

Applied Educational Solutions

10 Central Parade, Green Street, Enfield EN3 7HG

Inspection dates

20 September 2018

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) and 7(b)

- At the previous inspection, these standards were not met because the arrangements for safeguarding were ineffective. Leaders and governors were unfamiliar with safeguarding and welfare arrangements issued by the Secretary of State. Leaders had not carried out some checks on staff's suitability to work with children. The single central record did not meet statutory requirements. Additionally, staff recruitment checks sometimes lacked rigour; for example, leaders had not obtained professional references or recorded the interview process effectively.
- The school's action plan that was submitted to the Department for Education outlined a range of proposed actions to improve safeguarding procedures and ensure that staff suitability checks were completed in line with the latest legislation.
- This inspection found that safeguarding arrangements are fit for purpose. Staff training is up to date. Staff demonstrate a strong understanding of their roles and responsibilities to keep pupils safe. Staff understand how to manage allegations against their colleagues and how to make referrals to the local authority designated officer. Staff work closely with other professionals, including social workers and education welfare officers, to promote pupils' safety.
- The single central record of staff suitability checks is compliant. The chair of governors, who has experience in the field of safeguarding in education, checks the single central record routinely and holds leaders to account for pupils' safety and welfare. Leaders have revised staff recruitment procedures so that these are more robust. All the required checks on staff have been completed.
- Leaders make sure that safeguarding is always on the agenda. For example, daily and weekly staff briefings provide opportunities for staff to raise any concerns about pupils' safety and well-being. Leaders demonstrate an understanding of the school's local context and the additional vulnerabilities of the pupils at this school.
- Pupils say that they feel safe at school. They trust the adults to deal with any issues quickly and feel confident that adults in school care about them and listen to their

problems.

- The school's safeguarding policy is appropriate and in line with the latest legislation. It is published on the school's website for parents and carers to read.
- Leaders have ensured that the standards in these paragraphs are now met.

Paragraph 13

- At the previous inspection, this standard was not met because the arrangements for first aid did not meet requirements. At the time of the inspection, there was only one qualified first aider on the staff team.
- The school's action plan outlined that staff training would be undertaken so that all first-aid procedures were undertaken efficiently and that there would always be a qualified first aider on site.
- This inspection found that leaders have fulfilled the proposed actions. There are now three full-time first aiders. These members of staff have undertaken suitable training and demonstrate a secure understanding of their roles and responsibilities.
- Leaders have revised the first-aid policy so that it is up to date. For example, it refers to the new medical room where first-aid equipment is now kept.
- Leaders have ensured that the standard in this paragraph is now met.
- Leaders have ensured that all the independent school standards in this part are 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 time of the previous inspection in February 2018 because leaders failed to keep abreast of changes in statutory safeguarding guidance. Leaders had not ensured that first-aid arrangements met requirements. Governors did not check that the independent school standards were met, accepting too willingly what the proprietor told them.
- The school's action plan incorporated a range of actions to improve the effectiveness of leadership and management, including governors' understanding of the independent school standards. It outlined staff training related to teaching and learning, as well as strengthening procedures to monitor the quality of education and the implementation of the independent school standards.
- This inspection found that leaders and governors have implemented the proposed actions within a suitable timeframe. The newly appointed governors, including the chair of governors, are now holding the headteacher to account. At their most recent governing body meeting, governors asked questions to check and confirm the information provided by the headteacher. They visit the school, unannounced, to check the effectiveness of safeguarding. There are plans in place for governors to visit the school routinely to see for themselves the quality of education provided.
- The headteacher/proprietor, the deputy headteacher and governors have worked together to address the weaknesses identified at the previous inspection. Staff report a more positive working ethos and better communication from leaders and governors.
- Leaders meet regularly with other staff to discuss pupils' learning and the quality of teaching. They have established new ways of working, including the use of information

and communication technology for planning and analysis of assessment information. Leaders have invested in staff training, such as the use of assessment to monitor pupils' progress. Leaders demonstrate a clear commitment to continually improve the school.

- Leaders have ensured that all the independent school standards in this part are met.

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. 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 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 persons with leadership and management responsibilities at the school demonstrate good skills and knowledge appropriate to their role, and fulfil their responsibilities effectively so that the independent school standards are met consistently, and actively promote the well-being of pupils (paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

School details

Unique reference number	141607
DfE registration number	308/6004
Inspection number	10067127

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 provider
School status	Independent school
Age range of pupils	8 to 14
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	4
Number of part-time pupils	0
Proprietor	Christopher O'Nions
Chair	Julie Griffith
Headteacher	Christopher O'Nions
Annual fees (day pupils)	£24,385
Telephone number	07794 898568
Website	www.appliededucationalsolutions.com
Email address	applied.educational.solutions@outlook.com
Date of previous standard inspection	20–22 February 2018

Information about this school

- Applied Educational Solutions is a co-educational independent day school for up to 10 pupils.
- The school is situated in Enfield. It makes use of local parks, a primary school, a community centre and a boxing club for physical education and recreational activity. It does not use any alternative providers.
- Pupils either have an education, health and care plan or are currently being assessed for one. Pupils have social, emotional and mental health difficulties as well as other additional

learning needs.

- Since the previous inspection, membership of the governing body has changed. A new chair of governors took up her post at the start of this academic year. There have also been changes to the staff team. Two new teachers are now in post, one of whom is the deputy headteacher. A new teaching assistant has also joined the staff.

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.
- This inspection was unannounced. It was the school's first progress monitoring inspection.
- In February 2018, a full standard inspection took place. The school's overall effectiveness was judged as inadequate and some of the independent school standards were not met. Subsequently, the school submitted an action plan to the Department for Education. In July 2018, it was evaluated by Ofsted and approved by the Department for Education.
- The inspector held meetings with the headteacher and deputy headteacher. He spoke with all members of staff. He also spoke with the chair of governors on the telephone.
- The inspector met with pupils formally and held discussions with them informally throughout the day.
- The inspector reviewed the single central record of staff suitability checks, scrutinised documentation related to safeguarding and held meetings with leaders to evaluate their actions since the previous inspection.
- The inspector toured the premises and looked at policies and procedures in order to check compliance with Part 3 and Part 8 of the independent school standards.
- There were too few responses to Parent View, Ofsted's online survey, to be considered at this inspection.

Inspection team

Gary Rawlings, lead inspector

Ofsted Inspector

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