

Gable End

Inspection dates

22 November 2017

Overall outcome

The school does not meet 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) and 7(b)

- This standard was not met in the previous inspection as safeguarding was not effective in the provision. This was because the checks on staff and the single central record of these checks were not compliant with the most up-to-date statutory guidance. Additionally, the school's safeguarding policy did not reflect the most recent statutory guidance.
- In the school's action plan, the proprietor proposes to: undertake routine prohibition checks for current teaching staff, and as part of routine employment checks for future teachers; update the safeguarding policy and staff training so that these ensure that staff understand the most up-to-date statutory guidance, particularly 'Keeping Children Safe in Education' (September 2016); monitor the single central record of pre-employment checks on staff routinely; and arrange refresher training for leaders and governors in safer recruitment.
- Leaders have ensured that the omission in their checking of teaching staff has been corrected. This is reported on in Part 4.
- The school now has an up-to-date safeguarding policy which has better quality references to up-to-date statutory information.
- The headteacher acts as the designated safeguarding officer, alongside two other adults in the provisions, one on either site. Together, they ensure that staff are well trained, know what to look for, and report concerns appropriately.
- Since the previous inspection, leaders have also ensured that staff are aware of, and understand the most recent statutory guidance, including 'Keeping Children Safe in Education' (September 2016).
- A number of leaders and governors have undertaken safer recruitment training so that all leaders involved in recruitment are up to date with the most recent guidance.
- The school maintains effective records. All adults work collectively to safeguard pupils through daily communication about their welfare and safety. Adults work very well with external agencies to support pupils, when they are in need.

- This standard is now met.

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

Paragraphs 18(2), 18(2)(b), 21(1), 21(3) and 21(3)(b)

- This standard was not met in the previous inspection.
- The inspection in February 2017 found that the school had failed to undertake the full range of checks required on staff, notably the prohibition check on teaching staff.
- Since the inspection in February 2017, leaders have ensured that this check has been undertaken on all teaching staff, and that it is part of the provision's set procedure during its recruitment process.
- Leaders and governors were able to provide evidence that they undertake all appropriate checks, and that they record these checks on a single central record. At the time of the inspection, leaders were in the process of merging their single central register onto a new electronic system.
- This standard is now met.

Part 6. Provision of information

Paragraphs 32(1), 32(1)(b), 32(3) and 32(3)(b)

- This standard was not met in the previous inspection. This is because the school did not have information in the form of a policy that was available, on request, regarding the provision for pupils for whom English is an additional language.
- In the school's action plan, the proprietor proposes to create and routinely review the policy that outlines the support that the school provides for pupils for whom English is an additional language.
- Since the previous inspection, leaders and governors have created a policy and ratified this. This policy was available during this inspection.
- This standard is now met.

Part 8. Quality of leadership in and management of schools

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

- This standard was not met at the previous inspection. Specifically, this was linked to the fact that leaders were not ensuring that all pre-employment checks were undertaken on teaching staff. However, the lead inspector in February 2016 also identified issues with some of the school policies, including the one related to safeguarding.
- The inspection in February 2017 also identified additional concerns about leadership and governance. These included: a lack of quality assurance by governors about leaders' work; the quality of the school's self-evaluation and school development plan; the clarity around staff's job descriptions and roles; and the impact of monitoring and training of staff.
- In the school's action plan, the proprietor proposes to: improve the quality of safeguarding procedures and training as identified in Parts 3 and 4 of this report; implement a new methodology for self-evaluation and school development planning; create routine line-management meetings with governors and with staff; sign up to regional and national online forums to keep up to date with any changes to statutory

guidance; and establish annual appraisal for teaching staff that supports the identification of staff's professional development needs.

- As already identified in the previous sections of this report, leaders have acted to address the issues identified in the previous inspection around the safer recruitment checks on staff, and on their understanding of the most up-to-date statutory guidance.
- Leaders and governors have ensured that the headteacher has undertaken some additional training in line with her role, linked to examination accreditation. They have also created job descriptions for staff.
- However, leaders' self-evaluation and school development plan have not identified the vital priorities in the school. Consequently, leaders and governors are not holding one another, or staff, securely enough to account for the impact of the work that they undertake against these agreed priorities.
- Leaders and governors have created monitoring systems for teaching, but these are not yet well embedded. The follow-up work with staff, which guides their training needs and holds them securely to account, is also not yet a routine part of the school's work. The quality of the records of these meetings is also not supporting consistency in leaders' approach to the monitoring of teaching, learning and assessment.
- Dates for performance management meetings have now been set, although these have not yet been undertaken.
- Leaders and governors are not routinely working together to review the independent school standards. While there are checks being made on different aspects of the standards, leaders and governors are not ensuring that they have a shared understanding about which of these checks are the priority, or that they work collectively to check these standards efficiently.
- Consequently, this standard remains unmet.

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, as set out in this report. 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 now meets the following independent school standards

- The proprietor must ensure that arrangements are made to safeguard and promote the welfare of pupils at the school, and that such arrangements have regard to any guidance issued by the Secretary of State (paragraphs 7, 7(a) and 7(b)).
 - The proprietor must ensure that, in relation to persons appointed as members of staff at the school:
 - no such person is barred from regulatory 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 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 such a person –
 - (i) the person's identity;
 - (ii) the person's medical fitness;
 - (iii) the person's right to work in the United Kingdom;
 - (iv) where appropriate, the person's qualifications;
 - where relevant to such persons, 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 light of the information referred to in paragraphs (a) 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 (paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e) and 18(3)).
- The proprietor must keep a register which shows such of the information referred to in

sub-paragraphs (3) to (7) as is applicable to the school in question:

- in relation to each member of staff appointed on or after 1st May 2007, whether –
 - (i) the member of staff’s identity was checked;
 - (ii) a check was made to establish whether any member of staff is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act;
 - (iii) a check was made to establish whether any member of staff is subject to any direction 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;
 - (iv) checks were made to ensure, where appropriate, that each member of staff has the relevant qualifications;
 - (v) an enhanced criminal record certificate was obtained in respect of each member of staff;
 - (vi) checks were made in pursuant to paragraph 18(2)(d) (obtained before or as soon as practicable after that person’s appointment);
 - (vii) a check of each member of staff’s right to work in the United Kingdom was made;
 - (viii) checks were made pursuant to paragraph 18(2)(e) (for those who have lived outside the United Kingdom);

including the date on which each such check was completed or the certificate obtained; and

- in relation to each member of staff, whether a check was made to establish whether the member of staff is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed (paragraphs 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(2)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii) and 21(3)(b)).
- The proprietor must ensure that the information specified in sub-paragraph (3) is 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 in relation to particulars of educational and welfare provision for pupils with education, health and care (EHC) plans and pupils for whom English is an additional language (paragraphs 32(1), 32(1)(b), 32(3) and 32(3)(b)).

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 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
 - actively promote the well-being of pupils (paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

School details

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|-------------------------|----------|
| Unique reference number | 130855 |
| DfE registration number | 935/6085 |
| Inspection number | 10040350 |

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.

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| Type of school | Other independent special school |
| School status | Independent special school |
| Age range of pupils | 11 to 16 |
| Gender of pupils | Mixed |
| Number of pupils on the school roll | 7 |
| Proprietor | Care Focus Limited |
| Chair | N/A |
| Headteacher | Mrs Val Petch |
| Annual fees (day pupils) | £54,600 |
| Telephone number | 01449 744928 |
| Email address | ninacampbell@carefocus.co.uk |
| Date of previous standard inspection | 7–9 February 2017 |

Information about this school

- Gable End is a small independent special school owned by Care Focus Limited. The school opened in 2005. The school opened a second site, Birch Brook House, in 2013.
- The school is registered with the Department for Education to admit seven pupils.
- The two proprietors, alongside two directors, are responsible for governance in the school.
- The school currently uses Suffolk New College and the College of West Suffolk as alternative provision for a small number of pupils.
- Pupils arrive at the school with complex emotional, social and mental health needs. A very small number have an education, health and care plan.

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 monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- The action plan originally submitted by the provider in June 2017 was deemed not fit for purpose. The proprietor submitted another action plan in August 2017, and this was reviewed as part of this inspection. While this action plan has improved the quality of planning to meet the un-met standards identified in February 2017, leaders have not ensured that all aspects of this plan are yet fully embedded, such as the implementation of a robust self-evaluation and school development plan.
- The inspector scrutinised a range of documentation, including the school's action plan, safeguarding records, recruitment paperwork, risk assessments, school monitoring records regarding attendance and behaviour, and some school policies and procedures.
- Meetings were held with the headteacher and directors. The inspector also spoke to staff on both sites.

Inspection team

Kim Pigram, lead inspector

Her Majesty's Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

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E: enquiries@ofsted.gov.uk
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