

# The New School

St Mary's Lodge, 149 Central Hill, Upper Norwood, London SE19 1RT

**Inspection date**

30 January 2020

**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*

- This proposed mainstream school will offer a curriculum based on democratic principles. The proprietor has developed appropriate curriculum and assessment policies, including for the early years. The curriculum policy suitably outlines the intended coverage of all the required areas of learning for pupils aged four to 16.
- The International Primary Curriculum and International Middle Years Curriculum have been purchased and will be implemented for pupils of primary and lower secondary age. Suitable schemes of work are in place for all subject areas. This includes GCSE qualifications in English, mathematics, the sciences, art and design, design and technology, physical education, music, geography, history and a modern foreign language.
- The proprietor has planned a suitably impartial careers programme which is outlined in the proposed school's careers policy. Once the school admits pupils of secondary age, the proprietor intends to commission a qualified, independent careers officer to provide pupils with the required information, advice and guidance.
- An appropriate personal, social, health and economic (PSHE) education programme has been planned. It includes suitable coverage of British values, sex and relationships, and pays due regard to the protected characteristics (as identified in The Equality Act 2010).
- The school is likely to be suitably resourced and staffed.
- The requirements in this part are likely to be met.

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

#### *All paragraphs*

- The proprietor's 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 the protected characteristics.
- The proposed school will not have a religious ethos, and pupils of all religions will be welcomed. Pupils will learn about other religions and cultures as part of the PSHE education programme.
- A programme of trips, theatre workshops, visiting speakers and assemblies is planned.
- Leaders have considered how to ensure that staff refrain from sharing partisan views. It is clear in the 'teachers' toolkit' and staff code of conduct that a balanced presentation of views must be consistently presented in the teaching of all subjects.
- The requirements in this part are likely to be met.

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

#### *All paragraphs*

- The proposed child protection policy largely reflects the latest statutory guidance. However, some pertinent guidance, such as that referencing child criminal exploitation (county lines) and upskirting, is not referenced.
- The proposed designated safeguarding leader has completed an online training course. However, nobody else has completed an enhanced level of relevant training in the eventuality of the designated leader being absent.
- Leaders have sufficiently planned their arrangements for staff training and induction, and the management of concerns and referrals. However, elements of the safer recruitment process have not yet been finalised, such as how to take up professional references.
- 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. The external fire risk assessment has not yet been completed (it is booked to be completed in late February 2020). The required fire safety check logs are not yet in place, and the required checks and renewal of fire safety equipment and systems have not yet been undertaken.
- The proprietors have written a suitable first-aid policy. However, there are no trained first aiders and no accident book.
- Once recruited, staff are likely to be appropriately deployed at a typical ratio of one adult for every 15 pupils.
- Attendance registers will be taken using an online system, using the required attendance codes. However, there is no prepared admission register template.
- The proprietors have not written a risk assessment policy. However, thorough and suitable written risk assessments are in place for the premises, activities and trips.

- 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 produced a suitable single central register of vetting checks and completed and recorded checks on all those already involved in the proposed school, including trustees and the proprietor.
- The requirements in this part are likely to be met.

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

##### *All paragraphs*

- The premises, which include nine suitable learning spaces, could comfortably accommodate 120 pupils. However, they are not ready. Significant work is required to declutter the premises, install new security doors and to ensure that all fire safety requirements are met. Leaders have produced a suitable action plan which credibly suggests the premises will be ready by May 2020. Leaders intend to operate from September 2020.
- There is an appropriate medical room facility, and an agreement to make use of suitable changing and shower facilities in the neighbouring school's building.
- Toilets, washing facilities, hot water supplies and drinking water supplies are all likely to be suitable. However, drinking water supplies do not have the required signage.
- The requirements relating to lighting and acoustics are likely to be met.
- The expansive outdoor spaces, including large grassed areas and playgrounds, are likely to be suitable for physical education and recreation.
- Some of the requirements in this part are not likely to be met, as listed in the annex to this report.

#### Part 6. Provision of information

##### *All paragraphs*

- The proposed school has a comprehensive website, which includes all the required policies, information and contact details.
- The proprietor is clear about her duties in relation to pupils with education, health and care plans.
- Leaders were unable to demonstrate how they will report pupils' progress and attainment on an annual basis to parents.
- One of the requirements in this part is 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 online 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 proprietor's knowledge and understanding of the independent school standards are rapidly developing. Consultants specialising in compliance, health and safety and recruitment have been convened to provide guidance and support. There is a clear and credible action plan, which is likely to see all the independent school standards being judged as likely to be met in the coming months, well in advance of the school's anticipated opening in September 2020.
- However, some of the requirements – including the standard in this part – are not likely to be met if The New School is registered as an independent school at this time.

## Schedule 10 of The Equality Act 2010

- The proposed school is likely to be compliant with Schedule 10 of The Equality Act 2010 because the proprietor has written a suitable accessibility plan.

## Statutory requirements of the early years foundation stage

- The proposed school intends to operate a Reception class only.
- The proposed school is likely to be compliant with all the statutory safeguarding and welfare, and learning and development, requirements.

## **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	147684
DfE registration number	306/6022
Inspection number	10136111

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	All-through democratic day school
School status	Independent school
Proprietor	Lucy Stephens
Headteacher	Lucy Stephens
Annual fees (day pupils)	No fees will be charged
Telephone number	07899 895 600
Website	<a href="http://www.thenewschool.org.uk">www.thenewschool.org.uk</a>
Email address	<a href="mailto:office@thenewschool.org.uk">office@thenewschool.org.uk</a>

## Pupils

	<b>School's current position</b>	<b>School's proposal</b>	<b>Inspector's recommendation</b>
Age range of pupils	Not applicable	4 to 16	Registration not recommended
Number of pupils on the school roll	Not applicable	Up to 120	Registration not recommended

## 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	Up to 110
Number of part-time pupils	Not applicable	All pupils will attend at least four days per week, with a home study option one day per week
Number of pupils with special educational needs and/or disabilities	Not applicable	Up to 18
Of which, number of pupils with an education, health and care plan	Not applicable	Up to 5
Of which, number of pupils paid for by a local authority with an education, health and care plan	Not applicable	Up to 5

## Staff

	<b>School's current position</b>	<b>School's proposal</b>
Number of full-time equivalent teaching staff	Not applicable	12
Number of part-time teaching staff	Not applicable	4
Number of staff in the welfare provision	Not applicable	1

## **Information about this proposed school**

- The proprietor wishes to open The New School as an all-through independent day school for boys and girls in the London Borough of Croydon. The school's ethos and curriculum will focus on democratic principles.
- The proposed school has never operated and intends to open in September 2020, initially with 46 pupils of primary age.
- The proposed school will have a sole proprietor who will also fulfil the role of substantive headteacher. She will be supported by a governing body.
- The proposed school has no plans to use any alternative provision.



## Information about this inspection

- This inspection was conducted with two days' 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.
- I met with the proprietor, who was accompanied by two consultants.
- I considered a wide range of evidence to check the likelihood of the school meeting all of the independent school standards. For example, I toured the premises, reviewed key documents and policies and considered the school's proposed curriculum.

## Inspection team

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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 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 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.

#### **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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