

The Complete Works Independent School

3rd Floor, Universal House, 88–94 Wentworth Street, London E1 7SA

Inspection date

28 July 2020

Overall outcome

The school is likely to meet the relevant independent school standards if the material changes relating to the school provision are implemented

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b), 11, 12, 16, 32(1)(c)

- The comprehensive safeguarding policy makes appropriate reference to government guidance. The policy is available on the school's website and provides accessible and up-to-date guidance. For example, it includes information about how to recognise abuse, report concerns and whom to contact. The school's designated safeguarding lead (DSL) is clearly identified, as are the contact details of the local authorities' safeguarding teams. Separate policies, including those on preventing radicalisation and extremism, and on anti-bullying and e-safety are similarly detailed. These policies demonstrate leaders' commitment to pupils' welfare and safety.
- There is a thorough health and safety policy that covers all the requirements of the independent school standards. A useful summary provides a clear overview and is supplemented by an effective policy. Proper account is taken of the relevant health and safety laws, such as working with hazardous substances, serious incidents and the admission of visitors to the building. The on-site visit confirmed that the policy is implemented effectively. For example, there is a formal process to record visitors' details. Staff responsibilities for safeguarding are clearly identified, as are their contact details.
- Leaders have ensured full compliance with the Regulatory Reform (Fire Safety) Order 2005. A detailed fire-risk assessment has been carried out by an external, qualified assessor. The assessment identifies three areas for improvement, all of which have been dealt with in full. This includes making sure that the building's owner confirms that there is suitable protection from lightning strikes.
- The health and safety policy includes reference to the risk-assessment arrangements. A separate risk-assessment policy sets out these arrangements, including staff responsibilities. Leaders have carried out a risk assessment of the new premises in Wentworth Street. This identifies the actions taken to mitigate risks. For example, all electrical and fire equipment is tested annually.

- The independent school standards checked in this part are likely to be met if the material changes are implemented.

Part 5. Premises of and accommodation at schools

All paragraphs

- Leaders explained that the proprietary body is seeking two material changes: moving the administrative function of the school to new premises, and a change in the age range of pupils from 5–16 to 5–18. These requests are confirmed in emails between the headteacher and the Department for Education (DfE).
- In relation to the first material change, the move to the new premises has been completed. The headteacher explained that the school uses three floors of the building in Wentworth Street. Two are used as the school's central office and the ground floor provides space for art and music, construction, science and catering. Teaching takes place in four 'hubs' or centres in the London Boroughs of Tower Hamlets, Lewisham and Southwark.
- This inspection did not check the hubs except to ensure that suitable outdoor space is provided for pupils. Emails between the headteacher and the DfE confirm that the material changes relate to the third and fourth floors at Universal House, 88–94 Wentworth Street, and to admitting students aged 16–18.
- Leaders and the proprietor have ensured that the premises at 88–94 Wentworth Street provide suitable toilet and washing facilities. Changing and shower facilities are available for pupils and the first-aid room has access to water and toilets. There is an appropriate supply of hot and cold water. Lighting and heating are suitable and drinking water is available in shared areas.
- The premises are maintained to a high standard. This is likely to ensure the health and safety of pupils and adults. The building's entrance is directly from the street. External lighting is thus appropriate.
- The independent school standards in this part are likely to be met if the material changes are implemented.

Part 8. Quality of leadership in and management of schools

All paragraphs

- There is a full range of appropriately detailed policies that are available to parents and carers on request and through the school's website. The proprietor and leaders understand their safeguarding responsibilities. They ensure that staff training is updated regularly.
- The premises at 88–94 Wentworth Street provide suitable accommodation. There is sufficient capacity across the school's sites to accommodate students aged 16–18. At present, the school's registered number is 194 and there are 121 pupils on its roll.
- Leaders have ensured that the independent school standards in this part are likely to be met if the material changes are implemented.

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 changes.

School details

Unique reference number	139601
DfE registration number	211/6006
Inspection number	10154830

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 changes that the school has applied to make.

Type of school	Other independent school
School status	Independent school
Proprietor	The Complete Works Ltd
Chair	Susan Clark
Headteacher	Adam Dalton
Annual fees (day pupils)	£3,700 to £42,000
Telephone number	0207 377 0280
Website	www.tcw.org.uk
Email address	headteacher@tcw.org.uk
Date of previous standard inspection	15–17 May 2018

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	5–16	5–18	5–18
Number of pupils on the school roll	121	250	250

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed

Number of full-time pupils of compulsory school age	97	160
Number of part-time pupils	33	40
Number of pupils with special educational needs and/or disabilities	87	90
Of which, number of pupils with an education, health and care plan	74	80
Of which, number of pupils paid for by a local authority with an education, health and care plan	74	80

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	78.3	78.3
Number of part-time teaching staff	62	62

Information about this school

- The Complete Works is an independent school that offers alternative provision for boys and girls aged between 5 and 16 years. These pupils are placed at the school by a variety of local authorities and schools.
- There are currently 121 pupils on roll. The material change inspection of July 2017 recommended extension of the age range from 14–16 to 5–16, and a maximum of 194 pupils.
- Most pupils have special educational needs and/or disabilities (SEND). These include social, emotional and mental health difficulties, and additional learning and/or medical needs.
- The school operates from its registered head office at 3rd Floor, Universal House, 88–94 Wentworth Street, London E1 7SA. Pupils attend five sites: Ground Floor, Universal House, 88–94 Wentworth Street, London E1 7SA; 38 Commercial Street, London E1

6LP; Adana Building, Conington Road, London SE13 7FD; 5 Thrawl Street, London E1 6RT; and 43 Old Jamaica Road, London SE16 4TE.

- The school accommodates pupils flexibly across its five premises. It also provides other alternative places, for example in libraries or in pupils' homes, based on pupils' needs.
- All pupils have their own individual timetable. The provision for those taught off site is usually one-to-one.
- The school does not use any other alternative providers.
- The school was last inspected in May 2018, when its overall effectiveness was judged to be good.

Information about this inspection

- This inspection was commissioned by the Department for Education (DfE) during the COVID-19 (coronavirus) pandemic of 2020. Some of the inspection was conducted remotely. This was due to the restrictions placed on non-essential travel during the COVID-19 outbreak.
- The inspector scrutinised a range of documents provided by the school, including policies on safeguarding, health and safety, fire safety and risk assessments. The inspector also visited the new premises at 88–94 Wentworth Street, London E1 7SA, met with the headteacher to discuss the material change requests and toured the building.
- Leaders have applied to the DfE to make material changes to the school's registration. They are seeking to admit pupils to the sixth form and move the office to new premises. This move has already taken place. The inspection checked whether the school would be likely to meet/meets the relevant independent school standards if the DfE approves the material changes.

Inspection team

Brian Oppenheim, lead inspector

Her Majesty's Inspector

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