

# Cross Keys Learning

Suite 1 the Lead Centre, Dane Valley Road, St Peter's, Broadstairs CT10 3JJ

## Inspection dates

11 February 2020

### Overall outcome

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

## Main inspection findings

### Part 1. Quality of education provided

#### *Paragraph 2*

- Pupils currently in the school follow a suitably broad curriculum that meets their learning needs. This enables them to work towards achieving relevant qualifications by the end of Year 11.
- Some pupils join the school during the latter part of key stage 4, after a period of disrupted or interrupted education. As such, they have a lot of missed learning to catch up on. Leaders' plans to increase the school's age range to 17 years would give these pupils an extra year to complete their GCSE studies. They would follow the existing key stage 4 curriculum, which meets the relevant independent school standards.
- Leaders have given appropriate thought to the relevance of the existing personal, social and health education elements of the curriculum. They have identified where content would need to be adapted for pupils above compulsory school age, specifically in relation to careers information and guidance. Their plans to tailor work experience and advice about education, employment and training opportunities for older pupils are well considered.
- The school is likely to meet the relevant parts of the independent school standards if the material change is implemented.

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

#### *Paragraph 7*

- The proprietors and headteacher demonstrate a clear understanding of their safeguarding duties. The school's safeguarding and child protection policy meets all requirements and is published on the school website. Leaders sensibly engage with local networks and experts from beyond the school to keep their knowledge current.
- Ongoing face-to-face and online training ensures that staff are suitably knowledgeable about possible risks to pupils. Clear and rigorous systems are in place for reporting

any concerns that may arise. Leaders have developed how they monitor incidents over time, so that any emerging patterns can be spotted and acted on quickly.

#### *Paragraph 11*

- The school's health and safety policy is fit for purpose. It is published on the school website. It supports leaders' work to support pupils' health and well-being.
- Leaders use helpful and rigorous processes to monitor health and safety in the school. They make routine checks on buildings and facilities, to ensure that they do not pose a risk to pupils. They seek advice from relevant experts, such as the health and safety executive, to satisfy themselves that they are being suitably vigilant.

#### *Paragraph 12*

- The proprietors continue to ensure that their duties around fire safety are met. The school has sufficient fire-fighting equipment, a working alarm system and clearly signposted evacuation routes. Equipment is checked annually by an external expert and routinely by school staff, with careful records kept. Leaders use practise drills to check that pupils and staff know what to do in the event of a fire.

#### *Paragraph 14*

- Leaders have appropriate arrangements in place for supervising pupils safely while on the school site. This includes when pupils are accessing the fenced outside space next to a building that is adjacent to the school. Published supervision rotas ensure that staff know who is responsible for supervising pupils at different points in the school day, starting with when they arrive on site. Leaders intend to recruit additional teaching and support staff in the event of being permitted to increase the number of pupils on the school role.

#### *Paragraph 16*

- Leaders give due regard to assessing risks associated with the school, as outlined in their risk assessment policy. They adopt a rigorous approach to identifying and reducing risks relating to the school site and off-site activities. They carry out detailed work to get to know pupils as part of their induction to the school. This helps adults in the school to understand and minimise risks that might link to pupils' particular needs and vulnerabilities.
- The relevant aspects of this part of the independent school standards are likely to be met if the material change is granted.

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

#### *All paragraphs*

- Leaders have made all of the required checks on proprietors, leaders and adults working in the school. They demonstrate vigilance in their approach to vetting and recruiting staff, being alert to potential risks. Records of checks are kept meticulously on the single central register.
- Additional staff will need to be appointed if the material change is granted. A teaching post currently being advertised promotes safer recruitment practices.

- The school is likely to meet this part of the independent school standards if the material change is granted.

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

##### *All paragraphs*

- The school's accommodation is light, bright and fit for purpose. There is adequate space to accommodate the extra five pupils that leaders wish to add to the school roll. A member of staff contributes routinely to ensuring that the learning environment is safe and well looked after, through a programme of ongoing maintenance.
- Pupils have access to appropriate toilet facilities, which are separate for boys and girls. This includes hand-washing facilities, with suitably hot and cold running water. These facilities would be sufficient in the event of the school roll increasing by the requested amount.
- There is a space put aside for pupils in the event of them needing medical attention. This room is also used for meetings but has appropriate hand-washing facilities and access to a nearby toilet. A medical cabinet in the locked staff room is used to store pupils' medication. Clear procedures are in place for administering this medication, with careful records kept.
- Pupils have a safe space to spend time outside. They access suitable provision for physical education at a local venue on a weekly basis.
- This part of the independent school standards is likely to be met if the material change is granted.

#### Part 8. Quality of leadership in and management of schools

##### *Paragraph 34*

- The headteacher and proprietors are suitably knowledgeable about the independent school standards, which were all judged to be met when the school was last inspected. Their ongoing work to move forward from this point suggests that standards would continue to be met if the material change was granted.
- Leaders are determined to provide the best possible education for the pupils served by the school. They describe a rigorous and appropriate response to the areas for improvement that were identified during the school's most-recent standard independent school inspection in February 2019. The plans that they shared during this inspection demonstrate some of the work already done, and the careful consideration they have given to the implications of changing the school's age range and number on roll.
- School leaders know their pupils well. This enables them to plan carefully to meet pupils' collective needs. They describe decisions that are made in pupils' best interests, rather than those of the school.
- The proprietors continue to be closely involved in the daily running of the school. They work closely with the headteacher and have clarified roles and responsibilities within this working partnership. This is helping to strengthen provision further. They are keen to seek more formal opportunities to gain external feedback on the school's

strengths and development priorities, to support their ongoing improvement work further.

- This part of the independent school standards would be likely to be met if the material change was granted.

## **Compliance with regulatory requirements**

The school is likely 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.

## School details

Unique reference number	145574
DfE registration number	886/6149
Inspection number	10136813

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 special school
School status	Independent school
Proprietor	Sharon Mount & Stephen Fuller
Headteacher	Nadia Law
Annual fees (day pupils)	£37,700
Telephone number	07936 243 771
Website	<a href="http://www.crosskeyslearning.com">www.crosskeyslearning.com</a>
Email address	<a href="mailto:enquiries@crosskeyslearning.com">enquiries@crosskeyslearning.com</a>
Date of previous standard inspection	26–28 February 2019

## Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	11 to 16	11 to 17	11 to 17
Number of pupils on the school roll	10	15	15

## Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	10	15

Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	10	15
Of which, number of pupils with an education, health and care plan	10	15
Of which, number of pupils paid for by a local authority with an education, health and care plan	10	15

## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	3	4
Number of part-time teaching staff	2	2
Number of staff in the welfare provision	4	4

## Information about this school

- Pupils are referred to the school by the local authority. Pupils often join the school having had a period of absence from full-time education. Some have been permanently excluded from their previous school.
- Most pupils at the school have an education, health and care plan, linked to their social, emotional and mental health needs. Some also have language and communication needs.
- The school's most recent inspection was a standard independent school inspection. This was the school's first inspection and was carried out on 26–29 February 2019. It was judged to require improvement. All of the independent school standards were judged to be met at this inspection.
- The school operates from a single site and does not use alternative providers.

## Information about this inspection

- This inspection was commissioned by the Department for Education (DfE) in response to a material change request from the proprietors. This request was for the school to be able to admit a further five pupils, increasing the school roll from 10 to 15 pupils.
- The inspection was carried out with two days' notice.
- When leaders were given notice of this inspection, they asked for an additional material change to be considered. Their request was for the school's age range to be extended so that pupils could stay on roll until the age of 17, instead of leaving at the age of 16. This request was notified retrospectively by school leaders to the DfE and considered as part of this material change inspection.
- I met with the headteacher and both proprietors. We toured the school site together. I reviewed a range of relevant documents, including the school's safeguarding, health and safety and risk assessment policies. I checked the school's single central record of recruitment checks and the admissions register. I also scrutinised the school's safeguarding, fire safety and maintenance records.

## Inspection team

Kathryn Moles, lead inspector

Her Majesty's Inspector



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