

Independent Educational Services

100 Cross Street, Stockingford, Nuneaton, Warwickshire CV10 8JH

Inspection dates

8 October 2019

Overall outcome

The school does not meet all of the independent school standards that were checked during this inspection

Main inspection findings

Part 1. Quality of education provided

Paragraphs 2(1), 2(1)(a), 2(1)(b) and 2(1)(b)(i)

- The previous inspection in July 2018 identified weaknesses in the curriculum and assessment arrangements.
- English, mathematics and science teaching were not allocated enough curriculum time. This limited pupils' progress.
- Teaching required improvement. Tasks were not matched to pupils' abilities and aptitudes.
- Assessment practice was weak because it did not adequately capture small steps in pupils' progress. Leaders did not have a clear understanding of what good progress looked like. As a result, it was difficult for them to accurately evaluate pupils' progress over time.
- Since the previous inspection the school has become smaller, with fewer pupils and fewer staff. The curriculum policy does not reflect or guide current practice at this school. The school admits pupils from key stages 2, 3, 4 and 5 who have a range of special educational needs. The policy is skewed towards key stage 4 pupils. The policy does not explain how the range of curriculum areas that must be taught are taught. It does not take enough account of the differing ages, abilities and interests of all pupils or any specific arrangements for pupils with education, health and care (EHC) plans.
- Teaching continues to need improvement. In the most effective lessons, such as mathematics, teachers plan activities and use materials that match the pupils' abilities and interests. They can do this because they use assessment effectively and respond quickly when a pupil gets stuck. In less effective lessons, teachers do not fully understand the limitations of their pupils and do not individualise work well enough.
- Teachers and pupils recognise that pupils' subject retention and recall are weak, and that this is hampering progress. Teachers question pupils at various stages during lessons, and pupils can remember much of what they have done during that period of time. However, from day-to-day and week-by-week, pupils struggle to remember what they have learned.
- Teachers do not plan sessions to help improve pupils' retention of knowledge over time.

- Since the previous inspection, the school has improved its approach to assessment and tracking pupils' progress, but the new approach is not yet fully embedded. During this inspection, the inspector saw a productive training session that explained to staff how the new system should be used and how it could help them to know the capabilities of their pupils better. If the new approach is used well it has the potential to lead to better informed planning at all levels.
- These standards remain unmet.

Part 3. Welfare, health and safety of pupils

Paragraphs 7,7(a), 7(b) and 32(1)(c), 11, 12

- The previous inspection identified weaknesses in the school's safeguarding arrangements. These related to pre-recruitment checks and health and safety checks. The arrangements to use two residential premises as an extension to the main school were not included in the accessibility plan, and the safeguarding policy did not reflect the latest statutory guidance.
- Since the previous inspection, leaders have reviewed and updated the safeguarding policy. The school now has a suitable policy that meets the government's current requirements. It is available to parents on request and on the school's website.
- The school has not recruited any new staff to the school since the last inspection. Leaders now know and understand safer recruitment procedures.
- There is a suitable health and safety policy in place, and regular audits are carried out by professional specialist organisations for health and safety, and fire safety. Leaders take swift and effective action to ensure that the premises remain safe. Also, leaders have a timetable of internal checks that they complete to ensure compliance with health and safety standards.
- The number of pupils attending the school has reduced since the previous inspection. Leaders have reviewed the use of the two residential properties that were used as annexes to the main site at Cross Street. Leaders stopped using one annex in July 2019. Use of the other annex is due to stop in October 2019. Staff control access to both sites so that no unauthorised persons can gain entry from the street. The facilities are adequate and maintained.
- With a sharper focus on health and safety issues, school leaders have recently reviewed medical provision. The medical room is now located next to a disabled toilet, with a washbasin and water supply. This is much more suitable for the welfare of sick pupils.
- Leaders have developed a strong culture of safeguarding within the school. Staff know what their responsibilities are and what leaders expect of them. Concerns are followed up by the relevant staff. The school works closely with outside agencies to improve the well-being of pupils. The arrangements for safeguarding are effective.
- These standards are met.

Part 5. Premises of and accommodation at schools

Paragraphs 25, 28(1), 28(1)(c), 28(1)(d)

- At the time of the previous inspection, inspectors identified that front door security at the off-site annexes was not safe enough. Also, drinking water was not properly labelled

and the hot water supply was too hot and posed a scalding risk.

- Leaders have taken effective action to resolve these issues. The front door security at the temporary off-site annex is now as closely controlled as it is at the main site. External doors are kept locked and opened from inside by staff once they know who is at the door. This prevents unauthorised entry and keeps both staff and pupils safe.
- Since the last inspection, leaders have taken effective action to ensure that drinking water is clearly labelled. The hot water temperature has been properly regulated and is regularly checked by leaders to prevent pupils from being scalded.
- These standards are met.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b)

- At the previous inspection, leaders did not fulfil their responsibilities effectively enough to ensure that all of the independent school standards, including those relating to the curriculum and teaching, were met.
- Governance arrangements remain weak. The proprietors had taken steps to clarify their governance roles by appointing a headteacher. However, the school is currently without a headteacher, resulting in the two proprietors job-sharing the school management role alongside their other responsibilities. This arrangement continues to compromise the school's capacity to improve.
- The standards of teaching, overall, are still inconsistent and need improvement. The curriculum policy remains ineffective and does not provide enough guidance and direction to meet all the needs of all pupils who the school admits. In some lessons, teachers do not adapt work well enough to help pupils learn and understand as well as they might.
- Since the last inspection, some progress has been made. Leaders produced an action plan that was judged acceptable with modifications. They have taken positive steps to secure the safety and welfare of pupils in areas where they had previously failed. They have also organised in-house training to develop the staff they have.
- Pupil and staff numbers have fallen. There are fewer experienced teachers. Leaders have organised in-house training on assessment practice to develop the staff they have.
- These standards remain unmet.

Paragraph 34(1)(c)

- At the previous inspection, leaders did not fulfil their responsibilities effectively enough to ensure that all of the independent school standards were met. This compromised the safety, welfare and well-being of pupils.
- Leaders have taken positive steps to secure the safety and welfare of pupils. Issues with safeguarding procedures, safer recruitment and securing pupils' health and safety have been resolved.
- The remaining pupils have quite challenging behaviours that staff are managing well. Staff do this because they know their pupils well and have built relationships which foster trust and confidence.
- Pupils spoke with the inspector in a polite and mature way about their views of the

school, what work they were doing and what they liked.

- This standard is now met.

Schedule 10 of the Equality Act 2010

- At the time of the last inspection, the accessibility plan did not consider all the different school sites.
- Leaders stopped using one annex in July 2019. Use of the other annex is due to stop very soon. The annex still in use at the time of the inspection is included in the school's accessibility audit.
- The school's accessibility plan is now fit for purpose.

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. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school now meets the following independent school standards

Part 3. Welfare, health and safety of pupils

- 7 The standard in this paragraph is met if–
 - 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.

Part 5. Premises of and accommodation at schools

- 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.
- 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
 - 28(1)(d) the temperature of hot water at the point of use does not pose a scalding risk to users.

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)(c) actively promote the well-being of pupils.

School details

Unique reference number	139419
DfE registration number	937/6024
Inspection number	10113241

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	Day school
School status	Independent special school
Age range of pupils	8 to 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	9
Of which, number on roll in sixth form	2
Number of part-time pupils	0
Proprietor	Independent Educational Services Ltd
Headteacher	Leanne Beardmore and Shaun Major
Annual fees (day pupils)	£55,000
Telephone number	024 7632 9584
Website	www.independenteducationalservices.com
Email address	info@independenteducationalservices.co.uk
Date of previous standard inspection	3–5 July 2018

Information about this school

- At the last standard inspection in July 2018, the school was judged to be inadequate.
- The school is part of Independent Educational Services (IES) Limited, which has three schools in Nuneaton and Atherstone.
- The premises is a former medical practice, which provides four main classrooms, an external cabin classroom, a larger hall space used as a meeting room, teaching space and communal space, a kitchen, a medical room, an office and toilet facilities. There is also a

small outside play space.

- A residential building a short walk away has provided extra space when there were more pupils on roll. As the school has contracted in size, it no longer has need of the additional site and will stop using these premises at half-term.
- The school makes use of a range of different locations to provide sports, recreational and vocational experiences for pupils under the direction of its own staff. No pupils attend alternative provision.
- Pupils are placed at the school by several neighbouring local authorities.
- There are currently 9 pupils on roll aged between 9 and 17 years. All pupils have an education, health and care plan for a range of special educational needs, including social, emotional and mental health difficulties.
- Most pupils are taught one-to-one in separate classrooms and, if needed, some pupils may have an additional adult to help them.
- The school does not have a religious character.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- This performance monitoring inspection took place with no notice.
- This was the school's first progress monitoring inspection since its last standard inspection in July 2018, when inspectors judged it inadequate. Following that inspection, the school produced an action plan in April 2019. Ofsted evaluated this as acceptable with some modifications.
- The inspector visited a range of lessons and discussed the learning with pupils and their teachers. Pupils' work was reviewed alongside associated schemes of work, progress information and daily planning documents.
- A range of documents were scrutinised by the inspector. These included the following policies: safeguarding, first aid, health and safety, restraint and contact, curriculum and assessment. The inspector looked at pupils' files, progress information, reports and risk assessments. Other documents that were seen included attendance information, health and safety audits and the recent fire safety audit.
- The inspector discussed the school's progress against the unmet independent school standards with the proprietors and inspected the premises.
- There were no responses to Parent View to be considered.

Inspection team

Elizabeth Ellis-Martin, lead inspector

Ofsted Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain un-met at this inspection

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; and
- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
 - 3(a) enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught;
 - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons.

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.

The school now meets the following independent school standards

Part 3. Welfare, health and safety of pupils

- 7 The standard in this paragraph is met if–
 - 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.

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