

# Pulse and Water College

3rd Floor Block 0, 18–36 Wellington Street, Greenwich SE18 6PF

## Inspection dates

22 March 2016

## Overall outcome

**Independent school standards not met**

## Context of the inspection

- This inspection was conducted at the request of the registering authority in order to check on the progress the college had made towards meeting the independent school standards which were considered unmet at the previous inspection.
- The progress monitoring visit was focused on the standards within Parts 3, 4, 5 and 8 of the regulations.
- The inspection was unannounced.

## Main findings

### Part 3. Welfare, health and safety of pupils

- At the time of the last inspection, the college's leaders had not done enough to make sure that pupils were safe. They did not have an effective process to monitor pupils' behaviour. Leaders were not evaluating patterns in behaviour to help bring about improvements. The systems for rewarding good behaviour or for delivering sanctions for poor behaviour also lacked consistency. As a result, pupils did not know what to expect or how to improve. The college's approach to tackling bullying lacked a coherent strategy.
- The proprietor has introduced a strategy to tackle bullying and strengthen pupils' resilience should they encounter discriminatory behaviour or attitudes. Pupils spoken to understand the key messages of the strategy and are better informed about how to deal with this issue. Pupils attending the college have had difficulty managing their own behaviour and their response to the behaviour of others. The agreed strategy is well adapted to meet the specific needs of the college's pupils. The strategy defines how any instances of alleged bullying will be tackled and recorded in a precise and straightforward manner. Leaders have not needed to use these procedures since they were introduced. The college's work to prevent bullying now meets the requirements of the independent college standards.
- The proprietor has revised the college's behaviour policy since the last inspection. She has also made sure that instances of unacceptable behaviour are recorded in more detail. Steps taken to prevent reoccurrence are now adequately documented. Records seen on inspection demonstrate that college leaders are evaluating their work to improve pupils' behaviour more thoroughly and effectively.
- Teaching staff are following the agreed policy more consistently. Pupils have noticed this improvement. They are given time to reflect on the impact which rewards and sanctions have on pupils' behaviour. As a result, the policy is now being adapted and refined to meet the needs of individual pupils.
- The headteacher provides a very strong role model to help less experienced staff diffuse potentially volatile situations which occur regularly as a result of the needs of the pupils who attend the college. Despite this expertise, the proprietor has made the decision to exclude pupils on a number of occasions during the current school year. These decisions were made for the right reasons. However, the behaviour policy does not define the exclusion process or its accurate recording precisely enough to ensure that this aspect of the policy is always implemented effectively enough to meet the requirements of the standard. The policy also does not explain how leaders use records of behaviour to decide what to do next or how to monitor

ongoing concerns.

- At the time of the last inspection, the college's safeguarding policy was not up to date and did not reflect current guidance. The college's policy to manage the risks associated with fire safety was not being implemented effectively. Leaders were not ensuring that an adequate range of risk assessments on the college premises or its equipment had been carried out. Risk assessments for educational visits were not conducted thoroughly. A number of risks posed by the premises were noticed at the last inspection. The shower facilities provided by the college did not meet the relevant independent school standards.
- Since the last inspection the proprietor has established a systematic routine for assessing and managing risks posed by the premises and college activities. A premises manager is now responsible for administering the checks associated with risk management. As a result, the college building is maintained to a suitable standard. Routine checks on equipment are made and well documented. However, some defects are not repaired promptly enough because precise timescales for completing work are not defined.
- Some of the recommendations of the very thorough risk assessment which the proprietor commissioned in September 2015 have not been acted upon for the same reason. Assessment of risk does not extend to consideration of risks to potentially vulnerable pupils posed by radicalisation or extremism. The risks associated with decisions which are occasionally made to exclude pupils are also not assessed thoroughly enough. Therefore, the implementation of risk assessment is not effective enough to meet the requirements of the standards.
- Fire safety arrangements have been improved since the last inspection and now meet the requirements of the standards. The proprietor ensures that fire drills are carried out regularly, well documented and lessons are learned from any concerns which occur. Firefighting equipment, evacuation routes and alarm systems are checked regularly. The premises management company used by the proprietor since September 2015 has undertaken a fire risk assessment of the premises. However, a further assessment by an expert on fire safety would strengthen the information available to the proprietor when deciding how to maintain the college's fire safety arrangements.
- The safeguarding policy has also been reviewed since the last inspection. This represents an improvement. The policy now reflects current guidance and clearly sets out roles, responsibilities and training timescales. Leaders have attended training intended to raise their awareness of the Prevent duty. However, the revised policy does not cover this duty effectively enough. It pays insufficient regard to the particular potential vulnerabilities of pupils to risks posed by radicalisation or extremism. The standard related to the safeguarding policy is still not met.

#### **Part 4. Suitability of staff, supply staff and proprietors**

- At the time of the last inspection the proprietor had not ensured that all of the necessary checks on the suitability of staff had been made and appropriately recorded.
- The proprietor has now made sure that the missing checks have been carried out. The single central register of staff checks has been reviewed and includes the additional checks. It also includes the necessary space and prompts to ensure that future checks are recorded in the register. Dates of leaving and appointment of staff have also been included in the register.
- All current staff have been asked to complete a medical questionnaire. New recruits are expected to complete this as part of the appointment process.
- The proprietor has obtained information about staff who have lived outside the United Kingdom from the governments of the countries where they previously resided. These checks are now recorded on the single central register.
- The register now also includes outcomes of prohibition checks completed since the last inspection.
- The checks on the suitability of staff now meet the requirements of the independent school standards.

#### **Part 5. Premises of and accommodation at schools**

- A number of risks posed by the premises were noticed at the last inspection. The shower facilities provided by the college did not meet the relevant independent school standards.

- The proprietor has now ensured that the unmet standards related to the premises have been effectively tackled.
- The premises manager has been successful in attending to the shortcomings in premises safety identified at the last inspection. Teaching areas are secure, uncluttered and clean. Parents spoken to said they were confident that the premises are secure and safe.
- Pupils are taken to a nearby municipal park for physical education lessons. Facilities in the park are hired from the council for the sole use of the college. These include separate shower facilities for boys and girls. The inspector did not visit these facilities during the progress monitoring inspection. However, documents were seen which indicate that the standard related to provision of suitable showers is now met.

### **Part 8. Quality of leadership in and management of schools**

- The proprietor, who is also the headteacher, has been successful in ensuring that the college meets a number of the independent school standards which were not met at the last inspection. The revised leadership structure has allowed the proprietor to monitor the impact of the actions taken more effectively.
- However, some standards remain unmet. Therefore, the standards related to the leadership and management of the college also continue to be unmet.

## **Compliance with regulatory requirements**

### **The school must take action to meet The Education (Independent School Standards) Regulations 2014 and associated requirements**

- The proprietor should ensure that arrangements are made to safeguard and promote the welfare of pupils at the school (paragraph 7, 7(a), 7(b)).
- The proprietor should ensure that the school's written behaviour policy is implemented effectively (paragraph 9, 9(a), 9(b) 9(c)).
- The proprietor should ensure that the welfare of pupils at the school is safeguarded and promoted by drawing up and implementing a risk assessment policy and that appropriate action is taken to reduce risks that are identified (paragraph 16, 16(a), 16(b)).
- The proprietor should ensure that those with leadership and management responsibilities demonstrate the skills and knowledge appropriate to the role, so that the independent school standards are met consistently (paragraph 34(1), 34(1)(a)).
- The proprietor should ensure that those with leadership and management responsibilities fulfil their responsibilities affectively, so that the independent school standards are met consistently (paragraph 34(1), 34(1)(b)).
- The proprietor should ensure that those with leadership and management responsibility actively promote the well-being of pupils (paragraph 34(1), 34(1)(c)).

## Inspection team

Andrew Wright, lead inspector

Her Majesty's Inspector

## Information about this school

- Pulse and Water College is an independent school for up to 25 boys and girls between the ages of 11 and 16 years. It caters specifically for pupils who have been excluded, or are at risk of exclusion, from other schools.
- The college is led by the headteacher, who is also the proprietor.
- Some pupils are provided with a place at the college for a limited period. Most of the pupils join during the school year.
- Pulse and Water College was established by the proprietor in 2002. It is situated in the Royal London Borough of Greenwich. The college was registered as an independent school in September 2014. It was previously inspected for the first time in June 2015. A number of statutory requirements were found not to be met.
- The college relocated to larger premises within office accommodation in the centre of Woolwich in September 2013.
- There are currently nine full-time pupils on roll. All of the pupils are from schools within the Royal London Borough of Greenwich area.
- None of the pupils have a statement of special educational needs or an education, health and care plan.
- The college's stated aim is to 'provide for the intellectual development of all to come through our doors be it to teach or to learn'.

## School details

<b>Unique reference number</b>	141315
<b>Inspection number</b>	1001261
<b>DfE registration number</b>	203/6004

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 109(1) and (2) of the Education and Skills Act 2008.

<b>Type of school</b>	Independent day school providing alternative provision for pupils who are excluded, or at risk of exclusion, from secondary schools.
<b>School status</b>	Independent school
<b>Age range of pupils</b>	11–16
<b>Gender of pupils</b>	Mixed
<b>Number of pupils on the school roll</b>	9
<b>Number of part time pupils</b>	0
<b>Proprietor</b>	Pulse and Water Learning Limited
<b>Chair</b>	Temi Ladenika
<b>Headteacher</b>	Temi Ladenika
<b>Date of previous school inspection</b>	17–19 June 2015
<b>Annual fees (day pupils)</b>	£75 per day
<b>Telephone number</b>	07837 809671
<b>Email address</b>	Tladenika@pulseandwater.co.uk

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