

Cre8te Academy

The Pavilion Sports Centre, Hillside, London NW10 8LW

Inspection dates

1 August 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 proprietors of this proposed special school and alternative provider have developed an appropriate curriculum policy. The school will offer a specialist sports curriculum. The curriculum policy suitably outlines the intended coverage of all the required areas of learning for pupils aged 11 to 16, many of whom are likely to have education, health and care plans for their social, emotional and mental health needs.
- Suitable schemes of work are in place for all subject areas, including for the GCSE qualifications in physical education, English, mathematics and religious education. Planning is likely to appropriately consider pupils' needs, interests and aptitudes.
- The proprietors have planned a suitably impartial careers programme and have commissioned a local authority careers officer to provide pupils with the required information, advice and guidance.
- An appropriate personal, social, health and economic (PSHE) education programme is planned. It includes, for example, topics on rights and responsibilities, promoting diversity, identity and the dangers of illegal drugs. The teaching of British values has been appropriately considered, as has giving due regard to all the protected characteristics, as identified in the Equality Act 2010.
- The school is likely to be suitably resourced. Once recruited, staff, including a headteacher, teachers, teaching assistants and mentors, are likely to be appropriately deployed.
- The proprietors have not adequately considered how to assess pupils. There are ideas, but no system for identifying pupils' starting points or monitoring the impact of the curriculum on their learning across the subject areas.
- Some of the requirements in this part are not likely to be met, as listed in the annex to this report.

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

All paragraphs

- The proprietors' plans to provide for pupils' spiritual, moral, social and cultural development are likely to be suitable.
- PSHE education plans show how the school intends to develop all four areas over time, including pupils' understanding of British values. Plans also identify suitable opportunities to encourage pupils to respect other people, including in relation to all the protected characteristics.
- The proposed school will not have a religious ethos, and pupils of all religions will be welcomed. Religious education will be a taught aspect of the curriculum, and it will be a GCSE option for pupils in Years 10 and 11.
- A programme of trips and visiting speakers is planned, with an especial focus on the proposed school's sports specialism. Weekly assemblies are planned, in line with the proposed school's calendar of themed events and values curriculum.
- Leaders have not formally considered how to ensure that staff refrain from sharing partisan views, and how to ensure that a balanced presentation of views is consistently presented in the teaching of all subjects.
- Some of the requirements in this part are not likely to be met, as listed in the annex to this report.

Part 3. Welfare, health and safety of pupils

All paragraphs

- The proposed child protection policy reflects the latest statutory guidance and would be made available to parents in hard copy in the absence of a website.
- Nobody has yet been assigned as designated safeguarding leaders, nor completed an appropriately enhanced level of relevant training.
- Leaders have not sufficiently planned their arrangements for staff training and induction, or the management of concerns and referrals.
- The single central record of pre-employment checks on staff is not likely to meet requirements, as detailed in part 4.
- The proprietors have produced appropriate behaviour and anti-bullying policies, which are likely to be implemented well. The online recording of incidents of serious misbehaviour and any sanctions imposed as a result is likely to be appropriate.
- The proposed school is not likely to be compliant with the Regulatory Reform (Fire Safety) Order 2005. There was no external fire risk assessment available and the fire logs currently being completed by the building's owners were also not available.
- The proprietors have written a suitable first-aid policy. However, there are no trained first aiders and no dedicated accident books or first-aid logs ready for use by the proposed school.
- Pupils are likely to be appropriately supervised through the adequate deployment of staff, once they are recruited.

- Attendance registers will be taken, using an online system and using the required attendance codes. However, there is no prepared admission register template.
- The proprietors have not written a risk assessment policy. There are very few acceptable risk assessments in place. For example, the premises risk assessment has not been suitably adapted to the school's proposed facilities, and plans to consider the risks presented on trips or from the behavioural challenges of individual pupils are in their infancy.
- Some of the requirements in this part are not likely to be met, as listed in the annex to this report.

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

All paragraphs

- The proprietors have not produced a suitable single central record of vetting checks, and they have not completed any checks on anybody.
- There was a lack of understanding about all the required checks, and how and where to undertake them, and for who, until this inspection.
- None of the requirements in this part are likely to be met, as listed in the annex to this report.

Part 5. Premises of and accommodation at schools

All paragraphs

- The modern, clean, well-maintained and secure premises, which include four suitable learning spaces, could comfortably accommodate 30 pupils.
- There is an appropriately equipped medical room facility, and suitable changing and shower facilities.
- Toilets, washing facilities, hot water supplies and drinking water supplies are all likely to be suitable.
- The requirements relating to lighting and acoustics are likely to be met.
- The outdoor spaces, including sports pitches and a large grassed area, are likely to be suitable for physical education and recreation.
- The requirements in this part are likely to be met.

Part 6. Provision of information

All paragraphs

- The proposed school does not have a website. The required policies and information are suitable and available in hard copy.
- The proprietors are clear about their duties in relation to pupils' education, health and care plans.
- The proprietors have not considered how to report pupils' progress and attainment on an annual basis to parents.
- Some of the requirements in this part are not likely to be met, as listed in the annex

to this report.

Part 7. Manner in which complaints are handled

All paragraphs

- The proposed complaints policy is suitable.
- The proposed complaints log is likely to ensure that any formal complaints are recorded, as well as their stage of resolution and any action taken as a result.
- The requirements in this part are likely to be met.

Part 8. Quality of leadership in and management of schools

All paragraphs

- The proprietors' knowledge and understanding of the independent school standards are very much in development. An advisory group has been convened to provide guidance, challenge and support.
- At this time, many requirements, including those in this part, are not likely to be met if Cre8te Academy is registered as an independent school.

Schedule 10 of the Equality Act 2010

- The proposed school is not likely to be compliant with Schedule 10 of the Equality Act 2010 because the proprietors have not written 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 | 147222 |
| DfE registration number | 304/6010 |
| Inspection number | 10115541 |

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 | Independent alternative provider and day school for pupils with SEMH needs |
| School status | Independent special school |
| Proprietor | Bridgestone Sports Facilities Community Interest Company |
| Chair | Eugene Dwaah |
| Headteacher | To be appointed |
| Annual fees (day pupils) | To be decided |
| Telephone number | 020 8838 5442 |
| Website | None |
| Email address | enquiries@bridgestoneleisure.com |

Pupils

| | School's current position | School's proposal | Inspector's recommendation |
|-------------------------------------|---------------------------|-------------------|------------------------------|
| Age range of pupils | Not applicable | 11 to 16 | Registration not recommended |
| Number of pupils on the school roll | Not applicable | 30 | Registration not recommended |

Pupils

| | School's current position | School's proposal |
|--|---------------------------|-------------------|
| Gender of pupils | Not applicable | Mixed |
| Number of full-time pupils of compulsory school age | Not applicable | Up to 30 |
| Number of part-time pupils | Not applicable | Up to 30 |
| Number of pupils with special educational needs and/or disabilities | Not applicable | All pupils |
| Of which, number of pupils with a statement of special educational needs or an education, health and care plan | Not applicable | Up to 30 |
| 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 | Not applicable | Up to 30 |

Staff

| | School's current position | School's proposal |
|---|---------------------------|-------------------|
| Number of full-time equivalent teaching staff | Not applicable | 5 |
| Number of part-time teaching staff | Not applicable | 3 |
| Number of staff in the welfare provision | Not applicable | 10 |

Information about this proposed school

- The proprietors wish to open Cre8te Academy as an independent special day school and alternative provider for secondary-aged pupils in the London Borough of Brent.
- The school intends to operate from October 2019. It will cater for pupils with special educational needs and/or disabilities (SEND) such as social, emotional and mental health needs. It is anticipated that some pupils will have education, health and care plans.
- The proposed school has never operated.
- The proposed school's proprietorial body will be supported by an advisory group, which will also fulfil a governance role.
- The proposed school has no plans to use alternative providers.

Information about this inspection

- This inspection was conducted with three days of notice and was the school's first pre-registration inspection.
- The 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.
- The inspector met with the chair of the proprietorial body, who was accompanied by three members of the proposed school's advisory group.
- The inspector considered a wide range of evidence to check the likelihood of the school meeting all of the independent school standards. As examples, he toured the premises, reviewed key documents and policies and considered the school's proposed curriculum.

Inspection team

| | |
|-----------------------------|------------------|
| James Waite, lead inspector | Ofsted Inspector |
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Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

Part 1. Quality of education provided

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
 - 3(g) demonstrates that a framework is in place to assess pupils' work regularly and thoroughly and use information from that assessment to plan teaching so that pupils can progress.
- 4 The standard in this paragraph is met where the proprietor ensures that a framework for pupil performance to be evaluated, by reference to the school's own aims as provided to parents or national norms, or to both, is in place.

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(c) precludes the promotion of partisan political views in the teaching of any subject in the school; and
 - 5(d) takes such steps as are reasonably practicable to ensure that where political issues are brought to the attention of pupils–
 - 5(d)(i) while they are in attendance at the school,
 - 5(d)(ii) while they are taking part in extra-curricular activities which are provided or organised by or on behalf of the school, or
 - 5(d)(iii) in the promotion at the school, including through the distribution of promotional material, of extra-curricular activities taking place at the school or elsewhere–
 - they are offered a balanced presentation of views.

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.
- 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.
- 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)(a) no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act;
 - 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(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)(iii) the person’s right to work in the United Kingdom; and
 - 18(2)(c)(iv) where appropriate, the person’s qualifications;
 - 18(2)(d) the proprietor ensures that, where relevant to any such person, an enhanced criminal record check is made in respect of that person and an enhanced criminal record certificate is obtained before or as soon as practicable after that person’s appointment;
 - 18(2)(e) in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person’s suitability to work in a school, such further checks are made as the proprietor considers appropriate, having regard to any guidance issued by the Secretary of State; and
- 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.
- 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; and
 - 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;
 - 20(6)(c) subject to sub-paragraph (8), where the Secretary of State makes a request for an enhanced criminal record check relating to MB countersigned by the Secretary of State to be made, such a check is made.
- 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(2) The register referred to in sub-paragraph (1) may be kept in electronic form, provided that the information so recorded is capable of being reproduced in legible form.
- 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)(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)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
 - 21(3)(a)(v) an enhanced criminal record certificate was obtained in respect of S;
 - 21(3)(a)(vi) checks were made pursuant to paragraph 18(2)(d);

- 21(3)(a)(vii) a check of S's right to work in the United Kingdom was made; and
 - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e),
 - 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 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.

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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