

# The Complete Works Independent School

38 Commercial Street, London E1 6LP

**Inspection dates**

3 July 2017

**Overall outcome**

**The school meets the independent school standards relevant to the material change. The material change has already been implemented.**

## Main inspection findings

### Part 1. Quality of education provided

*All paragraphs*

- The school's curriculum policy and related schemes of work have been extended to account for pupils aged from five to 14 who require alternative provision. These meet the requirements of the independent school standards.
- Curriculum planning covers all the required areas of learning and takes account of pupils' different ages and abilities. The vast majority of teaching is one to one and is, therefore, planned to meet each pupil's individual needs, interests and special educational needs and/or disabilities.
- The curriculum, which includes personal, social, health and economic (PSHE) education as a core subject, provides pupils of all ages with suitable opportunities to learn about fundamental British values and equality and to develop spiritually, morally, socially and culturally.
- The school has a suitable programme for careers education, which includes providing pupils with regular, impartial careers advice from a suitably qualified adviser. Careers education begins in Year 7, as part of PSHE education.
- There is a suitable system for checking pupils' progress across the curriculum. Using an evidence-based approach to assessment, teachers record pupils' starting points and progress in all subject areas every half term.
- Leaders have ensured that the requirements relevant to the material change are met for this part.

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

### *All paragraphs*

- The school's British values policy and PSHE education plans exemplify a commitment to promote fundamental British values. These values are also mapped across the subject areas to support teachers in ensuring that every opportunity is taken to develop pupils' understanding of mutual respect, tolerance, democracy, the rule of law and individual liberty. The PSHE education programme includes coverage of religious education, ensuring that pupils learn about a range of religions, cultures and lifestyles.
- Leaders are committed to ensuring that pupils learn about the protected characteristics, as identified in the Equality Act 2010, in an age-appropriate way. The school's policy and planning documentation reflects this commitment.
- The school's 'conduct on company business' policy is clear that no member of staff may promote partisan views and that balanced viewpoints must always be presented.
- Leaders have ensured that the requirements relevant to the material change are met for this part.

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

### *Paragraphs 7, 7(a), 7(b), 11, 12, 14, 16, 16(a), 16(b), 32(1) and 32(1)(c)*

- The school's safeguarding policy reflects the latest statutory guidance issued by the Secretary of State and is published on the school's website. Staff follow separate policies for specific areas such as female genital mutilation, child sexual exploitation and the 'Prevent' duty. Staff training, including enhanced training for designated safeguarding leaders, is recent and appropriate. There are robust systems in place for referring concerns quickly to those responsible for safeguarding and/or social care services. Logs of concerns and actions taken are meticulous. As a result of a strong, vigilant safeguarding culture, pupils are kept as safe as possible.
- Leaders have ensured that the school's health and safety policy is effectively implemented. The additional premises are safe, secure, well maintained and comply with the Regulatory Reform (Fire Safety) Order 2005. All checks, including of the fire alarm system and fire safety equipment, are completed in accordance with legislation. Fire drills are conducted on a monthly basis.
- The school's proposed material change to increase its capacity has already been implemented, as there are currently 142 pupils on roll, including many pupils on dual-roll arrangements with other schools. In one of the school's premises, there is a consistent ratio of one staff member for every three pupils. In all other cases, there is a ratio of one staff member for every pupil. Such deployment of staff is appropriate and ensures that pupils are properly supervised.
- Staff follow a clear and appropriate risk assessment policy which outlines the various types of risk assessment undertaken in the school. Risk assessments relating to the premises, individual pupils and educational trips are thorough and show that appropriate actions are taken to reduce risks so as to ensure that pupils are kept as safe as possible. This robust approach to risk assessment is especially important as very many pupils are taught in their homes or in local community spaces.

- Leaders have ensured that the requirements relevant to the material change are met for this part.

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

##### *All paragraphs*

- The school's additional premises are at 5 Thrawl Street, London E1 6RT. They are already in use and accommodate up to 10 pupils.
- The premises are safe, secure and well maintained. The health, safety and welfare of pupils are assured through the effective implementation of the school's health and safety policy and procedures, which are overseen by the school's health and safety officer.
- There is one classroom, which is suitably furnished to accommodate up to 10 pupils and 10 staff.
- There are toilet, washing, changing and shower facilities available for the sole use of pupils.
- The school's medical room is suitable. It includes access to a washing facility, is near a toilet facility and is appropriately equipped.
- The acoustic conditions and internal and external lighting are suitable throughout the building.
- Drinking water is available from water fountains. Hot and cold water supplies are adequate and the temperature of these supplies is safely regulated.
- Physical education and outdoor recreational time are made available to pupils using the very large outdoor play area and football pitch. Use of these spaces is appropriately risk assessed.
- Leaders have ensured that the requirements relevant to the material change are met for this part.

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

##### *Paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)*

- The school's leadership team has a secure understanding of the independent school standards. Leaders have ensured that all the relevant standards related to the requested material changes are met and that pupils' well-being continues to be actively promoted.
- The request to use the additional premises at 5 Thrawl Street, London E1 6RT is recommended.
- The request to extend the registered age range of pupils from 14–16 to 5–16 is recommended.
- The request to increase the number of pupils from 40 to 300 is not recommended. However, an increase in capacity from 40 to 194 is recommended.

## **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 are relevant to the material change.

## School details

Unique reference number	139601
DfE registration number	211/6006
Inspection number	10039172

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Independent alternative provider
School status	Independent school
Proprietor	The Complete Works Ltd
Chair	Brigid Jackson-Dooley
Headteacher	Adam Dalton
Annual fees (day pupils)	£3,700 to £42,000
Telephone number	020 7377 0280
Website	<a href="http://www.tcw.org.uk">www.tcw.org.uk</a>
Email address	<a href="mailto:info@tcw.org.uk">info@tcw.org.uk</a>
Date of previous standard inspection	11–13 February 2014

## Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	14–16	5–16	5–16
Number of pupils on the school roll	142	300	194

### *Reason for inspector's recommendations*

The school can accommodate up to 54 pupils across its three premises. It can currently also provide placements for up to an additional 140 pupils more flexibly, for example in libraries or in pupils' homes. As the school employs more teachers, it is likely to be able to meet the needs of more pupils, but is not yet ready to do so.

## Pupils

	<b>School's current position</b>	<b>School's proposal</b>
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	90 (16 on a dual roll)	Up to 300
Number of part-time pupils	52 (all on a dual roll)	Up to 300
Number of pupils with special educational needs and/or disabilities	104	Up to 300
Of which, number of pupils with a statement of special educational needs or an education, health and care plan	80	Up to 300
Of which, number of pupils paid for by a local authority with a statement of special educational needs or an education, health and care plan	79	Up to 300

## Staff

	<b>School's current position</b>	<b>School's proposal</b>
Number of full-time equivalent teaching staff	79	160
Number of part-time teaching staff	35	70
Number of staff in the welfare provision	4	8

## **Information about this school**

- The Complete Works is an independent school which offers alternative provision for boys and girls aged between 14 and 16 years.
- Currently, there are 142 pupils on roll, which is more than the school's registered maximum capacity of 40.
- The vast majority of pupils have special educational needs and/or disabilities. These include social, emotional and mental health difficulties, and additional learning and/or medical needs.
- The school operates from its registered head office at 38 Commercial Street, London E1 6LP. Pupils attend three sites: 58 Underwood Road, London E1 5AW; 43 Old Jamaica Road, London SE16 4TE and 5 Thrawl Street, London E1 6RT.
- The school was last inspected in February 2014, when its overall effectiveness was judged to be good.
- The school's website meets the requirements of the independent school standards.
- The school makes no use of off-site training.

## Information about this inspection

- The inspection was commissioned by the Department for Education (DfE) to consider the school's application for a material change to increase the number of pupils on roll from 40 to 300, and to increase the age range from 14–16 to 5–16. The inspector was also asked to consider the suitability of additional premises at 5 Thrawl Street, London E1 6RT.
- The DfE requested that the inspector consider whether particular independent school standards contained within Parts 1, 2, 3, 5 and 8 are met.
- The inspector met with a number of staff, including designated safeguarding leaders and the headteacher. He toured the additional premises and reviewed a range of key documents and policies in relation to the independent school standards.
- The school's last standard inspection took place in February 2014, when it was judged to be good.
- There were no recent responses to the Ofsted online survey (Parent View).

## Inspection team

James Waite, lead inspector

Ofsted Inspector



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