

Luton Pentecostal Church Christian Academy

15 Church Street, Luton, Bedfordshire LU1 3JE

Inspection dates

21 June 2017

Overall outcome

The school does not meet all of the independent school standards that were checked during this inspection

Main inspection findings

Part 1. Quality of education provided

Paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(2), 2(2)(a), 2(2)(d), 2(2)(d)(ii), 2(2)(h), 2(2)(i)

- The inspection in October 2016 found that aspects of the quality of education were unmet. Specifically, the school's curriculum did not allow enough pupils to make good progress, the science curriculum was too narrow, and leaders did not promote respect for other people with protected characteristics well enough through the curriculum.
- In the school's action plan, the proprietor undertook to produce policies on individual subjects that comply with section 8 of the Education Act (1996), review the personal, social, health and economic education policy, and reassess the programme of morning devotions, field trips and visiting speakers.
- Leaders have now produced policies on individual subjects to form part of an overall curriculum document. Schemes of work, including science, have been updated and the work scrutiny showed a good coverage of science knowledge. There is a new science specialist teacher delivering all lessons beyond Year 6.
- Pupils' polite, respectful and welcoming behaviour towards each other and guests provided good evidence of their successful spiritual, moral, social and cultural development.
- Leaders have ensured that this independent school standard is now met.

Paragraph 3, 3(a), 3(c), 3(d), 3(e), 3(g)

- The previous inspection highlighted that teaching did not meet pupils' needs sufficiently well. Teachers did not always rectify pupils' misconceptions or have sufficiently strong subject knowledge to support pupils' learning. Leaders did not check systematically that pupils achieved as highly as they should.
- In the school's action plan, the proprietor proposes to adapt morning procedures, provide staff training, and conduct initial diagnostic testing to ensure that pupils are set challenging targets that allow them to make the progress they should.
- Pupils are now tested using the Luton local authority standard test, helping leaders to set targets. However, this is still not being used consistently to set targets to ensure that

pupils make good progress over time.

- Internal monitoring processes do not yet provide secure evidence that teaching, learning and assessment are good. A more rigorous programme of teacher observations, that link observations to teachers' training, is due to be fully implemented in September. Leaders acknowledge that this will highlight areas for development and drive standards higher.
- Twenty-five pupils, in Years 2 to 9, have taken an additional assessment programme to determine their reading ages. Pupils in Years 3, 6 and 9 have sat cognitive ability tests. Leaders plan to extend the programme to include English, mathematics and science from September 2017. These tests are helping leaders to track progress more effectively.
- Leaders acknowledge that their plans will be fully implemented by September 2017. As such, the full impact of their actions is yet to be seen.

Part 2. Spiritual, moral, social and cultural development of pupils

Paragraph 5, 5(b), 5(b)(v), 5(b)(vi)

- At the previous inspection, inspectors considered this standard was not met. Leaders did not actively promote respect for people within the protected characteristics groups, or prepare pupils well enough to live alongside other people with other religious beliefs.
- In the school's action plan, the proprietor undertook to arrange cultural days sharing traditional dress, food and beliefs, make cohesive links with other cultures in the community, and increase pupils' understanding of the protected characteristics groups.
- The principal has reviewed the personal, social, health and economic education policy. Fundamental British values are promoted within the curriculum and across the school. On the day of the inspection, inspectors saw a range of activities that help pupils to celebrate life in a multicultural society. Records show that visiting speakers are brought routinely in to promote cultural diversity. Consequently, pupils develop a good understanding and tolerance of other cultures and beliefs.
- The school has recently been awarded the 'Green' logo status from the National Centre for Diversity for its work in preparing pupils for life in a multicultural society.
- Leaders have ensured that this independent school standard is now met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(b)

- In October 2016, the previous inspection judged safeguarding arrangements inadequate. Aspects of the standards for the welfare, health and safety of pupils were unmet. Specifically, the processes linked to fire safety, first aid, risk assessments and maintaining the admissions register were not sufficiently robust. The systems for assessing the risk and suitability of staff to work with pupils were incomplete. The single central record was missing vital information. The safeguarding policy referred to out-of-date information and did not take into account current government requirements.
- In the school's action plan, the proprietor proposed to bring all relevant policies up to date and ensure that procedures are in line with the relevant documents.
- The updated safeguarding policy is available on the website and now refers to the latest statutory guidance.

- Leaders ensure that all staff receive training that ensures that they have up-to-date knowledge of how to safeguard pupils. Staff are aware of the systems that the school has put in place. Staff sign to say that they have read and understand their responsibilities as stipulated in statutory documents, such as 'Keeping children safe in education'. Evidence in pupils' folders shows that staff are using this understanding to highlight any potential safeguarding concerns they have.

Paragraph 12

- This standard was not met at the inspection in October 2016 because the procedures for fire safety were not thorough enough.
- In the school's action plan, the proprietor proposes to reform processes to secure compliance with the Regulatory Reform (Fire Safety) Order 2005.
- A fire risk assessment has been completed. Staff have received some in-house training. In January 2017, an external company checked the fire extinguishers to ensure that all were in working order. The inspector scrutinised the school's records of weekly alarm tests, monthly emergency lighting tests and termly fire drills.

Paragraph 13

- At the time of the previous inspection, this standard was not met because there was no first aid policy and the responsibilities and procedures for first aid were unclear.
- In the school's action plan, the proprietor proposed to implement a first aid policy and ensure that all staff are fully conversant with the policy.
- The first aid policy was updated in November 2016. There are six, trained members of staff. The policy covers procedures, treatments, and guidelines about the administration of medicines, and reporting of injuries. First aid boxes are provided in suitable places around the school. Staff are aware of reporting procedures.

Paragraph 15

- This standard was not met at the inspection in October 2016 because the school's admissions register did not include all of the required information, such as where pupils move on to after they leave the school.
- In the school's action plan, the proprietor proposes to detail on the admissions register the destinations of pupils who leave the school or notify the local authority if unsure.
- Leaders have implemented a new system and retrospectively gone through pupils' admission information to ensure that it is all up to date and accurate, including where pupils move on to after school. The admissions register was checked. It has been updated and now reflects the current pupils on roll and contains the necessary information.

Paragraph 16

- This standard was not met at the inspection in October 2016 because, as stated in the inspection report, the proprietor had not ensured that all necessary risk assessments had been carried out and updated regularly. Specifically, a number of animals were being kept on the school site, including a seven-foot-long boa constrictor, but no risk assessments had been undertaken.
- In the school's action plan, the proprietor proposed to review current risk assessment

policies regularly and update these to ensure that they identify the full range of potential risks, including those for keeping animals on the school site.

- Leaders have reviewed risk assessments. These are now fully in place. They identify risks accurately and leaders implement plans to minimise risks to pupils' safety. Daily internal checks linked to aspects of health and safety, and other risk assessments, including breaktime supervision and animal handling, are in place and implemented.
- Leaders have ensured that all of these independent school standards are now met.

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

Paragraph 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(ii), 18(2)(e), 18(3)

Paragraph 21(1), 21(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(4)

- This standard was not met at the inspection in October 2016 because the school's approach to the safer recruitment of staff was not rigorous enough. Specifically, not all of the required pre-employment checks of staff had been carried out, and the single central register was not compliant.
- The leaders' action plan undertook to ensure that all safeguarding checks are completed and the single central register is compliant with statutory requirements.
- Leaders have successfully carried out a series of appropriate actions to address the unmet standards, as proposed in their action plan.
- All appropriate pre-employment checks on all staff have now been carried out. The checks undertaken include the barred list check, the prohibition from teaching, a person's medical fitness, and any further criminal record checks for people who have lived outside of the United Kingdom. The inspectors scrutinised the information on the single central register and found that all of the information is accurately recorded on the school's single central register. The leaders' actions are now ensuring that they are checking, and recording, that all employees are suitable to work with pupils.
- Leaders have ensured that these independent school standards are now met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(b), 32(1)(d), 32(3)(e)

- This standard was not met at the inspection in October 2016 because the proprietor had not made available all of the required information to parents and prospective parents. Namely, the previous Ofsted report and information on the academic performance of pupils were not available.
- In the school's action plan, the proprietor proposed to send a copy of the latest Ofsted report to all parents and place copies of previous inspection reports and details of pupils' academic performance on the school's website.
- The principal has ensured that the previous Ofsted report and details of pupils' academic performance are now published on the school website. Parents or interested parties are informed that these are available from the school office on request.
- The standard is now met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)

- This standard was not met at the inspection in October 2016 because the proprietor had not ensured that all of the independent school standards had been met and had breached the conditions of the school's registration.
- In the school's action plan, the proprietor proposed to provide additional training as deemed necessary, ensure that governors undertake training, appoint a new chair of the governing body who is not the principal, implement new supervision procedures and monitor leaders and managers through observation of their practice.
- The action plan does not address the issue of the school having pupils on roll within a broader age range than is permitted in the school's registration with the Department for Education (DfE). Currently, there are nine pupils above 13 years of age, the school's upper age limit. However, leaders had submitted a material change to request an extension of the upper age limit of its registration with the DfE to 18 years.
- The monitoring of teaching, learning and assessment is still not sufficiently robust. A full schedule of lesson observations, linked to teachers' individual training needs, is to be fully implemented as from September.
- While teachers are now carrying out baseline assessments, leaders are yet to introduce a system that accurately matches pupils' progress against targets set over time. Again, leaders have plans to implement this as from September.
- A new chair of governors has been appointed, and individual governors are starting to take responsibility for certain areas of the school's work. Governors have attended training sessions. However, a scrutiny of governors' minutes suggests that governors are still not providing the robust challenge to check leaders' effectiveness, especially linked to standards in teaching, learning, and assessment.
- The aspects linked to pupils' well-being have been addressed, and this paragraph is now met. The other paragraphs remain unmet, so the standard is not met.

Compliance with regulatory requirements

The school does not meet 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. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain un-met at this inspection

- The proprietor must ensure that the teaching at the school:
 - enables 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
 - involves well-planned lessons and effective teaching methods, activities and management of class time
 - shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons
 - demonstrates good knowledge and understanding of the subject matter being taught; and
 - demonstrates that a framework is in place to assess pupils' work regularly and thoroughly and uses information from that assessment to plan teaching so that pupils can progress

(paragraphs 3, 3(a), 3(c), 3(d), 3(e) and 3(g)).

- 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

(paragraphs 34(1), 34(1)(a), 34(1)(b)).

The school now meets the following independent school standards

- The proprietor must ensure that a written policy on the curriculum, supported by appropriate schemes of work, is drawn up and implemented effectively; and the written policy, plans and schemes of work:
 - take into account the ages, aptitudes and needs of all pupils; including those pupils with an education, health and care (EHC) plan
 - provide full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), which gives pupils experiences in linguistic, mathematical, scientific, technological, human and social,

physical, and aesthetic and creative education

- provide personal, social, health and economic education which encourages respect for other people, paying particular regard to the protected characteristics as set out in the 2010 Act
- ensure that all pupils have the opportunity to learn and make progress; and
- provide effective preparation of pupils for the opportunities, responsibilities and experiences of life in British society

(paragraphs 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(2), 2(2)(a), 2(2)(d), 2(2)(d)(ii), 2(2)(h) and 2(2)(i)).

■ The proprietor must ensure that principles are actively promoted which:

- further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures; and
- encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act

(paragraphs 5, 5(b), 5(b)(v), 5(b)(vi)).

■ The proprietor must ensure that arrangements to safeguard and promote the welfare of pupils at the school have regard to any guidance issued by the Secretary of State (paragraphs 7 and 7(b)).

■ The proprietor must ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).

■ The proprietor must ensure that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy (paragraph 13).

■ The proprietor must ensure that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 15).

■ The proprietor must ensure 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 (paragraphs 16, 16(a) and 16(b)).

■ The proprietor must ensure the suitability of persons appointed as members of staff at the school, other than the proprietor and supply staff, by ensuring that:

- 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
- appropriate checks are carried out to confirm in respect of each such person, their

medical fitness

- in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining an enhanced criminal record check 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
- the checks referred to must be completed before a person's appointment, and in light of the information from the checks, the proprietor considers that the person is suitable for the position to which the person is appointed

(paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(ii), 18(2)(e) and 18(3)).

■ The proprietor must keep a register which shows that all of the required and relevant information is recorded:

- for each member of staff appointed on or after 1 May 2007, whether a check was made to establish whether that member of staff is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act
- whether a check was made to establish whether that member of staff is subject to 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 such a direction
- whether a check of that member of staff's right to work in the United Kingdom was made, and whether checks were made pursuant to paragraph 18(2)(e)
- whether a check was made to establish whether that member of staff is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed; and
- in relation to each member of staff in post on 1 August 2007 who was appointed at any time before 1 May 2007, whether each check referred to in sub-paragraph (3) was made and whether an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained

(paragraphs 21(1), 21(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b) and 21(4)).

■ The proprietor must ensure that:

- following an inspection under section 108 or 109 of the 2008 Act, a copy of the report of the inspection (if it has been sent to the proprietor) is published and maintained on the school's internet website, and provided to the parents of each registered pupil, by any date specified by the body who conducted the inspection; and
- particulars about the school's academic performance during the preceding school year, including the results of any public examinations, are made available to parents of pupils, and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate

(paragraphs 32(1), 32(1)(b), 32(1)(d) and 32(3)(e)).

School details

Unique reference number	135699
DfE registration number	821/6205
Inspection number	10034634

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	A school with a Christian ethos
School status	Independent school
Age range of pupils	3 to 13
Gender of pupils	Mixed
Number of pupils on the school roll	48
Number of part-time pupils	1
Proprietor	Reverend Christopher Oakey
Chair	Mark Muumbo
Principal	Reverend Chris Oakey
Annual fees (day pupils)	£3,300
Telephone number	01582 412276
Website	www.luton-pentecostal-church-christian-academy.org.uk
Email address	hotrev41@hotmail.com
Date of previous standard inspection	18–20 October 2016

Information about this school

- This independent academy is a school with a Christian ethos based on the teachings of the Holy Bible. The school is in the heart of Luton town centre. It shares its premises with the Luton Pentecostal Church.
- The school was previously inspected in October 2016. At this inspection, the school's overall effectiveness was judged as inadequate, and 12 of the independent school standards were not met.
- The school roll currently includes pupils who are older than the upper age limit of its registration with the DfE.

- No alternative provision is used.
- There are no children looked after currently on roll.
- The school caters for pupils of all abilities. Currently, two pupils on roll have education, health and care plans for special educational needs and/or disabilities.
- The school does not use supply staff.
- The strategic structure of the governing body has changed. There are now six governors, including two parent governors. There is a new chair of governors. The proprietor remains the same and is a member of the governing body.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to consider a material change and monitor the progress the school has made since the last inspection. The school was requesting to extend the upper age limit of its registration with the DfE to 18 years from 13 years. Inspectors looked at whether the school was now meeting the independent school standards and other requirements that it was judged not to comply with at its previous inspection.
- This monitoring inspection was the first since the inspection in October 2016 and was unannounced.
- At the school's previous standard inspection in October 2016, the school's effectiveness was judged inadequate and a number of the independent school standards were not met.
- The school submitted an action plan to the DfE, which was evaluated as unacceptable in March 2017.
- The inspection team carried out a tour of the site.
- Meetings were held with the proprietor, who is also the principal, the senior supervisor and other staff.
- Inspectors scrutinised and assessed the implementation of school policies, the school's action plan and documentation relating to safeguarding pupils.
- The school's vetting of adults was scrutinised to evaluate the school's safeguarding procedures.

Inspection team

John Randall, lead inspector

Jane Crow

Her Majesty's Inspector

Ofsted Inspector

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