

Kinetic Academy

18 October 2016

Meir Youth Café, Sandon Road, Meir, Stoke, Staffordshire ST3 7DJ

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b). The standard in this paragraph is met if the proprietor ensures that–

arrangements are made to safeguard and promote the welfare of pupils at the school; and such arrangements have regard to any guidance issued by the Secretary of State.

- These standards were met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school.
- The school's safeguarding and child protection policies are available on the school's website. The website is password protected. Parents of pupils at the school have passwords to access the information and policies. The website states that hard copies are available on request.
- Child protection and safeguarding policies and procedures meet requirements and are informed by, and reflect, guidance issued by the Secretary of State. The proprietor implements the range of policies, for example fire safety and behaviour and anti-bullying, effectively. For example, leaders make sure that all portable electrical appliances are safe to use.
- The arrangements to safeguard and promote the welfare of pupils at the school are detailed and thorough. Suitable procedures, appropriate training and detailed risk assessments, including for individual pupils, underpin safeguarding at the school. As a result, there is a culture of vigilance, identification of risk and support for those pupils with social, emotional and mental health difficulties.
- The proprietor is the designated safeguarding lead. Her knowledge, understanding and expertise to carry out this role are suitable. She has recently attended relevant training. All staff complete frequent child protection training, including 'Prevent' training and how to identify pupils at risk of female genital mutilation or child sexual exploitation. As a result, staff understand their roles and responsibilities in protecting pupils. For example, the proprietor, in collaboration with social services, recently made a referral to the counter-terrorism unit when a pupil exhibited extremist views and behaviours. Staff quickly and effectively address incidents of pupils' poor or unsafe behaviour.
- The school continues to meet this standard.

Paragraph 11. The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.

- This standard was met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school.
- The school has a suitable health and safety policy that is implemented effectively. The health and safety of pupils, staff and visitors are of paramount importance to the proprietor and school staff. They demonstrate a secure understanding of the current government guidance and work successfully with outside agencies, for example the local authority children missing from education team, to ensure that safeguarding is effective and pupils are safe. The school has a sufficient number of fire marshals.
- The school continues to meet this standard.

Paragraph 13. The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.

- This standard was met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school and that staff did not report or record accidents.
- The school has a suitable first aid policy which staff implement effectively. The school has a sufficient number of first aiders who have completed recent training.
- Accidents to staff and pupils are recorded appropriately. These records include information about the casualty, the type of injury, the time and place the accident took place, on-site treatment and the outcomes of any follow-up treatment at, for example, a hospital. An analysis of the records informs the school's risk assessments and policies.
- The school continues to meet this standard.

Paragraph 14. The standard in this paragraph is met if the proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff.

- This standard was met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school.
- The proprietors' arrangements for staff supervision are effective. Staff are vigilant and make sure that pupils are properly supervised at all times, including when off-site. For example, at the time of this inspection pupils were taking part in an off-site activity and the staff-to-pupil supervision ratio of one-to-one was suitable.
- The school continues to meet this standard.

Paragraph 15. The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.

- This standard was met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school.

- The proprietor and administrative team demonstrate an understanding of how to maintain admissions and attendance registers. The admissions and attendance registers for pupils currently in the school meet requirements. Staff use the appropriate attendance codes. The school has systems and procedures in place that promote pupils' attendance. Checks on absent pupils are detailed and thorough. Staff understand their roles and responsibilities in promoting good attendance and in referring pupils missing from education to the local authority.
- The school continues to meet this standard.

Paragraphs 16, 16(a), 16(b). The standard in this paragraph is met if the proprietor ensures that–

the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and appropriate action is taken to reduce risks that are identified.

- These standards were met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school.
- The school building suffered significant damage in a rainfall flash flood in September 2016. The proprietor has locked the ground floor classrooms and facilities while they await repair and refurbishment. The proprietor and administrative team have put in place suitable safeguards to make sure that the damaged facilities present no risk to staff or pupils. Staff have successfully maintained pupils' education and learning during this disruption. For example, first floor offices and classrooms are used and pupils take part in safe off-site trips and visits. The proprietor has relocated the damaged medical room to the first floor. The medical room still meets requirements.
- The school has a suitable risk assessment policy which it implements effectively. The school site is safe and secure. All the undamaged classrooms and corridors are well maintained, clean and free from trip/slip hazards or hazardous substances. School leaders maintain equipment and resources in accordance with an appropriate maintenance schedule. For example, an independent commercial company completes portable appliance testing annually. Risk assessments for each subject, school activity and trip are thorough and detailed and minimise any risks appropriately. Staff teach pupils how to keep safe and how to identify potential dangers and risks through personal, social and health education lessons.
- The school continues to meet these standards.

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

Paragraphs 18(1), 18(2), 18(2)(a) to 18(2)(f), 18(3), 18(4), 18(4)(a) to 18(4)(c), 19(1), 19(2), 19(2)(a) to 19(2)(e), 19(3), 19(4), 19(4)(a) to 19(4)(c). The standard in this paragraph relates to the suitability of persons appointed as members of staff at the school, other than the proprietor and supply staff. The standard in this paragraph is met if–

no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act; no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or

restriction which takes effect as if contained in either such direction; the proprietor carries out appropriate checks to confirm in respect of each such person—

the person’s identity; the person’s medical fitness; the person’s right to work in the United Kingdom; and where appropriate, the person’s qualifications; the proprietor ensures that, where relevant to any such person, an enhanced criminal record check is made in respect of that person and an enhanced criminal record certificate is obtained before or as soon as practicable after that person’s appointment; 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 a school, such further checks are made as the proprietor considers appropriate, having regard to any guidance issued by the Secretary of State; and in the case of staff who care for, train, supervise or are in charge of boarders, in addition to the matters specified in paragraphs (a) to (e), the proprietor checks that Standard 14 of the National Minimum Standards for Boarding Schools or, where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools, is complied with, and in the light of the information from the checks referred to in paragraphs (c) to (f) the proprietor considers that the person is suitable for the position to which the person is appointed. The checks referred to in sub-paragraphs (2)(c) and (except where sub-paragraph (4) applies) (2)(e) must be completed before a person’s appointment. The checks specified in sub-paragraphs (2)(d), (e) and (f) do not need to be carried out where the new member of staff (“M”) has worked in—

a school or a maintained school in England in a position which brought M regularly into contact with children or young persons; a maintained school in England in a position to which M was appointed on or after 12th May 2006 and which did not bring M regularly into contact with children or young persons; or an institution within the further education sector in England or in a 16 to 19 Academy in a position which involved the provision of education or which brought M regularly into contact with children or young persons, during a period which ended not more than three months before M’s appointment. This paragraph relates to the suitability of supply staff at the school.

The standard in this paragraph is met if—

a person offered for supply by an employment business to the school only begins to work at the school if the proprietor has received—

written notification from the employment business in relation to that person—

that the checks referred to in paragraph 21(3)(a)(i) to (iv), (vii) and (b) have been made to the extent relevant to that person; that, where relevant to that person, an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check; and if the employment business has obtained such a certificate before the person is due to begin work at the school, whether it disclosed any matter or information; and a copy of any enhanced criminal record certificate obtained by an employment business before the person is due to begin work at the school; a person offered for supply by an employment business only begins work at the school if the proprietor considers that the person is suitable for the work for which the person is supplied; before a person offered for supply by an employment business begins work at the school the person’s identity is checked by the proprietor of the school (irrespective of any such check carried out by the employment business before the person was offered for supply); the proprietor, in the contract or other arrangements which the proprietor makes with any employment business, requires the employment business to provide—

the notification referred to in paragraph (a)(i); and a copy of any enhanced criminal record certificate which the employment business obtains, in respect of any person whom the employment business supplies to the school; and except for those persons to whom

sub-paragraph (4) applies, in the case of supply staff who care for, train, supervise or are in charge of boarders, the proprietor checks that the relevant parts of Standard 14 of the National Minimum Standards for Boarding Schools or where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools are complied with. Except in the case of a person to whom sub-paragraph (4) applies, the certificate referred to in sub-paragraph (2)(a)(i)(bb) must have been obtained not more than 3 months before the date on which the person is due to begin work at the school. This sub-paragraph applies to a person ("P") who has worked in—

a school or a maintained school in England in a position which brought P regularly into contact with children or young persons; a maintained school in England in a position to which P was appointed on or after 12th May 2006 and which did not bring P regularly into contact with children or young persons; or an institution within the further education sector in England or in a 16 to 19 Academy in a position which involved the provision of education or which brought P regularly into contact with young children or young persons, during a period which ended not more than three months before P is due to begin work at the school.

- These standards were met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that the proprietor did not check staff members' suitability to work with children thoroughly or in line with government guidance.
- The proprietor has completed safer recruitment training and fully understands her responsibility in making sure that she checks all staff and volunteers and that she adheres to the requirements, such as prohibition checks.
- The checks on staff members' and volunteers' suitability to work with children meet government guidelines. Systems for the appointment of staff are in place, with many of the checks taking place at the point of application or interview. For example, interviewers check candidates' understanding of safeguarding policy and procedures through a range of relevant questions.
- The single central record is in place and contains all the required information. The single central record lists all of the staff and volunteers currently working at the school.
- The school does not employ supply staff, but is aware of the required checks should it do so.
- The school does not have residential accommodation and pupils do not board at the school.
- The school continues to meet these standards.

Part 5. Premises of and accommodation at schools

Paragraph 25. The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

- This standard was met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school.
- The classrooms, corridors and other school facilities not damaged in the rainfall flash

flood in September 2016, such as the toilets and medical room, are maintained to a high standard. They are clean and hygienic. The acoustic conditions and sound insulation of each room are suitable and appropriate for the activities that take place in them. Suitable drinking water is provided. Toilet facilities have adequate supplies of hot and cold water. The temperature of the hot water does not present a scalding risk. Floors in all areas of the school are free from trip and slip hazards. School leaders and staff understand the procedures to follow to make sure that the facilities are safe in the event of accidents.

- The school continues to meet this standard.

Paragraphs 29(1), 29(1)(a), 29(1)(b), 29(2). The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable— physical education to be provided to pupils in accordance with the school curriculum; and pupils to play outside. Sub-paragraph (1) does not apply in relation to an alternative provision Academy.

- These standards were met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that pupils were not safe in the school.
- The school provides alternative provision for pupils with social, emotional and mental health difficulties. The school uses local sports facilities for physical education and games.
- Pupils have access to a safe outside area for relaxation and in which they can play.
- The school continues to meet these standards.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a) to 34(1)(c). The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school— demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently; fulfil their responsibilities effectively so that the independent school standards are met consistently; and actively promote the well-being of pupils.

- These standards were met at the time of the full inspection in October 2014. However, a relative of a pupil raised concerns in a complaint to Ofsted in June 2016.
- The complainant was concerned that the school was not well led and managed.
- The proprietor, who is also the headteacher, has appropriate experience, knowledge and understanding of working in alternative provision. She has put in place systems and procedures which ensure that the independent school standards checked during this inspection continue to be met. She understands how to implement statutory and other relevant policies effectively.
- A voluntary advisory committee, the local authority and schools that place pupils at the school continue to provide effective support. The members of the voluntary advisory committee have experience in human resources and school leadership. They, along with the local authority, routinely check the effectiveness of leadership and management and hold the proprietor to account.
- Information provided by the local authority designated officer shows that the local

authority values the work the school does with potentially vulnerable pupils. Staff who completed the school's questionnaire are positive about the school and value working in an inclusive team.

- Pupils who completed the school's questionnaire are positive about their school and about the varied opportunities and experiences to which they have access.
- The proprietor demonstrates an appreciation and awareness of how to provide an education for pupils who have found mainstream education difficult to access. She has communicated and promoted well-defined aims and objectives for making sure that pupils who have social, emotional and mental health difficulties do well. The proprietor communicates her vision and ethos clearly throughout the school's policies, documents and information.
- Pupils' safety has a high priority. The compliance with safeguarding requirements and a sharp attention to welfare, health and safety exemplify this.
- The school continues to meet these standards.

Compliance with regulatory requirements

The school meets the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection. Not all of the standards and associated requirements were checked during this inspection.

School details

Unique reference number	140330
DfE registration number	861/6011
Inspection number	10021902

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Alternative provision
School status	Independent school
Age range of pupils	14–16
Gender of pupils	Mixed
Number of pupils on the school roll	6
Number of part-time pupils	2
Proprietor	Nicki Tomlinson
Headteacher	Nicki Tomlinson
Annual fees (day pupils)	£14,500
Telephone number	01782 333 344
Website	http://kinetic-academy.co.uk/
Email address	enquiry@kinetic-academy.co.uk
Date of previous standard inspection	14–16 October 2014

Information about this school

- Kinetic Academy registered as an independent school providing alternative provision in October 2013.
- A two-storey former youth centre built in 2013 houses the school. The school is located in Meir, a small town within Stoke-on-Trent.
- The proprietor is also the headteacher.
- The school provides education for pupils with social, emotional and mental health difficulties. All of the pupils currently on roll have a statement of special educational needs or an education, health and care plan. All of the pupils have previously had a disrupted education. Stoke-on-Trent local authority and individual schools place pupils at the school.
- A rainfall flash flood in September 2016 caused significant damage to the ground floor of the building. At the time of this inspection, the ground floor of the building was out of bounds.

- The school was last inspected in October 2014. Overall effectiveness was judged as good. Inspectors judged leadership and management to be outstanding. All of the independent school standards were met.

Information about this inspection

- This unannounced emergency inspection was carried out at the request of the registration authority for independent schools following a complaint made to Ofsted in June 2016. The complainant raised concerns about safeguarding, child protection, the safety of pupils and the effectiveness of leadership and management.
- The inspection checked on the school's compliance with some of the independent school standards in: Part 3 – welfare, health and safety of pupils; Part 4 – suitability of staff, supply staff, and proprietors; Part 5 – premises of and accommodation at schools; and Part 8 – quality of leadership in and management of schools.
- At the time of this inspection pupils were taking part in an out of school activity and had left the premises before the inspector's arrival. As a result, it was not possible to speak with pupils. Their views were considered through the school's questionnaire used to collect pupils' voice.
- The inspector checked the school's website and safeguarding policy.
- A range of documents was examined including the school's safeguarding and child protection policies; first aid policy; risk assessment policy and risk assessments; single central register recording the checks made on staff's suitability to work with children; staff personnel files; admissions and attendance registers.
- The inspector toured the school site with the proprietor.
- A telephone call was held with a local authority designated officer who has worked with the school.
- Meetings and discussions were held with the proprietor and members of staff.

Inspection team

Peter Humphries, lead inspector

Her Majesty's Inspector

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