

Olivet Academy

Unit 52 Skylines Business Village, Limeharbour, London E14 9TS

Inspection dates

1 March 2019

Overall outcome

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

Main inspection findings

Part 1. Quality of education provided

All paragraphs

- The school has developed a curriculum policy which outlines the intended coverage of all the required areas of learning. However, the only schemes of work in place are those generically available from online and paper-based commercial providers of Christian education in English, mathematics, humanities, bible studies and science. The only intended assessment to monitor pupils' learning and progress are the quizzes and tests in these subjects.
- The school's prospectus states 'Our educational programme does not contradict that written in the bible'. It is not clear in any policy, planning or practice how the school will ensure a balanced presentation of views.
- There are no plans for the teaching and resourcing of technological, creative or physical education.
- There are no plans in place for personal, social, health and economic (PSHE) education. The teaching of British values has not been sufficiently considered. Leaders have also not considered how due regard will be given to the protected characteristics, as identified in the Equality Act 2010.
- The school's plans for careers education are not likely to be acceptable. There is no plan to provide suitably impartial careers information, advice and guidance.
- Some of the independent school standards in this part are not likely to be met.

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

All paragraphs

- There is no written planning in place for the provision of pupils' spiritual, moral, social and cultural development. There are no PSHE plans and nothing to show how pupils' understanding of British values will be developed over time. Leaders have not formally considered how they will encourage pupils to respect the protected characteristics.
- Some of the independent school standards in this part are not likely to be met.

Part 3. Welfare, health and safety of pupils

All paragraphs

- Arrangements for the safeguarding of pupils are not likely to meet requirements. The school's child protection policy has not been updated since the school applied for registration in April 2018. It therefore is not written with regard to the latest statutory guidance. The proposed designated safeguarding leader (the headteacher) has completed an appropriate level of training but does not have sufficient knowledge of statutory requirements. There is no suitable system for the recording and management of safeguarding concerns.
- Leaders have produced appropriate anti-bullying and behaviour policies. However, leaders have not prepared to log incidents of serious misbehaviour and any sanctions imposed as a result.
- The school is not compliant with the Regulatory Reform (Fire Safety) Order 2005. There has been no fire evacuation drill completed since April 2018 (which was not logged), and checks on the emergency lighting are not being completed and recorded.
- The school's health and safety policy has not been written with enough focus on the actual premises it is supposed to relate to. It also references a health and safety manager, when the person responsible would actually be the headteacher.
- Leaders have completed first-aid training. However, they have not written a separate first-aid policy and there is no medical room.
- Pupils are likely to be appropriately supervised through the adequate deployment of staff.
- Templates for admission and attendance registers are appropriate. However, pupils' previous schools need to be written in full on the admission register, and the correct codes need to be used to record pupils' attendance.
- Leaders have written a suitable risk assessment policy. Written risk assessments for the premises and trips are sparse but appropriate in considering, and minimising, the pertinent risks presented.
- Some of the independent school standards in this part are not likely to be met.

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

All paragraphs

- There is an appropriate template for the single central register of vetting checks on staff.
- No staff have been employed. Though the headteacher and his wife are the only adults involved in a voluntary capacity, not all the required vetting checks have been identified and completed on the single central register template, such as checks in relation to prohibition from teaching and the management of independent schools (known as 'section 128' checks).
- The required vetting checks on the three members of the proprietorial board have not been completed. They have not been listed on the single central register.

- The school does not intend to employ supply or agency staff.
- Some of the independent school standards in this part are not likely to be met.

Part 5. Premises of and accommodation at schools

All paragraphs

- The school was originally on the ground floor of a three-storey building on an industrial estate, but has since relocated to the top floor, which comprises several small classroom spaces. Access is available to a kitchenette and a worship space on the second floor.
- There is no medical room facility.
- There is no outdoor space.
- There are no changing or shower facilities.
- The toilet facilities are currently used by both adults and pupils, which is not appropriate.
- All the requirements relating to lighting, acoustics and water are likely to be met.
- The buildings are safe and well maintained.
- Overall, the premises are not suitable in their current state; some of the independent school standards in this part are not likely to be met.

Part 6. Provision of information

All paragraphs

- All the required policies and information, including a prospectus, will be made available in hard copy as the school does not have a website.
- However, some policies and information, such as a separate first-aid policy, and information about provision for pupils with English as an additional language and those with an education, health and care plan, have not been written.
- The school's intended report template for parents was not available for inspection.
- Some of the independent school standards in this part are not likely to be met.

Part 7. Manner in which complaints are handled

All paragraphs

- The school's complaints policy is likely to meet most requirements. However, it does not make provision for an independent member of the complaints panel. Leaders have also not prepared a complaints log.
- Some of the independent school standards in this part are not likely to be met.

Part 8. Quality of leadership in and management of schools

All paragraphs

- The chair of the proprietorial board was not available during the inspection. It is therefore not known how well he knows the independent school standards.
- The headteacher, who is the only full-time staff member, does not have sufficient

knowledge and understanding of the independent school standards.

- The requirements in every part, including this part, are not likely to be met if Olivet Academy is registered.

Schedule 10 of the Equality Act 2010

- Leaders have not produced an accessibility plan.

Compliance with regulatory requirements

The school is unlikely to meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements, as set out in the annex of this report.

Proposed school details

Unique reference number	146514
DfE registration number	211/6009
Inspection number	10090808

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	Christian day school
School status	Independent school
Proprietor	Olivet Assembly
Chair	Jaewon Kim
Headteacher	William Dove
Annual fees (day pupils)	£2,400
Telephone number	020 7093 2800
Website	None
Email address	williamd@olivetacademy.org

Provider already operating

Number of pupils of compulsory school age	2
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	None
Total hours operating as a school per week	32
Total hours of teaching provided per week	27

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	5 to 16	5 to 16	Registration not recommended
Number of pupils on the school roll	2	15	Registration not recommended

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	2	15
Number of part-time pupils	None	None
Number of pupils with special educational needs and/or disabilities	None	None
Of which, number of pupils with a statement of special educational needs or an education, health and care plan	None	None
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	None	None

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	1	3
Number of part-time teaching staff	1	1
Number of staff in the welfare provision	None	None

Information about this proposed school

- Olivet Academy intends to register as an independent day school for pupils aged 5 to 16 in the London Borough of Tower Hamlets.
- The school intends to provide an education based on Protestant Christian principles.
- The school would be led by the headteacher. The proprietorial body, comprising three directors of Olivet Assembly, would also fulfil the role of the governing body.
- The school does not intend to make use of any alternative provision.

Information about this inspection

- 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.
- This is the school's first pre-registration inspection.
- The inspection was conducted with two days of notice.
- The school has never officially operated as an independent school, but is currently operating with two full-time pupils.
- The inspector conducted the inspection with the school's headteacher. The chair of the proprietorial body was unavailable.
- The inspector considered a wide range of evidence to check the likelihood of the school meeting all the independent school standards. He toured the premises, reviewed key documents and policies, including those related to safeguarding and health and safety, and considered the school's proposed curriculum.

Inspection team

James Waite, lead inspector

Ofsted Inspector

Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if–
 - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively; and
 - 2(1)(b) the written policy, plans and schemes of work–
 - 2(1)(b)(i) take into account the ages, aptitudes and needs of all pupils, including those pupils with an EHC plan.
- 2(2) For the purposes of paragraph (2)(1)(a), the matters are–
 - 2(2)(a) 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;
 - 2(2)(d) personal, social, health and economic education which–
 - 2(2)(d)(i) reflects the school’s aim and ethos; and
 - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.
 - 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that–
 - 2(2)(e)(i) is presented in an impartial manner;
 - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
 - 2(2)(e)(iii) helps to encourage them to fulfil their potential;
 - 2(2)(i) effective preparation of pupils for the opportunities, responsibilities and experiences of life in British society.
- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
 - 3(b) 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;
 - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time;
 - 3(e) demonstrates good knowledge and understanding of the subject matter being taught;
 - 3(f) utilises effectively classroom resources of a good quality, quantity and range.

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

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor–
 - 5(a) actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs;
 - 5(b) ensures that principles are actively promoted which–
 - 5(b)(i) enable pupils to develop their self-knowledge, self-esteem and self-confidence;
 - 5(b)(ii) enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;
 - 5(b)(iii) 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;
 - 5(b)(iv) enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England;
 - 5(b)(v) further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures;
 - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act; and
 - 5(b)(vii) encourage respect for democracy and support for participation in the democratic process, including respect for the basis on which the law is made and applied in England.

Part 3. Welfare, health and safety of pupils

- 7 The standard in this paragraph is met if the proprietor ensures that–
 - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
 - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.
- 9 The standard in this paragraph is met if the proprietor promotes good behaviour among pupils by ensuring that–
 - 9(c) a record is kept of the sanctions imposed on pupils for serious misbehaviour.
- 11 The standard in this paragraph is met if 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.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.

- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first-aid policy.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.

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

- 18(2) The standard in this paragraph is met if–
 - 18(2)(b) 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 made 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;
- 20(6) The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if–
 - 20(6)(a) MB–
 - 20(6)(a)(i) is not barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that individual is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 of that Act; and
 - 20(6)(a)(ii) does not carry out work, or intend to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made 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;
 - 20(6)(b) subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to MB–
 - 20(6)(b)(i) where relevant to the individual, an enhanced criminal record check;
 - 20(6)(b)(ii) checks confirming MB's identity and MB's right to work in the United Kingdom; an
 - 20(6)(b)(iii) where, by reason of MB's living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish MB's suitability to work in a school, such further checks as the Chair of the school considers appropriate, having regard to any guidance issued by the Secretary of State.
- 21(3) The information referred to in this sub-paragraph is–
 - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether–
 - 21(3)(a)(ii) a check was made to establish whether S is barred from regulated

activity relating to children in accordance with section 3(2) of the 2006 Act;

- 21(3)(a)(iii) a check was made to establish whether S is subject to any direction made 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;
 - 21(3)(b) in relation to each member of staff ("S"), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.
- 21(6) The information referred to in this sub-paragraph is, in relation each member ("MB") of a body of persons named as the proprietor appointed on or after 1st May 2007, whether the checks referred to in paragraph 20(6)(b) were made, the date they were made and the date on which the resulting certificate was obtained.

Part 5. Premises of and accommodation at schools

- 23(1) Subject to sub-paragraph (2), the standard in this paragraph is met if the proprietor ensures that–
- 23(1)(a) suitable toilet and washing facilities are provided for the sole use of pupils;
 - 23(1)(c) suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the school year who receive physical education.
- 24(1) The standard in this paragraph is met if the proprietor ensures that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including–
- 24(1)(a) accommodation for the medical examination and treatment of pupils;
 - 24(1)(b) accommodation for the short term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility.
- 29(1) The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable–
- 29(1)(b) pupils to play outside.

Part 6. Provision of information

- 32(1) The standard about the provision of information by the school is met if the proprietor ensures that–
- 32(1)(f) an annual written report of each registered pupil's progress and attainment in the main subject areas taught is provided to the parents of that registered pupil except that no report need be provided where the parent has agreed otherwise.
- 32(3) The information specified in this sub-paragraph is–
- 32(3)(a) particulars of the school's policy on and arrangements for admissions, misbehaviour and exclusions;

- 32(3)(b) particulars of educational and welfare provision for pupils with EHC plans and pupils for whom English is an additional language;
- 32(3)(d) particulars of arrangements for meeting the standards contained in paragraphs 9, 10, 11 and 13.

Part 7. Manner in which complaints are handled

- 33 The standard about the manner in which complaints are handled is met if the proprietor ensures that a complaints procedure is drawn up and effectively implemented which deals with the handling of complaints from parents of pupils and which–
 - 33(g) ensures that, where there is a panel hearing of a complaint, one panel member is independent of the management and running of the school;
 - 33(j) provides for a written record to be kept of all complaints that are made in accordance with sub-paragraph (e) and–
 - 33(j)(i) whether they are resolved following a formal procedure, or proceed to a panel hearing; and
 - 33(j)(ii) action taken by the school as a result of those complaints (regardless of whether they are upheld).

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school–
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
 - 34(1)(c) actively promote the well-being of pupils.

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