

Get U Started Training

1 Haldane Street, Ashington, Northumberland NE63 8SF

Inspection dates

3 April 2019

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

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

- This inspection was commissioned following a complaint. The issues raised in the complaint relate to safeguarding and the quality of leadership and management in the school.
- The proprietor has not ensured that safer recruitment practices are followed fully. The school's policy states that references will be sought prior to a person's appointment; however, a member of staff has been employed without references.
- Following the dismissal of a number of members of staff for inappropriate conduct towards pupils in October 2018, school leaders have not made timely referrals to the Disclosure and Barring Service. During this inspection, paperwork was completed to make the referrals.
- The single central record of checks made on adults to ensure their suitability to work with children is not complete. For example, some members of staff who have a teaching role have not been checked to see if they are prohibited from teaching. Some staff who have management responsibility have not undergone section 128 checks to verify whether they are prohibited from management in an independent school.
- Safeguarding records are not as detailed as they should be. For example, concerns are logged but records do not consistently show how issues are followed up. It is sometimes unclear whether the safeguarding issue is ongoing, or whether it is resolved, as record-keeping does not always include an outcome.
- The school has a policy relating to the government's 'Prevent' duty. However, school leaders have not conducted a risk assessment to consider the risks to the pupils at the school. Consequently, they are not clear about the vulnerabilities of their pupils to issues such as radicalisation and extremism.
- Some staff are not fully up to date with 'Keeping Children Safe in Education (2018)', Part 1. For example, staff had little understanding of the term 'county lines', despite having signed to say that they have read this document.
- Staff, however, are clear about how to make a referral to the designated safeguarding

lead if they have a concern about a pupil. They are also clear about some of the things they look out for to determine whether a pupil might be at risk.

- Staff understand the school's whistleblowing policy and know what to do if they have a concern about the conduct of another member of staff.
- These standards are not met.

Paragraph 9, 9(a), 9(b)

- The proprietor has ensured that there is an appropriate behaviour policy in place that is used by staff. Pupils are clear about the rewards and sanctions for good and poor behaviour. Records are kept of the sanctions imposed on pupils if they behave poorly.
- These standards are met.

Paragraph 10

- The school has an appropriate anti-bullying policy in place that is understood by staff and pupils. Bullying incidents, should they occur, are logged appropriately and incidents are dealt with in line with the policy. Pupils say that they all get on and that bullying is a rare occurrence.
- This standard is met.

Paragraph 11

- The proprietor has a health and safety policy that is implemented appropriately. For example, tools in the construction and motor vehicle workshops are kept locked away when not in use and access to the kitchen area is carefully supervised by staff.
- This standard is met.

Paragraph 12

- During the inspection, several fire exits were found to be locked and/or blocked. The proprietor and senior leaders are aware that this should not be the case and that fire doors should always be easily accessible.
- This standard is not met.

Paragraph 13

- There is an appropriate policy for first aid and some staff are first-aid trained. A log of accidents is kept appropriately.
- This standard is met.

Paragraph 14

- Staff supervise pupils appropriately during the day. In lessons, there are always two members of staff and there is a rota to ensure supervision at break and lunchtimes. Older pupils can access local shops at lunchtime. When they do, they are accompanied by staff.
- This standard is met.

Paragraph 15

- The proprietor ensures that pupils' attendance is recorded in registers appropriately. There are procedures in place should a pupil be absent from school.

- The proprietor has not ensured that a legally compliant admissions register is in place. Leaders acted during the inspection to update the register according to The Education (Pupil Registration) (England) Regulations 2006.
- This standard was not met during the inspection.

Paragraph 16, 16(a), 16(b)

- The proprietor has ensured that a risk assessment policy is in place and that associated risk assessments are prepared according to this policy.
- Previous issues on the school minibuses have been addressed. Cameras have been installed to improve pupils' safety. An appropriate risk assessment for pupils and strict guidelines for staff are in place when travelling on the school minibuses.
- These standards are met.

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

Paragraph 18(2)(a), 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)

- The proprietor has ensured that most of the appropriate checks required to check adults' suitability to work with children have been carried out.
- These standards are met.

Paragraph 18(2), 18(2)(b), 18(3)

- At the time of the inspection, checks had not been completed on all teachers to ascertain whether they have been prohibited from teaching. Section 128 checks had not been completed on all management staff to verify whether they are prohibited from leadership of an independent school.
- Medical checks have taken place for most staff, but not all have been carried out prior to the staff member's appointment, as per the requirements of the independent school standards.
- These standards are unmet.

Paragraph 21(2), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii)

- The proprietor has ensured that an electronic single central record is in place. The checks that have been carried out on staff are recorded effectively.
- These standards are met.

Paragraph 21(1), 21(3), 21(3)(a), 21(3)(a)(iii), 21(3)(b)

- Sections of the single central record are incomplete because some teachers have not had prohibition checks carried out and some leaders have not had section 128 checks carried out. Consequently, they are not recorded on the single central register.
- These standards are not met.

Part 5. Premises of and accommodation at schools

Paragraph 23(1), 23(1)(a), 23(1)(b)

- The proprietor has ensured that suitable toilets and washing facilities are available and are for the sole use of pupils.

Paragraph 24(1), 24(1)(a), 24(1)(b), 24(2)

- There is a medical room available for the examination of pupils who have had an accident or feel ill. This space doubles up as a quiet room. There is a sink in place and it is close to a toilet.
- These standards are met.

Paragraph 25

- The premises are undergoing some much-needed refurbishment. For example, the proprietor is opening up the loft space and installing a sensory room. This work is well managed to ensure pupils' safety when they are near to these areas.
- The building is generally well maintained. The proprietor is aware of issues such as blocked gutters and has plans in place to have them cleared during the school holidays.
- This standard is met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(2), 32(2)(b)(i), 32(3)(g)

- The proprietor confirmed during the inspection that the school website is currently being upgraded. On the current website, it is not clear that the headteacher is the proprietor. There are no details about how the proprietor can be contacted outside of term-time.
- The website does not have a link to the latest Ofsted report.
- The school has an up-to-date safeguarding policy. However, the safeguarding policy on the school website is an old version and therefore is out of date.
- These standards are not met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)

- The proprietor has not ensured that the independent school standards have been met consistently since the previous inspection. A large number of standards were found to be unmet during this inspection.
- Leaders are unclear about the impact of the actions they have taken to improve the school since the previous inspection. This is because there is a lack of analysis and evaluation of the impact of leaders' actions on pupils' progress, attendance and behaviour.
- Leaders have a basic understanding of the independent school standards. They receive support from a school improvement partner to further develop the school and

from the local authority; however, this support is insufficiently focused on ensuring that the independent school standards are met.

- The school is currently operating outside of its registration status. The school is registered for 35 pupils but currently has 39 on roll.
- These standards are 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 the annex of this report. Not all of the standards and associated requirements were checked during this inspection.

School details

Unique reference number	137385
DfE registration number	929/6002
Inspection number	10095178

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	Other independent special school
School status	Independent special school
Age range of pupils	6 to 17
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	39
Of which, number on roll in sixth form	2
Number of part-time pupils	3
Proprietor	Philip Gallagher
Chair	William Gibb
Headteacher	Philip Gallagher
Annual fees (day pupils)	£12,350–£19,000
Telephone number	01670 850943
Website	www.getstartedtraining.org.uk
Email address	admin@getstartedtraining.org.uk
Date of previous standard inspection	1–3 May 2018

Information about this school

- The previous inspection took place in May 2018. The school was judged to be good.
- The school has section 41 approval and caters for pupils with a variety of special educational needs. Most pupils attending the school have an education, health and care plan.

- The school is situated in a residential area close to the centre of Ashington in the north-east of England. It occupies a two-storey building, formerly used as a training establishment.
- The school is an independent special school catering for pupils who have been excluded or who are at risk of exclusion from mainstream schools.
- The school uses three alternative providers. These are Engage, Educ8 and Kirkley Hall. Pupils attend on a part-time basis.

Information about this inspection

- This emergency inspection was commissioned by the Department for Education, following a complaint. The inspection was conducted without notice.
- The focus of the inspection was leadership and management and safeguarding.
- During the inspection, the inspector checked the premises and checked documents and policies associated with the independent school standards. The inspector scrutinised safeguarding records and met with the office manager, headteacher/proprietor, deputy headteacher, staff and pupils.

Inspection team

Debbie Redshaw, lead inspector

Her Majesty's Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

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.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005[12].
- 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[13].

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.
- 18(3) 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.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 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)(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.

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)(a) the information specified in sub-paragraph (2) is provided to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector[14], the Secretary of State or an independent inspectorate[15]
 - 32(1)(b) 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
 - 32(1)(c) particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school’s internet website or, where no such website exists, are provided to parents on request.
- 32(2) The information specified in this sub-paragraph is–
 - 32(2)(b) either–
 - 32(2)(b)(i) where the proprietor is an individual, the proprietor’s full name, address for correspondence during both term-time and holidays and a telephone number or numbers on which the proprietor may be contacted, or
 - 32(3)(g) a copy of the report of any inspection carried out under sections 108 or 109 of the 2008 Act or section 87(1) of the 1989 Act.

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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