

Norton College Tewkesbury

Launchpad, International Drive, Tewkesbury GL20 8UQ

Inspection dates

31 January 2019

Overall outcome

The school is likely to meet all the independent school standards when it opens

Main inspection findings

Part 1. Quality of education provided

Paragraphs 2(1), 3, 4

- Leaders have drafted a curriculum policy which, if fully implemented, will give pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education. Leaders intend to offer a curriculum which is bespoke to each pupil's interests and their special educational needs and/or disabilities (SEND).
- A wide range of qualifications have been identified which teaching staff can use to ensure that pupils are prepared well for their next steps in education or employment. These include entry level, functional skills, BTEC, GCSE, A-level and vocational qualifications in subjects ranging from mathematics and construction to catering and sport.
- The proprietor has identified a specialist careers leader from the proposed school's sister site to ensure that pupils have access to careers information, advice and guidance. Working with placing authorities, leaders anticipate involving other specialist advisers to ensure impartiality.
- Leaders have identified a systematic synthetic phonics approach to use with pupils who have poor linguistic skills, and a member of staff is suitably trained and experienced in this.
- The school's assessment policy sets out both formative and summative approaches to assessing pupils' progress. This is supplemented by assessment against examination board criteria for those courses which may lead to accredited qualifications for pupils.
- There are systems in place to ensure that pupils know their next steps in their learning and what they need to do to achieve them.
- The standards in this part are likely to be met.

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

Paragraph 5

- Leaders have planned opportunities to ensure that pupils can explore and develop their own values, beliefs and spiritual awareness. There is an intention to make full use of opportunities around the local community to further develop pupils' experience of the world, for example by visiting local beauty spots such as the Malvern Hills. The school's vision and values to take pupils 'on a journey from hopelessness to hopefulness and from dependence through to independence' confirm the proprietor's intended priority to develop pupils' self-esteem, resilience and reflectiveness.
- Leaders have designed a programme to capture opportunities to discuss current affairs and draw in cultural differences throughout the taught and informal curriculum. For example, through computer gaming, pupils consider world faiths and religions, the difference between right and wrong and their responsibilities as citizens. Visits to places of worship, such as mosques and churches, are planned.
- The standard in this part is likely to be met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b)

- The proprietor has ensured that a written safeguarding policy is in place. The policy reflects the latest statutory guidance issued by the Secretary of State. The designated safeguarding leader and the two deputy-designated safeguarding leaders have been appropriately trained. Leaders have a detailed understanding of the specific procedures of placing local authorities.
- Leaders have ensured that the school's recruitment procedures are suitably robust to meet the requirements as set out in 'Keeping children safe in education' (2018). Gaps in the employment history of applicants have been thoroughly evidenced, references comply with the requirements of statutory guidance and medical fitness checks have been carried out. The single central record is maintained to an acceptable standard.
- The standard in this paragraph is likely to be met.

Paragraphs 9, 10, 12–16(b)

- Leaders have developed a 'student code of conduct' which sets out the leaders' expectations of pupils' behaviour, sanctions and rewards. Separate policies are in place to deal with exclusions and bullying.
- The proprietor has engaged a specialist fire and security firm to carry out a fire-risk assessment. Remedial work to address any shortcomings have been completed. Fire blankets and extinguishers have been installed and tested. A fire log records all testing.
- The proprietor has produced a first-aid policy. First-aid kits are well stocked, and staff who will be first aiders have all completed their training.
- Leaders intend there to be a high staff-to-pupil ratio to ensure that supervision arrangements are adequate. Risk assessments are in place that identify hazards, the likelihood of the risk occurring, the potential severity of any incident and the control measures that leaders intend to take to minimise or eradicate any hazards.

- The proprietor has devised an admissions register and attendance registers that include the necessary detail, as set out in the requirements of the Education (Pupil Registration) (England) Regulations.
- The standards in these paragraphs are likely to be met.

Paragraph 11

- The proprietor has drafted a health and safety policy that is detailed and incorporates arrangements for risk assessment. The building is maintained to a good standard. Gas safety checks were carried out in August 2018 and a full gas installation safety report was received in November 2018. Full electrical installation assessment and fire assessment were also completed and found to be satisfactory in November 2018.
- The standard in this paragraph is likely to be met.

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

Paragraphs 18(2)–18(3), 21(3)–21(3)(b)

- The proprietor has ensured that all the necessary checks on members of staff have been completed prior to their appointment. Leaders have also ensured that staff who have started in their posts are not prohibited from working in a school. All members of staff who have taken up their posts have an enhanced criminal record check or additional checks for periods spent living outside the United Kingdom. The proprietor has introduced a medical questionnaire to assess the medical fitness of employees, and staff have completed these.
- The single central record contains the required details of the checks. The proprietor has commissioned extra regular audits to ensure that recruitment checks continue to be carried out to the expected requirements.
- The standards in these paragraphs are likely to be met.

Paragraph 19

- The proprietor does not intend to use agency staff.

Paragraph 20

- The proprietor is a private limited company represented by four directors. All the necessary checks to ensure that each director is a suitable person have been completed. The details of these checks are included in the single central register.
- The standard in this paragraph is likely to be met.

Part 5. Premises of and accommodation at schools

Paragraphs 22–24(3), 26–29(1)(b)

- Leaders have leased a former vocational training centre from which the proposed school will operate. The building is well appointed, with separate toilet and showering facilities for boys, girls, staff and visitors. Many of these are equipped for people with disabilities. A dedicated medical room provides accommodation for the short-term care of sick pupils, medical examination and treatment.
- Ample outlets are available in communal areas for pupils to access drinking water throughout the school day.

- The lighting, heating, ventilation and acoustics are suitable for the purpose for which each room is intended. Hot water is provided, and regulators ensure that the water temperature does not pose a scalding risk to pupils.
- Outdoor spaces adjacent to the building and the large internal hall provide sufficient facilities for physical education and spaces for pupils to play. In addition, leaders have plans in place to arrange for pupils to access local areas for physical activities such as rock climbing and football pitches.
- The standards in these paragraphs are likely to be met.

Paragraph 25

- The proprietor has ensured that the decoration and furnishings of the building are maintained to a satisfactory standard and safety checks of the building have been completed.
- The standard in this paragraph is likely to be met.

Part 6. Provision of information

Paragraph 32(1)–32(3)(f)

- The proprietor has documentation available in hard copy for parents, carers and others on request. It includes all the information required in this part of the standards. A contractor has been engaged to develop a website and it is about to be fully launched. All required documentation will then be located on the website. There is currently a 'landing page' where key information such as the school's safeguarding policy can be seen.
- All the information requested by inspectors was provided by leaders during this inspection including the template for reporting pupils' progress to parents.
- The standard in this part is likely to be met.

Part 7. Manner in which complaints are handled

Paragraph 33

- The proposed school is likely to meet the standard in this part. The complaints procedure clearly sets out the steps a complainant should follow, the timescales for each stage and the details a complainant should expect to receive at the end of each stage.
- The proprietor has arrangements in place for an independent person to form part of a panel that will hear any complaints.
- The standard in this part is likely to be met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1)–34(1)(c)

- The proprietor has ensured that all the independent school standards are likely to be met. Arrangements are in place to ensure that directors receive the information they need from leaders so that they can check that all independent school standards are met.

- Leaders demonstrate good knowledge and skills appropriate to their role. They have systems ready to provide the curriculum and assessment frameworks to support pupils' achievement. They also have experience and knowledge of how to meet the specific special educational needs and how to promote the well-being of the pupils that will attend the college.
- The standard in this part is likely to be met.

Schedule 10 of the Equality Act 2010

- Leaders are conscious of the wide range of SEND that potential pupils may have. They have given adequate consideration to these needs when setting out the vision of the school and in designing the curriculum.
- The building is fully accessible to pupils who have disabilities.

Compliance with regulatory requirements

The school is likely to meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements.

Proposed school details

Unique reference number	146519
DfE registration number	916/6021
Inspection number	10086448

This inspection was carried out under section 99 of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards that are required for registration as an independent school.

Type of school	SEN day school
School status	Independent special school
Proprietor	Crucible Education Limited
Chair	Edward Morris
Headteacher	Crispian Woolford
Annual fees (day pupils)	£40,000
Telephone number	01684 423163
Website	www.nortoncollege.org.uk/tewkesbury
Email address	Crispian.woolford@nortoncollege.org.uk
Date of previous standard inspection	Not previously inspected

Provider already operating

Number of pupils of compulsory school age	14
Number of pupils of compulsory school age for whom a statement is maintained under section 324, or who is looked after by a local authority	14
Total hours operating as a school per week	15
Total hours of teaching provided per week	15

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	11–19	11–19	11–19
Number of pupils on the school roll	0	40	40

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	0	0
Number of part-time pupils	14	0
Number of pupils with special educational needs and/or disabilities	14	40
Of which, number of pupils with an education, health and care plan	14	40
Of which, number of pupils paid for by a local authority with an education, health and care plan	14	40

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	9	20
Number of part-time teaching staff	0	0
Number of staff in the welfare provision	0	5

Information about this proposed school

- The proposed special school is situated in a former vocational training centre located in an industrial estate in Tewkesbury. The site includes the main school building, a yard and a multi-use games area.
- Leaders anticipate that all pupils who will join the school, once open, will have an education, health and care plan. The school is equipped to cater for pupils who have social, emotional and mental health needs, communication and interaction needs, moderate learning difficulties and/or autism spectrum disorder.
- The school is owned by Crucible Education Limited. The proprietor currently runs Norton College in Worcester.

Information about this inspection

- This inspection was conducted by Ofsted at the request of the Secretary of State for Education. It was carried out under section 99 of the Education and Skills Act 2008.
- This was the second pre-registration inspection. The first pre-registration was carried out in November 2018.
- The inspector held discussions with the education director, the headteacher and the deputy headteacher.
- The inspector undertook a check of the premises, evaluated the policies required under the independent school standards and other documents, and checked the single central register.
- The school is currently providing part-time education for 14 pupils, offering alternative provision.
- No pupils were present during this inspection.

Inspection team

Tonwen Empson, lead inspector

Her Majesty's Inspector

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
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