

Values Academy

Grove Road, Stockingford, Nuneaton, Warwickshire CV10 8JX

Inspection date

21 January 2020

Overall outcome

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

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b),

- During this inspection, the inspector checked the school's arrangements for safeguarding. These standards were met at the school's standard inspection in July 2018.
- Since that time, there have been changes in senior leadership and turbulence in staffing. All staff, including those recently appointed, have completed the necessary safeguarding training. However, those who have recently joined the school are yet to complete their induction training, which provides further guidance about putting the school's procedures to secure pupils' well-being and safety into practice. This has resulted in inconsistencies relating to the application of some aspects of the school's safeguarding policy. Records of completed staff safeguarding training are not complete.
- Safeguarding is overseen by leaders who work both in this school and the partner school. The school's safeguarding policy is informed by the most recent guidance from the Secretary of State. Safeguarding incidents that relate to the welfare of individual pupils are recorded and acted upon. The school works well with other agencies when appropriate. However, leaders have not ensured that all aspects of the school's safeguarding policy and procedures are fully adhered to. For example, senior leaders acknowledge that, as a result of these inconsistencies, some of the pupils are permitted to smoke and have not been prevented from doing so.
- At lunchtimes, some pupils leave the school site. They are supervised by a member of staff. However, because pupils spend this recreation time in a large public park, the level of supervision is not adequate, and their safety cannot be guaranteed.
- These standards are not met.

Paragraph 32(1), 32(1)(c), (Part 6)

- The safeguarding policy is available on the school's website and in hard copy to those parents and carers who request it.
- These standards are met.

Paragraphs 10 and 14

- One focus of this inspection was to check whether the school ensures that bullying is prevented in so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy. This standard was met at the school's standard inspection in July 2018.
- The written anti-bullying policy is fit for purpose. It provides guidance for staff and pupils and describes how various forms of bullying can be recognised and addressed. Staff and pupils say that particular strategies help them to work together to tackle bullying.
- The school keeps records of inappropriate behaviour and bullying. Entries in the school's records of such incidents are appropriately detailed. They are linked to individual risk assessments that are completed for pupils. Records indicate that the number of incidents has reduced in the current school year. This is as the result of the strategies used to increase awareness of bullying.
- During this inspection, pupils were appropriately supervised. There was no evidence of bullying in the school or of any of the pupils being treated unfairly during the inspection. Pupils spoken to say that they are treated with respect and that they respect each other. They say that staff are kind and care for them.
- These standards are met.

Paragraph 16

- The previous inspection found that leaders had drawn up and implemented effectively a written risk assessment policy and that appropriate actions were taken to reduce risks that were identified.
- Detailed risk assessments are undertaken for individual pupils. Leaders are currently engaged in further improving the recording and implementation of risk assessments. This is because they wish to ensure that rigorous actions are taken to reduce the risks identified. For example, where the previous behaviour of pupils is considered a risk, appropriate arrangements are made to meet the specific personal, social and emotional learning needs of these pupils. Where organised trips are made outside the school, plans are in place to ensure the safety and well-being of pupils.
- School leaders carry out risk assessments related to maintenance of the premises, and actions are planned to reduce any identified risks.
- This standard is met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c), 34(2)

- These standards were met at the school's last inspection in July 2018.
- The school's leadership team has been reorganised. The current team has been in place for a short time. Senior staff are at an early stage of developing their new roles and responsibilities.

- The proprietors and principal have not ensured that senior leaders have a secure understanding of all the independent school standards. They have not taken sufficient action to ensure that the school consistently meets all the standards.
- Several concerns have been raised with the registration authority, related to the welfare, health and safety of pupils and to the leadership of and management in the school. These concerns were considered during this inspection. The school's records indicate that leaders have followed statutory policies and procedures effectively when significant concerns have been raised. However, they have not always ensured that the fine details of the school's policies for safeguarding pupils and promoting their well-being have been fully implemented.
- Leaders have been particularly sensitive in managing a number of staffing issues. All actions taken have been recorded and, where appropriate, those actions communicated to relevant outside agencies.
- Leaders have not ensured that their safeguarding practice complies with their own policies and procedures. Some standards met at the time of the previous inspection are no longer met.
- These standards are not met.

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. Not all of the standards and associated requirements were checked during this inspection.

The school does not meet the following independent school standards

Standards that were met at the previous inspection and are now unmet.

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.

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.

34(2) For the purposes of paragraph 1(c) 'well-being' means well-being within the meaning of section 10(2) of the Children Act 2004.

School details

Unique reference number	137597
DfE registration number	937/6000
Inspection number	10137710

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	Other independent special school
School status	Independent school
Age range of pupils	11 to 18
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	25
Of which, number on roll in sixth form	3
Number of part-time pupils	2
Proprietor	Values Academy
Chair	Simon Livings
Principal	Fiona Hims
Annual fees (day pupils)	£25,605
Telephone number	02476326383
Website	www.valuesacademy.org.uk
Email address	fiona.hims@valuesacademy.org.uk
Date of previous standard inspection	10–12 July 2018

Information about this school

- Values Academy is an independent secondary special day school located in a residential area of Nuneaton, Warwickshire. It is owned by Values Academy, a privately owned non-profit-making company which is also a registered charity.
- The school provides education for pupils from 11 to 18 years old who have experienced social, emotional and mental health difficulties. There are currently 25 pupils on roll.

- The school caters for pupils with education, health and care (EHC) plans and pupils who are cared for by local authorities. At the time of the inspection, all of the pupils had EHC plans. Several pupils have autism spectrum disorder. Many pupils have been permanently excluded or withdrawn from their previous education.
- The school provides a daily breakfast club for pupils. Outdoor physical education and recreation are undertaken in the adjacent public playing field.
- The school uses alternative providers to offer vocational opportunities and work experience for young people. The alternative providers are: Positive Impact, Nuneaton; Coventry Building Workshop; Dare to Dream; Nuneaton and Bedworth Leisure Trust; and Positive Youth foundation.
- Values Academy was last inspected in July 2018 when its overall effectiveness was judged to be good.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The inspection was prompted by information received by the Department for Education which raised concerns about safeguarding, the welfare and safety of pupils, and leadership and management of the school. These concerns were considered during this inspection.
- The inspection was carried out with no notice and lasted one day.
- The inspection focused on: safeguarding; the provision for pupils' welfare, health and safety; and leadership and management.
- The principal took up her appointment in December 2019. She also has responsibility for the charity's partner school. She divides her time between the two schools. An interim school leader manages Values Academy, Nuneaton on a day-to-day basis. The substantive school leader is absent.
- The inspector met with the principal, interim school leader, Chief Executive Officer of Values Academies, staff, pupils and the school improvement partner. He held a telephone conversation with a representative of the trustees. He looked at school policies, records and reports from the principal. He also looked at information from pupils and staff. He examined the safeguarding policy and the single central record of employment checks on staff.
- Before the inspection, the inspector checked the school's website and looked at information about the school available on the internet.

Inspection team

Mike Onyon, lead inspector

Ofsted Inspector

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