

Cre8 Futures Learning Centre

First Floor ABC Wharf, Southgates Road, Great Yarmouth, Norfolk NR30 3LQ

Inspection dates

22 May 2019

Overall outcome

The school is unlikely to meet the relevant independent school standards if the material change relating to the school provision is implemented

Main inspection findings

Part 3. Welfare, health and safety of pupils

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

Part 6. Provision of information

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

Paragraph 32(1), 32(1)(c)

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

Paragraph 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c)

Paragraph 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(6)

- The school's safeguarding policy is published on its website. It includes all the required up-to-date guidance and information. It takes into account the updated 'Keeping children safe in education' September 2018 document.
- The single central register does not currently meet requirements. The proprietor has not ensured that all staff files contain evidence of the necessary background checks and their suitability to work with children.
- The checks for medical fitness are incomplete.
- There are currently no supply staff at the school. The proprietor is aware of the necessary checks if they required supply staff from an employment business.
- The proprietor is not barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act. The proprietor has had all the necessary checks made on his background and suitability to work with children.

Paragraph 11

- There is a suitable policy for health and safety. However, procedures are not carried out thoroughly to identify and minimise risks, as itemised below.

Paragraph 12

- The proprietor has not ensured full compliance with the Fire Safety Order (2005). The Norfolk County Council health and safety adviser assessed the condition of the premises on the 9 May 2019. Leaders have been issued with three recommendations: to fit emergency lighting outside the building; to train members of staff about the fire evacuation procedures for the building; and to replace the fire detector above the boiler in the boiler room. These actions have not been carried out.
- The proprietor will maintain a log of routine emergency lighting testing and fire alarm tests on the proposed premises at the required intervals, to ensure the health and safety of pupils.

Paragraph 13

- Leaders have not ensured that the first aid policy is implemented in a competent manner. The first aid kit in the kitchen contains materials which are out-of-date.

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

- There is a written risk assessment policy. This does not clearly set out the school's approach to keeping pupils safe while at school. It lacks the required appropriate action taken to reduce the risks known about the proposed site.
- Part 6, paragraph 32(1), 32(1)(c) is likely to be met if the material change is approved.
- The eight independent school standards in part 3 and part 4 are unlikely to be met if the material change is approved. The school is unlikely to meet 7, 7(a), 7(b), 11, 12, 13, 16, 16(a), 16(b), 18(2), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iv), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(iv).

Part 5. Premises of and accommodation at schools

- The original school premises were at First Floor ABC Wharf, Southgates Road, Great Yarmouth, Norfolk NR30 3LQ. The standard inspection in October 2018 deemed the site not safe. The local authority made immediate alternative arrangements so that pupils were not exposed to further risks to their safety and well-being at these premises.
- The school moved temporarily to Horatio House, Church Lane, Lound, Lowestoft NR32 5LL. The headteacher states that the Department for Education (DfE) was made aware of this move. This site was deemed inappropriate by the directors due to the conflict between their own pupils and those of the other school.
- The school moved from Horatio House to the head office of the Great Yarmouth Community Trust on 21 January 2019. The temporary premises are at The Old Vicarage, 24 Church Plain, Great Yarmouth, Norfolk NR30 1NE. The DfE had not been informed of the move at the time of the monitoring inspection. The school intends to remain at the temporary premises until moving to more suitable accommodation.
- The school requested a material change in order to move to The Old Café, Church Lane, Lound, Norfolk, NR32 5LL on 27 May 2019. During the material change inspection, the proprietor requested a new moving-in date of 1 July 2019.
- The proposed premises are owned by East Coast College. The proprietor has a license

to occupy until the lease is finalised. The proprietor is requesting a lease until 2032.

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

- There are suitable and sufficient toilets for use by pupils, staff, visitors and disabled persons. Washing facilities have hot and cold running water. The hot water is at a safe temperature.
- The school will continue to use the facilities of another school close by for physical education, which has appropriate facilities. As plans to deliver more physical activities on-site are realised, there will be a need to provide changing and showering facilities on-site for pupils of 11 years and over. There is one shower in a toilet. One shower is not sufficient for the proposed number of boys and girls.
- The independent school standard is likely to be met if the material change is approved.

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

- A room has been identified for the short-term care of sick and injured pupils. It has a bed and a suitable facility for washing. There is no appropriate first aid equipment in the room to treat minor injuries. The medical room is not close to a toilet facility.
- There will be no pupils with complex needs.
- The independent school standard is unlikely to be met if the material change is approved.

Paragraph 25

- The accommodation comprises a single-storey building. Pupils' needs will be met through the provision of:
 - three teaching rooms that are not yet fully furnished
 - a room for pupils to relax, comprising of two large settees and a coffee table
 - a dining/assembly hall and gym, with tables that can be stored when not required
 - a kitchen area with a larder and store
 - a room for the short-term medical care of pupils which is not near toilet facilities
 - a combined staffroom and staff preparation room that is not yet fully furnished
 - staff offices and a reception
 - a store cupboard
 - four individual toilets which can be locked from the inside, two of which need new flooring and painting
 - an outside play area which requires further work to ensure compliance with health and safety
 - secure 2.1 metre-high anti-slip perimeter fencing
 - a taxi drop-off point.
- The proposed premises are not fully furnished and areas of the building require painting. Not all windows have blinds. The proprietor is intending to put up a wall partition to create a new medical room near a toilet.

- The site will require a deep clean upon completion of building work.
- The school premises are not maintained to a standard that promotes pupils' health, safety and welfare. This is due to the outside area containing trip hazards and debris. The overgrown area around an oil storage tank not designed to current standards does not allow easy delivery access nor maintenance. It would be possible for pupils to gain access to the roof.
- The independent school standard is unlikely to be met if the material change is approved.

Paragraph 26

- The acoustic conditions and sound insulation of each room are suitable for the range of activities taking place in them.
- The independent school standard is likely to be met if the material change is approved.

Paragraph 27, 27(a), 27(b)

- The teaching areas have plenty of natural light. The corridors have sufficient lighting.
- External lighting is not adequate so that people can enter and leave the building safely.
- The independent school standard is unlikely to be met if the material change is approved. The school is unlikely to meet 27, 27(b).

Paragraph 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b)

- Cold water supplies that are suitable or unsuitable for drinking are not clearly marked. Drinking water will be readily available and located in a separate area to the toilet facilities.
- The temperature of hot water at the point of use does not pose a scalding risk to users.
- The independent school standard is unlikely to be met if the material change is approved. The school is unlikely to meet 28(1), 28(1)(c).

Paragraph 29(1), 29(1)(a), 29(1)(b)

- The outdoor space for pupils to play is unsuitable because the large garden area is overgrown with weeds, is untidy and contains potential trip hazards.
- The independent school standard is unlikely to be met if the material change is approved. The school is unlikely to meet 29(1), 29(1)(b).

Part 8. Quality of leadership in and management of schools

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

- At its first standard inspection in October 2018, the school's overall effectiveness was judged as inadequate and a significant number of the independent school standards were not met. At the school's first monitoring inspection in April 2019, parts 1, 3, 4, 5, 6 and 8 remained unmet.

- Leaders do not demonstrate the necessary in-depth knowledge and expertise of the independent school standards to ensure that they are met consistently. Weaknesses in leadership and management still remain.
- The local authority has concerns about the location of the proposed school site in relation to the arrangements for keeping pupils safe.
- This independent school standard is unlikely to be met if the material change is approved.

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 that are relevant to the material change, as set out in the annex of this report.

School details

Unique reference number	144817
DfE registration number	926/6014
Inspection number	10105572

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent school
School status	Independent school
Proprietor	Cre8 Futures Ltd
Chair	Len Garnham
Headteacher	Judith Lynch-Tomlin
Annual fees (day pupils)	£34,125–£40,000
Telephone number	01493 717300
Website	www.cre8futures.co.uk
Email address	office@cre8futures.co.uk
Date of previous standard inspection	9–11 October 2018

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	12 to 16	Not applicable	Not applicable
Number of pupils on the school roll	6	Not applicable	Not applicable

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Not applicable

Number of full-time pupils of compulsory school age	6	Not applicable
Number of part-time pupils	0	Not applicable
Number of pupils with special educational needs and/or disabilities	6	Not applicable
Of which, number of pupils with an education, health and care plan	1	Not applicable
Of which, number of pupils paid for by a local authority with an education, health and care plan	1	Not applicable

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	5	Not applicable
Number of part-time teaching staff	1	Not applicable
Number of staff in the welfare provision	0	Not applicable

Information about this school

- In April 2018, following two pre-registration inspections by Ofsted (September 2017 and March 2018), the school was registered with the Department for Education (DfE) to admit a maximum of 24 pupils between the ages of 12 and 16 years.
- At its first standard inspection in October 2018, the school's overall effectiveness was judged as inadequate and a significant number of the independent school standards were judged as not met.
- Following the standard inspection, the DfE issued the proprietor with a warning notice in December 2018 and required the school to prepare an action plan to address the independent school standards that were not met. The action plan was not accepted.

- The first progress monitoring inspection following the school's most recent standard inspection (October 2018) took place on 25 April 2019. The school did not meet all of the independent school standards that were checked during the inspection.
- All pupils are funded by Norfolk local authority. Most pupils have social, emotional and mental health needs, and have previously experienced disruption in their learning.
- ☐ The school is not registered as a special school.
- ☐ The school does not use alternative providers.
- ☐ The school does not currently use supply staff.
- ☐ Physical education is provided off site at another school and the local swimming pool.
- At the time of the standard inspection in October 2018:
 - the premises were located on the first floor of a rented warehouse, directly on the quayside
 - owing to the safeguarding issues, the local authority instructed the school to cease using these premises immediately after the conclusion of the inspection
 - the proprietorial body comprised three directors and leaders were looking at ways to dissolve the partnership
 - there were two members of the governing body, a chair and a vice-chair.
- Since the standard inspection in October 2018:
 - the school located to temporary premises at Horatio House, Church Lane, Lound, Lowestoft NR32 5LL on 19 November 2018 and then relocated on 21 January 2019 to The Old Vicarage, 24 Church Plain, Great Yarmouth, Norfolk NR30 1NE
 - the school intends to remain at The Old Vicarage premises before moving to the proposed new site, The Old Café, Church Lane, Lound, Lowestoft NR32 5LL on 1 July 2019
 - the proprietorial body now comprises of two directors, who are also governors
 - there are two members of the governing body, a chair and a vice-chair
 - the proprietor is in the process of expanding the governing body with people deemed to have the relevant skills to provide support and challenge to leaders.

Information about this inspection

- This inspection was carried out by Ofsted at the request of the Department for Education under section 109(1) and (2) of the Education and Skills Act 2008. The school applied for a material change following a move to new premises.
- The address of the proposed new premises is: The Old Cafe, Church Lane, Lound, Lowestoft, Suffolk NR32 5LL. The premises are owned by East Coast College and comprises a single-storey building.
- This inspection was conducted with two days' notice.
- The inspector held meetings with the proprietor and the headteacher.
- A telephone discussion took place with a representative of Norfolk local authority.
- The inspector audited the premises and accommodation against the independent school standards.
- The inspector scrutinised various school documents and policies, including those related to safeguarding pupils, health and safety, fire checks, risk assessments, the evacuation plan and the maintenance of the building and appliances.
- The inspector scrutinised the single central register of employment checks for staff and governors, and staff files.

Inspection team

Stefanie Lipinski-Barltrop, lead inspector	Her Majesty's Inspector
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Annex. Compliance with regulatory requirements

The school is unlikely to 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.
- 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[12].
- 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.
- 16 The standard in this paragraph is met if the proprietor ensures that–
 - 16(a) 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
 - 16(b) appropriate action is taken to reduce risks that are identified.

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

- 18(2) The standard in this paragraph is met if–
 - 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person–
 - 18(2)(c)(i) the person's identity;
 - 18(2)(c)(ii) the person's medical fitness;
 - 18(2)(c)(iv) where appropriate, the person's qualifications.
- 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)(i) S's identity was checked;
- 21(3)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications.

Part 5. Premises of and accommodation at schools

- 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.
- 25 The standard in this paragraph is met if the proprietor ensures 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.
- 27 The standard in this paragraph is met if the proprietor ensures that–
 - 27(b) external lighting is provided in order to ensure that people can safely enter and leave the school premises.
- 28(1) The standard in this paragraph is met if the proprietor ensures that–
 - 28(1)(c) cold water supplies that are suitable for drinking are clearly marked as such; and
- 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 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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