites to ensure the facilities remain safe, functional, and well-maintained.

An area for improvement identified at the last inspection remains outstanding. Although a plan for a site rebuild is scheduled between 2027 and 2029, the absence of external fencing continues to pose a risk. Therefore, action requires to be taken to ensure the external perimeter is secured until the rebuild is completed.

## 5. INSPECTION PROCESS

### 5.1 How the inspection was undertaken

The Care Arrangements in Special Schools Standards were referenced throughout the inspection.<sup>1</sup>

Prior to our inspection visit, all the information held by the Commission about this service was reviewed, including the previous inspection report, reviews of the Statement of Purpose, policies and notification of incidents.

The Regulation Officer was unable to obtain direct feedback from care receivers, as their complex learning disabilities limit their ability to communicate their views. Instead, the school were asked to obtain consent from parents to give feedback, however this was not fully achieved. They also had discussions with the service's management and other staff during the visit.

As part of the inspection process, records including policies, care records, incidents, staff training and medication practices were examined.

At the conclusion of the inspection visit, the Regulation Officer provided feedback to the Registered Manager and followed up to confirm the identified area for improvement by email, on 1 December 2025.

This report sets out our findings and includes any areas of good practice identified during the inspection. Where areas for improvement have been identified, these are described in the report, and an improvement plan is attached at the end of the report.

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<sup>1</sup> All Care Standards can be accessed on the Commission's website at <https://carecommission.je/>

## 5.2 Sources of evidence.

Follow up on previous areas for improvement	
Focus	Evidence Reviewed
<b>Safe access and egress of the buildings and outdoor spaces</b>	Plans viewed for rebuild on site 2027
<b>Notifications</b>	Commission dashboard discussed with Registered Manager
<b>Staff training and log</b>	Training matrix viewed
New key lines of enquiry	
Focus	Evidence Reviewed
<b>Is the service safe</b>	Viewed recruitment files on connect with the school Business Manager Staffing levels discussed Staff training Safeguarding monthly training Risk assessments Maintenance checks Environment Staff feedback
<b>Is the service effective and responsive</b>	Staff meetings Class dojo app Staff wellbeing team Record keeping Staff feedback Fire drills and PEEPS Wellbeing team
<b>Is the service caring</b>	Care plans Medication processes Nutrition Observation Staff feedback Parent feedback
<b>Is the service well-led</b>	Policies Statement of purpose Notifications Restrictive interventions – MAYBO Staff handbook

## 6. INSPECTION FINDINGS

### Is the service safe?

People are protected from abuse and avoidable harm.

A key focus for the Regulation Officer during this inspection was the safety of children and young people entering and leaving the school site, given the absence of external fencing and the school's proximity to a main road. Although this issue is included in future redevelopment plans for 2027, no interim plan has been put in place to address the issue and the risk remains. This continues to be an area for improvement.

The Senior Leadership team also expressed concerns about the lack of a pedestrian crossing outside the school, which would allow access to the other site; however, this issue has been escalated to the appropriate authorities.

Twenty staff members have been recruited into various roles since the last inspection. The Regulation Officer viewed a sample of recruitment files on the Government of Jersey online system with the School Business Manager. The Regulation Officer was satisfied that all relevant safety checks had been completed. Interviews are conducted by at least two members of the Senior Leadership team, and disclosure and barring checks are completed. The Regulation Officer requested evidence of completed safety checks regarding an external contractor working on both sites and was informed that the school had received a letter of assurance from the company.

Staffing levels remain a challenge for Mont a L'Abbe; therefore, a staff meeting is held each morning before the school day starts to identify where staff may be needed. The Regulation Officer was assured by the Registered Manager that there are enough staff to cover the care needs of the children and young people.

All staff have completed Safeguarding training. Additionally, the designated safeguarding leads have introduced a monthly ten-minute briefing for all staff to cover a range of safeguarding topics, including but not limited to:

- Child neglect
- Adverse childhood experiences
- Child criminal exploitation
- Online safety
- Smacking.

This is an area of good practice that highlights wider issues, and the presentations are available for all staff to view.

The Regulation Officer reviewed the staff training matrix, confirming that all mandatory training has been completed by the team. A reminder was issued to ensure the matrix remains regularly updated to reflect any new or scheduled training. Additionally, 18 staff members have successfully completed the Regulated Quality Framework Level 3 qualification in medication administration, with a further four staff members expected to complete this qualification imminently.

First aid compliance is also well maintained. Numerous staff have completed First Aid training, and three designated staff members check and restock first aid boxes every Monday. Each classroom displays a list of qualified first aiders along with the locations of first aid boxes throughout the school, ensuring accessibility and preparedness in case of emergencies.

During the visit, the Regulation Officer observed lunchtime arrangements across the school. Children were seen eating either a hot meal or a packed lunch in the dining hall, while younger pupils ate at tables in their classrooms. Following lunch, all children were given the opportunity to play outdoors under the supervision of staff. The catering staff have completed the required food hygiene training, and the kitchen has received its most recent Eat Safe rating of five stars. A hot lunch and dessert are offered daily to children and young people on a rolling menu.

A team of three maintenance technicians are responsible for completing and recording routine health and safety checks, including hydrotherapy pool testing, legionella monitoring, and general maintenance tasks. During the visit, the

Regulation Officer reviewed documentation confirming that these tasks had been completed and appropriately logged.

Staff said:



The school's medical policy has a strong commitment to safeguarding health and wellbeing.



Pupils are well cared for, and their best interests are taken into account with support of parents and other professionals.



There is an open-door policy with the Senior Leadership team and the care manager.

### **Is the service effective and responsive?**

Care, treatment, and support achieves good outcomes, promotes a good quality of life and is based on the best available evidence.

Communication with families is facilitated through the ClassDojo app. This allows teaching staff and parents to upload photos, add text and arrange meetings with privacy settings.

As with all government services, staff objectives are set at the start of each year, followed by a mid-year review and an end-of-year review, which ultimately lead to the annual appraisal. An alternative to formal supervision works for this service through team meetings and one to one meetings. Staff meetings are held every morning before the school day starts. Teacher meetings take place on a regular schedule, senior leadership meetings follow a set cadence, learner partner meetings occur weekly, and wellbeing meetings are held regularly.

The staff handbook outlines all the meetings scheduled for the upcoming year. The Regulation Officer felt satisfied that all staff throughout the two sites had been given the opportunity to discuss progress, concerns, and their wellbeing.

The staff wellbeing team comprises 12 trained Mental Health First Aiders. They are available to offer support and wellness action plans to all staff. The wellness action plan is a proactive tool that helps promote wellbeing and identifies how managers can best support staff who are experiencing issues. The plans are agreed and signed by both parties. Staff feedback confirmed that staff do speak to the wellbeing team when needed.

Fire drills are a regular occurrence in this service due to the accidental activation of fire alarms; however, staff view this as beneficial. It provides children and young people with the opportunity to practice and become familiar with the procedure. Personal emergency evacuation plans are kept in each classroom.

The feedback from staff was largely positive, with all respondents stating that they felt supported by the Senior Leadership team.

## Is the service caring?

Care is respectful, compassionate, and dignified. Care meets people's unique needs.

The Regulation Officer observed that staff demonstrated a caring and empathetic approach toward children and young people, while maintaining appropriate professional boundaries.

Individual care plans are prepared and shared with parents or guardians at the beginning of each academic year and are reviewed annually, or more frequently if needs change. Feedback from parents confirmed that collaborative working practices are effective.

A review of medication management processes provided the Regulation Officer with assurance that medicines are stored, administered, and disposed of in accordance with policy. Staff adhere to the medication policy consistently, and all administrations are verified by two trained members of staff, who check, administer, and sign for each medication. Monthly medication audits are completed to check compliance with the policy.



Training on medication processes and administration was great. Our medication processes have seen a huge improvement since we have been under the JCC. It makes me feel safer and more supported.

The school benefits from a modern, fully equipped kitchen operated by staff who are appropriately trained in food preparation and hygiene standards. Daily provision includes a nutritious hot meal, dessert, and snacks, all prepared in accordance with best practice guidelines for food safety and quality. Procedures are in place to ensure allergens and individual dietary requirements are catered for. The kitchen was awarded a 5-star food safety rating this year.

## Is the service well led?

The leadership, management and governance of the organisation assures delivery of high-quality care, supports learning and innovation, and promotes an open and fair culture.

A clear organisational structure underpins this service, promoting efficiency, accountability, and smooth communication. Roles, responsibilities, and reporting lines are clearly defined, enabling staff to understand their positions and the overall reporting structure.

The Regulation Officer confirmed the service operates according to its updated statement of purpose through observation and discussion.

Alongside CYPES policies, the Senior Leadership team has created and implemented tailored policies for the children and young people at the school. These include:

- Child Protection and Safeguarding
- Medication Administration
- Intimate Care.

Mont à L'Abbé's policies are comprehensive, reviewed annually, and updated as needed.

The previous inspection identified a need to improve incident notifications to the Commission. The Regulation Officer reviewed this with the Registered Manager and was satisfied that subsequent notifications and actions were appropriate.

All staff complete MAYBO training, preparing them to manage challenging situations, conflict, and potential workplace violence. This training equips staff with practical tools to de-escalate and divert behaviours effectively.

## IMPROVEMENT PLAN

There was one area for improvement identified during this inspection. The table below is the Registered Provider's response to the inspection findings.

<b>Area for Improvement 1</b>	
<b>Ref:</b> Standard 11.1  Regulation 18	The Registered Provider must ensure that a secure perimeter is available for children and young people. Interim arrangements should be taken to achieve this while the rebuild of the school is undertaken.
<b>To be completed:</b> 17 May 2026	<b>Response by the Registered Provider:</b>  JPH have informed us on 10/12/2025 that the fencing has arrived and will be installed in the new year.

It should be noted that this inspection report should not be regarded as a comprehensive review of all strengths and areas for improvement that exist in the service. The findings reported on are those which came to the attention of the Care Commission during the course of this inspection. The findings contained within this report do not exempt the service from their responsibility for maintaining compliance with legislation, Standards and best practice.



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