

# Mill School Bury

Wellington House, Wellington Street, Bury, Greater Manchester BL8 2BD

**Inspection dates**

29 October 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

*Paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(1)(b)(ii), 2(2), 2(2)(a), 2(2)(b), 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii), 2(2)(e), 2(2)(g), 2(2)(h), 2(2)(i)*

- Leaders intend that the school's curriculum will match the national curriculum. They have prepared suitably comprehensive policies and schemes of work. These will enable teachers to plan what they will teach and to ensure that pupils will gain experience of a sufficiently broad range of different subjects and additional experiences.
- The plans for the curriculum are based on those already used in the other schools operated effectively by the proprietor.
- Leaders intend that the school will provide full-time education for all pupils.
- Leaders recognise that teachers will need to adapt the curriculum to allow pupils' special educational needs to be met.
- Leaders intend that any sixth-form students will follow courses intended to help them improve their GCSE grades or other qualifications achieved at the end of Year 11. They do not intend to offer A-level courses.
- Leaders' plans setting out the likely timetable for the school show that pupils will start each day with a session focussing on their personal needs. This will provide planned opportunities for teachers to build pupils' knowledge and skills about relationships, health and living in society.
- These sessions will also provide time for teachers to provide careers education. Leaders have matched their plans for careers education to those set out by the Gatsby Charitable Foundation.

*Paragraph 3, 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(h), 3(i), 3(j)*

- Leaders have started to appoint teachers and support staff. They are doing this at this stage so there is time for them to provide a programme of specialist training about the best ways for teachers to meet pupils' likely needs before the school's intended opening date.

- Leaders intend to appoint teachers with suitable subject experience to allow for effective teaching of all national curriculum subjects. Leaders have ensured that the selection process for staff will achieve this.
- Leaders have identified some of the resources that staff will need to support teaching. However, these have not yet been ordered. Leaders will not be able to install the basic resources needed by the school such as furniture and computers until the conversion of the school buildings is complete.

*Paragraph 3(g), 4, 32(1)(f)*

- Leaders intend to use a similar assessment system to those used in other schools within the Kedleston Group (KG). This involves teachers assessing pupils' knowledge, skills and needs when they join the school. They will use information from these assessments to plan the detail of pupils' learning and to check that pupils are making progress. Leaders will use teachers' continuing assessment of pupils' learning to ensure that their knowledge grows over time.
- Leaders intend that pupils will complete GCSE and other external qualifications at the end of Year 11.
- Leaders intend to provide parents and carers with information about pupils' progress each term. They will issue parents with a full report once each year.
- The proprietor has not ensured that the standard relating to resources in this part is likely to be met. The other standards in this part are likely to be met.

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

*Paragraph 5, 5(a), 5(b), 5(b)(i), 5(b)(ii), 5(b)(iii), 5(b)(iv), 5(b)(v), 5(b)(vi), 5(b)(vii)*

- The school's planned curriculum for personal, social, health and citizenship education provides clear opportunities for pupils to develop their spiritual, moral, social and cultural awareness. In addition, leaders intend that pupils will have opportunities to broaden their education through visits, including, for example, to local employers, community groups and museums.
- Leaders intend to seek accreditation for the school's work to ensure that pupils and staff have full awareness of and respond to pupils' rights in the school. This will include ensuring that pupils are tolerant and respectful of each other, whatever their characteristics or background.
- Leaders intend that the school will promote democracy, for example, by organising an active school council to allow elected pupils to share the pupils' views with leaders, teachers and others.

*Paragraph 5(c), 5(d), 5(d)(i), 5(d)(ii), 5(d)(iii)*

- The school's child protection policy sets out leaders' clear expectation that staff will ensure that there is no political bias in their work.
- The proprietor has ensured that the standards in this part are likely to be met.

## Part 3. Welfare, health and safety of pupils

### *Paragraph 7, 7(a), 7(b)*

- The school's child protection policy is already published on the school's webpage on KG's website. This sets out appropriate arrangements for ensuring that pupils are safeguarded. It reflects the latest government guidance about safeguarding children. While it is based on a common model for all schools within KG, it has been tailored to ensure that it is relevant to the particular situation of this school.
- The headteacher will act as the key person in following up any safeguarding concerns. However, the policy also identifies the responsibilities of people with safeguarding roles within KG's central team, for example if a concern is raised about the conduct of the headteacher.
- A senior leader has already been appointed to the staff of the school. This leader will support the headteacher in following up any safeguarding concerns. A programme of training for these leaders and all other members of staff about safeguarding has been planned.

### *Paragraph 9, 9(a), 9(b), 10*

- The school's policies about managing behaviour and bullying are based on tried and tested systems in other schools in KG. The policies set out how staff will encourage positive behaviour through the use of rewards. However, these are also clear about how and when sanctions will be used.
- The school's policies recognise that staff may sometimes need to use restrictive physical intervention. The policies consider when this may, and may not, be appropriate. Leaders intend that all staff will be trained in how to de-escalate any potentially serious poor behaviour. They will also be trained in delivering effective responses to poor behaviour, should they need to physically intervene.
- KG has a systematic approach to recording and monitoring any instances of serious poor behaviour or bullying.

### *Paragraph 11, 12, 13, 16, 16(a), 16(b)*

- The school's policies for health and safety matters are complete and detailed. KG has a well-developed system to ensure that their schools are following these.
- An appropriately qualified person has carried out an interim fire risk assessment for the building. As well as the required fire safety checks before the buildings are handed back to KG, leaders intend that a full fire risk assessment will be completed by an independent professional.
- The school has a suitable risk assessment policy. Leaders have already prepared sensible risk assessments for use at the school. The detailed planning that leaders intend to complete concerning each pupil will form part of the school's risk assessment for that individual.

### *Paragraph 14*

- Leaders intend that classes in the school will have about five pupils. Two adults will work with each class. This means that staff will be able to support pupils' learning through close supervision. Similarly, leaders intend that there will be high staff to

pupil ratios at other times, so allowing similarly close supervision of pupils.

- The planned arrangements for pupils' use of the school grounds include separate areas for pupils of primary and secondary age. This will allow for closer supervision of both groups.

#### *Paragraph 15*

- Leaders will use the well-established systems already operating in KG's other schools to record attendance and for the school's admission register.
- The proprietor has ensured that the standards in this part are likely to be met.

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

*Paragraph 17, 18(1), 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), 19(1), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(2)(e), 19(3), 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)*

- The school's system for appointing staff includes the required checks on their suitability to work with pupils. Leaders have completed these checks for the staff already working for the school. The proprietor has ensured that the checks needed on the members of the proprietorial body have been completed.
- Leaders have already prepared an electronic record that summarises the results of the checks already made.
- The proprietor has ensured that the standards in this part are likely to be met.

#### Part 5. Premises of and accommodation at schools

*Paragraph 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 25, 26, 27, 27(a), 27(b), 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b), 29(1), 29(1)(a), 29(1)(b)*

- The refurbishment of the school buildings is not due to be complete until early February 2020. Considerable work remains to be completed before the buildings and grounds will be ready for use as a school. Leaders told the inspector that the contractors working on behalf of KG were at, or a little ahead of, the planned work schedule at this time.
- The building plans indicate that features needed for the premises to meet the standards form part of the school's design, such as an identified room for pupils' medical care and treatment, and separate showers and toilet facilities for boys and girls. However, it was not possible to confirm whether the premises are likely to meet the requirements because of the work remaining to be done.
- The proprietor has not ensured that the standards in this part are likely to be met.

## Part 6. Provision of information

*Paragraph 2(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(g), 32(1)(h), 32(1)(i), 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(i), 32(2)(d), 32(3), 32(3)(a), 32(3)(b), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(f), 32(3)(g)*

- Leaders have all the information that they need to provide to parents and others. The school's webpage on KG's website already includes copies of the policies that must be made available. Other documents and information are available as electronic or hard copies from the school.
- The proprietor has ensured that the standards in this part are likely to be met.

## Part 7. Manner in which complaints are handled

*Paragraph 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii), 33(k)*

- The school's complaints policy closely corresponds to the standards. It also provides guidance should a pupil wish to make to complaint.
- The proprietor has ensured that the standards in this part are likely to be 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 and other leaders are systematically preparing for the school to be ready to open. This will include comprehensive training of staff before any pupils are admitted. The proprietor and other leaders from KG's central team have experience in opening new schools and operating effective schools.
- Leaders intend that they will start the school by admitting a small number of pupils and employing a corresponding number of members of staff. They expect to increase the number of pupils attending the school gradually term by term.
- Apart from the standards that relate directly, or indirectly, to the refurbishment of the buildings, leaders have demonstrated that the school is likely to meet the standards. The standards that are likely to be met include those relating to the welfare, health and safety of pupils.
- The proprietor has not ensured that the standards in this part are likely to be met.

## Schedule 10 of the Equality Act 2010

- The refurbished buildings have been designed to be accessible to people with disabilities. Leaders intend to adapt the curriculum, when needed, to meet pupils' learning needs. This is set out in the school's special educational needs policy.
- The proprietor has ensured that the requirements of the Equality Act are likely to be met.

## **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	147349
DfE registration number	351/6017
Inspection number	10123730

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 day school
School status	Independent special school
Proprietor	Kedleston (Olsen House Holdings) Limited
Chair	Paul Brosnan
Headteacher	Shazia Sarwar Azim
Annual fees (day pupils)	Not yet determined
Telephone number	0161 359 7788
Website	<a href="https://kedlestongroup.com/Our-Schools-Homes/Day-Schools/Mill-School-Bury/Home">https://kedlestongroup.com/Our-Schools-Homes/Day-Schools/Mill-School-Bury/Home</a>
Email address	<a href="mailto:a.sange@kedlestongroup.com">a.sange@kedlestongroup.com</a>
Date of previous standard inspection	Not previously inspected

## Pupils

	<b>School's current position</b>	<b>School's proposal</b>	<b>Inspector's recommendation</b>
Age range of pupils	Not applicable	7 to 17	7 to 17
Number of pupils on the school roll	Not applicable	70	70

## Pupils

	<b>School's current position</b>	<b>School's proposal</b>
Gender of pupils	Not applicable	Mixed
Number of full-time pupils of compulsory school age	Not applicable	70
Number of part-time pupils	Not applicable	None
Number of pupils with special educational needs and/or disabilities	Not applicable	70
Of which, number of pupils with an education, health and care plan	Not applicable	70
Of which, number of pupils paid for by a local authority with an education, health and care plan	Not applicable	70



## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	Not applicable	13
Number of part-time teaching staff	Not applicable	None
Number of staff in the welfare provision	Not applicable	15

## Information about this proposed school

- The proposed school is situated in a converted mill building close to the centre of Bury. It is in an area of commercial and light industrial properties.
- The building was previously used for offices and is part of the way through a large-scale building project to make it suitable for use as a school. The conversion of the buildings is due to be completed by early February 2020. The building project is currently on schedule to meet this target.
- The school will be part of KG. This group already operates 10 other independent schools. These schools have all been judged to be good in their most recent Ofsted inspections.
- The school will provide education for pupils with special educational needs and/or disabilities (SEND). Leaders expect that most pupils will have autism spectrum disorder and/or social, emotional and mental health needs.
- Leaders do not intend that the school will use alternative provision. However, they may use links with a local college to provide vocational courses for individual pupils.

## Information about this inspection

- This inspection was commissioned by the Department for Education in order to confirm whether the school was likely to meet the independent school standards and other requirements needed to operate as an independent school.
- This was the first pre-registration inspection of the proposed school.
- The inspector held discussions with a representative of KG, the headteacher designate and the person who has oversight of health, safety and estates for KG. He met with the school's administrator who has responsibility for maintaining the school's record of pre-employment checks on staff.
- The inspector toured the site of the proposed school accompanied by leaders. He visited the buildings currently being reconstructed.
- The inspector scrutinised the documents provided by the school, including the proposed school's child protection policy. He reviewed other policy documents. He scrutinised curriculum planning, proposed schemes of work and plans for assessment.
- The inspector checked the school's likely compliance with the independent school standards.

## Inspection team

David Selby, lead inspector

Her Majesty's Inspector

## **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(f) utilises effectively classroom resources of a good quality, quantity and range,

#### **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)(b) separate toilet facilities for boys and girls aged 8 years or over are provided except where the toilet facility is provided in a room that can be secured from the inside and that is intended for use by one pupil at a time; and
  - 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; and
- 24(2) The accommodation provided under sub-paragraphs (1)(a) and (b) may be used for other purposes (apart from teaching) provided it is always readily available to be used for the purposes set out in sub-paragraphs (1)(a) and (b).
- 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.
- 26 The standard in this paragraph is met if the proprietor ensures that the acoustic conditions and sound insulation of each room or other space are suitable, having regard to the nature of the activities which normally take place therein.

- 27 The standard in this paragraph is met if the proprietor ensures that–
  - 27(a) the lighting in each room or other internal space is suitable, having regard to the nature of the activities which normally take place therein; and
  - 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)(a) suitable drinking water facilities are provided
  - 28(1)(b) toilets and urinals have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water
  - 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.
- 28(2) The facilities provided under sub-paragraph (1)(a) will be suitable only if–
  - 28(2)(a) they are readily accessible at all times when the premises are in use; and
  - 28(2)(b) they are in a separate area from the toilet facilities.
- 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)(a) physical education to be provided to pupils in accordance with the school curriculum; and
  - 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.

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