

Catch22 Include Bristol

6–7 Dean Street, St Pauls, Bristol, Avon BS2 8SF

Inspection dates

11 June 2018

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

Paragraphs 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(1)(b)(ii), 2(2)(a), 2(2)(b), 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii), 2(2)(e), 2(2)(e)(iii), 2(2)(g), 2(2)(h), 2(2)(i), 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(g), 3(h) and 3(i)

- Leaders have admitted Year 7 and Year 8 pupils to the Midsummer Norton site without the full agreement of the Department for Education (DfE). As a result, it is unclear whether the DfE knows that the school is currently offering education to pupils outside its current registration arrangements. Leaders have also opened two other sites in Wiltshire, without the agreement of the DfE.
- Leaders have failed to make sufficient arrangements to deliver a curriculum that fully meets the needs of Year 7 and Year 8 pupils at the Midsummer Norton site. Consequently, these pupils are not making the progress of which they are capable.
- The quality of education seen at the Midsummer Norton site does not reflect the aims and ethos of the school. It fails to build resilience and aspirations for pupils, and does not promote respect among individuals.
- Not all sites ensure that pupils receive full-time supervised education. At Midsummer Norton, a significant proportion of pupils opt to go home part-way through the school day. This means that they are missing out on educational opportunities to learn and develop their literacy, numeracy, scientific and creative skills. Leaders are also failing to encourage pupils to fulfil their potential and to prepare them for their future education, employment and responsibilities.
- Teaching at the Midsummer Norton site does not match the good quality seen in three out of the four Bristol sites. Teaching staff do not have high expectations of what the pupils can achieve. Consequently, pupils are not sufficiently challenged, become disengaged and choose to go home.
- Teaching staff, in particular at the Midsummer Norton site, too readily accept responses from pupils which are unclear, and lack formal sentence structure. In addition, the use of derogatory language is accepted by staff and goes unchecked.

- A sample of pupils' work across the sites visited indicates that teaching staff accept poorly presented books and worksheets. Basic grammatical errors are not challenged or corrected.
- Although some of the premises visited are interesting learning environments with ample resources to engage pupils, this was not the case at the Midsummer Norton site. Teaching staff do not appear to have the necessary resources to meet the needs of the Year 7 and Year 8 pupils. The learning environment, both indoors and outdoors, is not conducive to supporting and stimulating pupils' learning.
- The teaching staff at the Midsummer Norton site do not consistently use effective strategies to manage pupils' behaviour and help them to behave responsibly. As a result, pupils misbehave and fail to act sensibly.
- The standards in these paragraphs are not met by the school.

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

Paragraphs 5, 5(b), 5(b)(i), 5(b)(ii) and 5(b)(iii)

- Not all pupils at the Midsummer Norton site fully understand the difference between right and wrong and what is deemed acceptable and non-acceptable behaviour. Pupils who attend the Midsummer Norton site are unaware that their continual use of inappropriate language to communicate with both adults and their peers is disrespectful. They fail to show any regard for others in the community, particularly the primary pupils next door and the senior citizens who live at the back of the school.
- Pupils at the Midsummer Norton lack respect for their school. They scribble on walls and on desks. This goes unchecked by teaching staff.
- Pupils are not encouraged to show initiative. For example, at the Midsummer Norton site, pupils are not given the opportunity to set up the laptops they are going to use. Consequently, pupils are not encouraged to demonstrate responsibility and initiative.
- The standards in these paragraphs are not met by the school.

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b), 9, 9(a), 9(b), 12 and 14

- At the time of the progress monitoring inspection visit in July 2017 to check the suitability of the Midsummer Norton site, fire regulations were not met. Subsequently, leaders ensured that the appropriate actions were taken to meet the requirements. Following further modifications, a fire-detection system and emergency lighting were added to the building. An evacuation procedure was agreed and is displayed throughout the school.
- An action plan and details of the improvements made were submitted to the DfE. However, the fire regulations at the Midsummer Norton site were not checked again before pupils were admitted in September 2017.
- Arrangements to safeguard and promote pupils' welfare are not applied consistently across all sites. Open and unsupervised access to one site enabled inspectors to walk into the school unchecked. In addition to this, leaders do not ensure that there is adequate staff supervision on the Midsummer Norton site to meet the needs of the pupils.

- Since the previous monitoring inspection in July 2017 to check the Midsummer Norton site, a fire-risk assessment has been put in place. This states that no smoking will be allowed inside the premises. However, during the inspection, pupils were observed smoking frequently in doorways and under a covered area attached to the school. The areas being used for smoking were also extremely close to the open windows of the adjacent primary school.
- Staff at the Midsummer Norton site do not proactively encourage pupils to stop smoking and are failing to point out its harmful effects. They do not provide sufficient suitable alternatives to smoking during breaktimes to occupy pupils, relieve their boredom and cope with stress and anxiety. Consequently, they are failing to promote the welfare of the pupils on this site.
- Not all staff have a consistent approach to behaviour management and allow low-level disruption to distract pupils in lessons. At the Midsummer Norton site, extreme behaviour is not dealt with appropriately and this is detrimental to the welfare and safety of the pupils.
- The standards in these paragraphs are not met by the school.

Paragraphs 11, 16, 16(a) and 16(b)

- There is a written health and safety policy, but it is not implemented effectively across all sites.
- Not all sites have detailed risk assessments for the premises or activities. At the Midsummer Norton site, assessments that are in place are not reviewed regularly or amended to support the development of the pupils' welfare, health and safety.
- Risk assessments for those pupils who are in danger of harming themselves fail to highlight the steps that need to be taken to keep them safe. No action has been taken to prevent pupils at the Midsummer Norton site from climbing onto the highest point of the roof and putting their lives in danger. This also highlights inadequacies in supervising pupils and keeping them safe during break- and lunchtimes.
- For all these reasons noted above, leaders are not demonstrating that they are either vigilant to potential dangers, or effectively implementing the school's health and safety policy consistently.
- The standards in these paragraphs are not met by the school.

Part 5. Premises of and accommodation at schools

Paragraph 25

- The additional premises at the Midsummer Norton site have been refurbished to a suitable standard. Fire doors are now compliant, with appropriate handles and closers. Emergency lighting has been completed and signage is clear. Regular checks are carried out on equipment and logged. Evacuation routes are clearly displayed. These are understood by the pupils who undertake regular fire evacuation practice drills.
- The standard in this paragraph 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)

- Leaders do not have a full understanding of the independent school standards and have not ensured that these have all been met, particularly at the Midsummer Norton site.
- There are now further unmet standards for leaders to address at these premises.
- Although leaders ensured that the required fire regulations were met at the Midsummer Norton site, they did not check that they had permission to increase the age range and use of this site.
- A document submitted by leaders to inspectors at the end of the inspection visit indicates that the school has two additional sites. Leaders have informed the DfE of these two sites. However, Ofsted was not aware that these two sites were currently being used until the end of the inspection day.
- Leaders do not ensure that the quality of education meets the needs of pupils who attend the Midsummer Norton site.
- Leaders have not secured an effective culture of safeguarding at all its sites. They have not secured high enough expectations among the staff who work at the Midsummer Norton site to ensure that pupils receive a high-quality education and are kept safe. As a result, inspectors recommend to the DfE that the material change is not agreed.
- The standards in these paragraphs are not met by the school.

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 the annex of 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 does not meet the following independent school standards

Standards that were not met at the previous inspection and remain unmet 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, fulfil their responsibilities effectively, consistently meet the independent school standards, and actively promote the well-being of pupils (paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

Standards that were met at the previous inspection, but are now judged to not be met at this inspection

- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in subparagraph (2) is drawn up and implemented effectively (paragraphs 2(1) and 2(1)(a)).
- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), which gives pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education is drawn up and implemented effectively (paragraph 2(2)(a)).
- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for pupils' acquisition of speaking, listening, literacy and numeracy skills is drawn up and implemented effectively (paragraph 2(2)(b)).
- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for personal, social, health and economic education which reflects the school's aim and ethos and encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 [Equality] Act is drawn up and implemented effectively (paragraphs 2(2)(d), 2(2)(d)(i) and 2(2)(d)(ii)).
- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for access to accurate, up-to-date careers guidance that helps to encourage pupils to fulfil their potential is drawn up and implemented effectively (paragraphs 2(2)(e) and 2(2)(e)(iii)).
- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides a programme of activities which is appropriate to pupils' needs is drawn up and implemented effectively (paragraph

2(2)(g)).

- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for pupils' opportunities to learn and make progress is drawn up and implemented effectively (paragraph 2(2)(h)).
- The proprietor must ensure that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for pupils' effective preparation for the opportunities, responsibilities and experiences of life in British society is drawn up and implemented effectively (paragraph 2(2)(i)).
- The proprietor must ensure that 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 (paragraph 3(a)).
- The proprietor must ensure that teaching at the school fosters in pupils self-motivation, the application of intellectual, physical and creative effort, interest in their work and the ability to think and learn for themselves (paragraph 3(b)).
- The proprietor must ensure that the teaching at the school involves well-planned lessons and effective teaching methods, activities and management of class time (paragraph 3(c)).
- The proprietor must ensure that the teaching at the school 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 (paragraph 3(d)).
- The proprietor must ensure that teaching at the school demonstrates good knowledge and understanding of the subject matter being taught (paragraph 3(e)).
- The proprietor must ensure that teaching at the school utilises effectively classroom resources of a good quality, quantity and range (paragraph 3(f)).
- The proprietor must ensure that teaching at the school 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 (paragraph 3(g)).
- The proprietor must ensure that teaching at the school utilises effective strategies for managing behaviour and encouraging pupils to act responsibly (paragraph 3(h)).
- The proprietor must ensure that teaching at the school does not undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs (paragraph 3(i)).
- The proprietor ensures that principles are actively promoted which enable pupils to develop their self-knowledge, self-esteem and self-confidence; enable pupils to distinguish right from wrong and to respect the civil and criminal law of England; and encourage pupils to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to the lives of those living and working in the locality in which the school is situated and to society more widely (paragraphs 5, 5(b), 5(b)(i), 5(b)(ii) and 5(b)(iii)).
- 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 (paragraphs 7, 7(a) and 7(b)).
- The proprietor promotes good behaviour amongst pupils by ensuring that a written

behaviour policy is drawn up that, amongst other matters, sets out the sanctions to be adopted in the event of pupil misbehaviour and the policy is implemented effectively (paragraphs 9, 9(a) and 9(b)).

- 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 (paragraph 11).
- The proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff (paragraph 14).
- 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 (paragraphs 16, 16(a) and 16(b)).

The school now meets the following independent school standards

- The proprietor must ensure 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 (paragraph 25).

School details

Unique reference number	134441
DfE registration number	801/6023
Inspection number	10052093

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	Day school
School status	Independent school
Age range of pupils	14 to 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	156
Proprietor	Catch-22
Chair	Chris Wright
Headteacher	Klaire Rowland
Annual fees (day pupils)	£16,800
Telephone number	01179 422221
Website	www.includebristol.org.uk
Email address	roberta.thompson@include.org.uk
Date of previous standard inspection	26–28 April 2016

Information about this school

- Include Bristol is a school registered for pupils aged 14 to 19. It is part of Catch22, a not-for-profit business that aims to design and deliver services that build resilience and aspiration in people and communities.
- The school has four registered sites in Bristol. These are situated in St Pauls, Kingswood, Bedminster and St Philip's. The school also uses three other premises in Midsummer Norton, Trowbridge and Chippenham. As yet, it is unclear whether these sites are registered with the DfE.
- Some pupils are taught through the school's 'outreach' services. They have their lessons

in public buildings such as local libraries.

- Most pupils have been withdrawn or excluded from their previous school or education provider.
- A large majority of pupils have been identified as having a learning difficulty. A minority have complex needs and have an education, health and care plan.
- The school was last inspected in April 2016, when it was judged to be good.
- Ofsted was commissioned to carry out a material change inspection in July 2017. Not all the independent school standards were met. At this inspection, standards in parts 3, 5 and 8 were evaluated as not being met. Following this, leaders submitted an action plan outlining how they intended to meet the unmet standards. This plan was evaluated by Ofsted in February 2018 and judged not to be acceptable.

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 the material change inspection in July 2017. Additionally, Ofsted was commissioned to evaluate the school's compliance with the independent school standards in parts 1, 3 and 8 and to consider a material change to increase the age range of pupils the school admits, specifically at the Midsummer Norton site. The material change was not agreed because this inspection found a number of unmet standards (listed above).
- This was the first progress monitoring inspection since the material change inspection in July 2017, and the full standard inspection in April 2016.
- During the inspection, the team inspector reviewed a range of the school's documentation, including policies and procedures and other records maintained by school staff. He also observed learning at three of the Bristol sites, where he held discussions with staff and pupils.
- The lead inspector visited the Midsummer Norton site where she met with staff and pupils. She reviewed a range of documentation and observed the pupils both in class and during breaktimes. The lead inspector also carried out a check to see whether the premises were now compliant with the independent school standards.
- The lead inspector had a telephone conversation with the executive principal and also reviewed documentation available on the website.

Inspection team

Lorna Brackstone, lead inspector

Her Majesty's Inspector

Martin Greenwood

Ofsted Inspector

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