

Education & Youth Services Ltd

8 Notre Dame Mews, Northampton, NN1 2BG

Inspection dates 10 December 2014

Overall outcome **Independent school standards not met**

Context of the inspection

- The inspection was undertaken at the request of registration authority for independent schools, in order to monitor the progress the school has made since its last inspection.
- A material change inspection visit was carried out in June 2014, at the request of the Department of Education. The inspection was to advise whether the school was in a position to extend its age range to 14 to 18 years and to increase its capacity to 170 students across its four centres that are located at Northampton, Kettering, Corby, and Wellingborough. The inspection found that the school failed to comply with nine regulatory requirements. These related to the welfare, health and safety of pupils and the premises of and accommodation at schools.
- An action plan was prepared by the school to address the regulatory failures. The Department for Education rejected the action plan. This was because the plan only addressed one of the regulations that the school did not meet.
- Since the previous inspection, the school has notified the Department for Education that it has closed one of its four sites. The Wellingborough site was closed in September 2014. As the Northampton site met all of the regulations at the previous inspection, this present inspection included visits to the sites at Kettering and Corby.
- The school has applied for a material change in respect of an increase in pupil numbers at the Kettering site from a maximum of 34 to a maximum of 50. This is because the school has relocated from the ground floor of its former location to the first floor, which offers more spacious accommodation. The suitability of the school's facilities to accommodate this change were considered during the present inspection visit. As the school does not meet all regulatory requirements, the change is not recommended for approval.
- This was the first visit to the school to check on its progress in making the necessary improvements to meet the regulatory requirements.
- The inspection was carried out without notice.

Main findings

Welfare, health and safety

- The inspection of June 2014 found that there were a few shortcomings in relation to the school's policies and procedures for ensuring the health and safety of students. These mostly related to the Wellingborough site, which is now closed. However, inspectors observed a range of situations at the new site in Kettering and existing site in Corby which posed risks to students' welfare, health and safety. These included: electric cables not being secured on the floor and presenting a trip hazard; refuse bins that were overflowing because they had not been emptied, presenting both a trip and fire hazard; and a lack of hygiene in areas where food is prepared. Consequently, this requirement is not met.

- The inspection of June 2014 found that the fire safety arrangements met requirements at Northampton, Corby, and the former site at Kettering, but not in Wellingborough. Inspectors found that the Corby site has received an external evaluation by the fire brigade and its policies and procedures reacting to fire safety were deemed to be secure. However, the fire safety regulations are not met at the new site in Kettering. Despite the leader of the centre conducting a fire risk assessment, the report is inaccurate in its conclusions. This is because: one of three fire exits has a coded lock on the inside which is not known by students, thus restricting their route in case of a fire; a second fire exit has combustible materials stored underneath the stairwell which acts as an evacuation route; and additional fire extinguishers, that the leader of the centre confirmed had come from the Wellingborough site, are stored in cupboards and have either not been checked, are out-of-date or require disposing of. Moreover, the signage and location of fire extinguishers is not made clear. There are some fire extinguishers that are stored upright on the floor while others do not sit on the hooks that are provided. Hence, in the event of a fire, these shortcomings present barriers to ensuring the safety of students and staff.
- The inspection of June 2014 found that arrangements for first aid met requirements at Northampton, Wellingborough and the former site at Kettering, but not at Corby. This was because at the time there was only one first aider at the centre, and no cover was available for staff absence. This has been remedied. The leader of the centre has ensured that there are two first-aid-trained members of staff at the Corby Centre. However, the signage around the school communicates the incorrect name of the second member of the first aid team. At the new site in Kettering, arrangements for first aid do not meet requirements. The first aid policy has many shortcomings. There is no guidance on securing effective hygiene procedures in the case of spillage of blood or bodily fluid. Also, it is unclear about what levels of injury are to be treated on site and what injuries would necessitate support from the emergency or medical services. First aid kits at both sites are unsuitable. This is because they include out-of-date contents and opened dressings and sterilised materials. The procedures for recording and following up accidents are not robust. There are two accident forms which have been completed and torn out of the book with no evidence of how these are followed up. The leader of the centre does send in monthly returns on incidents to the regional office of the proprietor, but these do not necessarily include accident reporting forms.
- The inspection of June 2014 found that arrangements for maintaining attendance registers in accordance with regulations did not meet requirements at the sites in Corby and Wellingborough. Scrutiny of the attendance registers on the present inspection visit revealed shortcomings at both the Corby and new Kettering sites. Despite having a clear system for the correct coding for students' attendance in the frontispiece of each register, the system is not being followed correctly. As a result, a minority of students, when they do not attend, have the part or full sessions coloured in as a block rather than the correct code being used. This process is also completed in advance at the Corby site, rather than at the time of their attendance or otherwise. The afternoon register was not completed for the afternoon session when scrutinised at 14.30 p.m. on the day of the inspection. At both sites, a minority of students have long sequences of unauthorised absence which are not followed up. As a result, the local authority is not being informed when students have periods of continuous absence. The requirement in relation to attendance is not met.
- During the present inspection, it was found that while there is a written policy in place for child protection, there are anomalies within the document. The destination of referrals and reporting arrangements make reference to different local authorities. The school's procedures for safer recruitment that are documented in the policy are not being implemented in practice. There are examples where recently appointed members of staff have not undergone the appropriate checks relating to 'prohibition from teaching'. Consequently, the requirement in relation to child protection procedures is not met.

Premises and the school accommodation

- The inspection of June 2014 found weaknesses in the arrangements for ensuring that suitable toilet and washing facilities were provided for the sole use of students. The new site in Kettering has a sufficient number of toilets for student's use; however, these are not maintained in a hygienic state. In the toilet ascribed for male students, there are no paper towels or hand driers. Toilets at both sites have shared fabric towels which present a risk to students' health and safety. The disabled toilet at the Kettering site has a durable lock; however, this is at an inappropriate height for ease of use. The toilet facilities at Corby, especially for male students, are poorly cleaned and unhygienic. As a result, this requirement is not met.
- The inspection of June 2014 found weaknesses in the extent to which the school's accommodation and facilities were maintained to a standard to ensure the health, safety and welfare of students. At both the new Kettering site and at Corby, the kitchen areas are not kept in a hygienic state. At Corby, the cooker had not been cleaned and contained remnants of previously cooked food on the shelves of the oven and a baking tray. At Kettering, in the kitchen area, the sinks are not kept in a clean state and are used for a variety of purposes. There is no rolling programme for the checking of portable electrical appliances, and a small minority of devices have not been checked.
- The inspection of June 2014 found that there was not an adequate supply of hot and cold water for students. While at Corby, students are provided with individual bottles of water daily, currently at Kettering there is no facility for students to access drinking water. A water fountain was in place; however, this has recently been removed and is in the process of being replaced. Hence, the requirement is not met.
- The inspection of June 2014 found the temperature of the water at the Corby site posed a scalding risk both in the kitchen and toilet areas. The proprietor has ensured that the boiler has been repaired by a heating engineer and this has remedied the problem. However, the new site at Kettering has the same issue and students are at risk of being scalded. The requirement is not met.
- The inspection of June 2014 found that there was a lack of suitable space for students to undertake recreation activity. Both centres have designated and appropriately resourced internal areas where students can take part in social activities. At the new Kettering site, although there is no assigned outdoor space, appropriate use is made of a local park and nearby specialist facility for physical education. However, the outdoor area at Corby poses significant risks to students' health and safety. The grassed area which is occasionally used for informal football activities contains a number of trip hazards including some wooden stakes which protrude from the ground and previously paved section that contains loose pieces of concrete and stone. The adjacent hard-surfaced area contains a significant amount of cigarette butts and litter which are not placed in a bin, making the area unsightly and unhygienic. Consequently, this requirement is not met.
- During the present inspection, it was found that students at the new Kettering site access outdoor physical education at both the Kettering Leisure Village and at a local park. At the park, students are involved in team game activities, such as football. While students can access changing accommodation and shower facilities when they are at the Leisure Village, no such arrangements are in place when they undertake physical education in the nearby park. Consequently, the requirement in relation to the school providing suitable changing accommodation and showers is not met.
- During the present inspection, it was found that at the new site in Kettering the accommodation for treating sick or injured students do not meet requirements. Although there is a room where

students who are sick or injured can receive a medical examination or treatment and it is in close proximity to a toilet, there is no washing facility within the room.

- During the present inspection, it was found that at the new Kettering site, one of three fire exits has a coded lock on the inside whose combination is unknown to students, thus restricting their exit route in case of a fire.

Compliance with regulatory requirements

The school must take action to meet The Education (Independent School Standards) (England) Regulations 2010, as amended, and associated requirements

- Ensure that the written policy for child protection makes it clear how the school is following locally agreed procedures (paragraphs 7, 7a).
- Ensure that all pre-employment checks are undertaken for relevant current and new members of staff (paragraph 7b).
- Ensure that the school's written policy for health and safety is implemented (paragraph 11).
- Ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 13).
- Ensure that the policy for first aid makes it clear what the arrangements are for dealing with spillage of blood or bodily fluid and for dealing with emergencies (paragraph 14).
- Ensure that clear records are kept of accidents and that these are monitored to inform the first aid policy and promote effective practice, and that the first aid policy is improved and is implemented effectively (paragraph 14).
- Maintain attendance registers in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 17).
- Ensure that the long-term absence of individual students is followed up and, where required, reported to the appropriate authority (paragraph 17).
- Ensure that arrangements are made and carried out to record the outcome of checks of the National Council for Teaching and Leadership's prohibition of teachers list (paragraph 19(2)(a)).
- Ensure that suitable toilet and washing facilities are provided for the sole use of students (paragraph 23A(1)(a)).
- Ensure that the toilets for male and female students are maintained in a hygienic state (paragraphs 23A(1), 23A(1)(a)).
- Ensure that suitable changing accommodation and showers are provided for pupils when they undertake all forms of physical education (paragraph 23A(1)(c)).
- At the Kettering site, provide a washing facility in the room for the short-term care of sick and injured students in the new premises (paragraphs 23B(1), 23B(1)(d)).
- Ensure that the school's accommodation and facilities are maintained to a sufficient standard to ensure the health, safety and welfare of students (paragraph 23C).
- Ensure that the areas where food is prepared, served or consumed are kept in a hygienic state (paragraph 23C).
- Ensure that portable electrical equipment is tested in line with requirements (paragraph 23C).
- Ensure that the arrangements for students evacuating the building in the event of an emergency are improved (paragraph 23C).
- Ensure that students have access to labelled drinking water (paragraphs 23F(1), 23F(1)(a), 23F(1)(c)).
- Ensure that the temperature of hot water at the point of use does not pose a scalding risk to users (paragraph 23F(1)(d)).
- Ensure that there is suitable outdoor space to enable students to play outside (paragraph 23G(1)(b)).

Inspection team

David Carter, Lead inspector

Her Majesty's Inspector

Joanne Smith

Her Majesty's Inspector

Information about this school

- Education & Youth Services is based in Northampton and is located in former office premises in the centre of the city. It was registered in May 2008 as alternative education for students aged 14 to 16 years of age who are disengaged from education or are at risk of being excluded from education as a result of behavioural difficulties or non-attendance. The provision is currently registered to provide full-time or part-time education for up to 20 boys and girls.
- The school shares its premises with Foundation Learning provision for 16 to 19 years olds, operated by the same proprietor. The same staff group operates both provisions and some of the school's lessons include students from both provisions. The proprietor maintains admission and attendance registers, recording information about all of the students on the premises.
- The school aims to offer accredited qualifications and to support young people with the necessary tools to succeed in life by building self-esteem; raising aspirations; promoting the development of personal and social skills; and preparing young people for further education, training or employment beyond Year 11.
- Education & Youth Services, Northampton makes use of alternative provision provided by Moulton College to extend the range of vocational practical skills courses it offers.
- The school, comprising the Northampton centre only, was last inspected in April 2013 where its overall effectiveness was judged to be good.
- Three additional centres in Corby, Kettering and Wellingborough were approved for use by the Department for Education on 16 October 2013, although no increase in the number of students was given.
- The Wellingborough site was closed in September 2014.

School details

Unique reference number	135754
Inspection number	454991
DfE registration number	928/6070

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 162A of the Education Act 2002, as inserted by schedule 8 of the Education Act 2005.

Type of school	Secondary
School status	Independent school
Age range of pupils	13–16
Gender of pupils	Mixed
Number of pupils on the school roll	84
Number of part-time pupils	11
Proprietor	Education and Youth Services
Chair	Amin Amiri
Headteacher	Matthew Clark
Date of previous school inspection	N/A
Annual fees (day pupils)	£40 per day (£70 for students with a statement of special educational needs)
Telephone number	01604 639555
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