

# Get U Started Training

1 Haldane Street, Ashington, Northumberland NE63 8SF

**Inspection dates**

21 October 2020

**Overall outcome**

**The school meets 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)*

- At the time of the previous emergency inspection, it was found that leaders and the proprietor had not ensured the welfare and safety of pupils. For example, safer recruitment practices were not used effectively when appointing staff. Required checks had not been carried out and recorded on the single central register (SCR).
- Leaders and the proprietor have now taken decisive action to improve safer recruitment practices. A selection of staff files scrutinised at the time of the inspection showed that safer recruitment practices are now strictly adhered to and references are always taken up before staff start at the school. Leaders are also very clear about the need to make timely referrals to the Disclosure and Barring Service should the behaviour of staff members require this.
- All the required safer recruitment checks have been carried out on staff and this information has been recorded on the SCR. The SCR is checked by senior leaders.
- Records show that safeguarding training is undertaken regularly by staff. The designated safeguarding lead (DSL) was on leave on the day of the inspection. The deputy head of school, who is also the deputy DSL, was in school and provided evidence of recent staff training on the 'Prevent' duty and Keeping Children Safe in Education 2020.
- Further evidence of staff's safeguarding knowledge and understanding could be seen in the results of a recent quiz completed by staff. The staff's answers showed that they have gained an understanding of all recent updates from Keeping Children Safe in Education 2020.
- Leaders have introduced an online system for recording safeguarding incidents. Staff's concerns are recorded in chronological order. The system alerts senior leaders when a concern is recorded. Analysis of records held on the system shows that staff are recording incidents effectively and that alerts are followed up by senior leaders appropriately.
- These standards are now met.

### *Paragraph 12*

- All fire evacuation routes were checked during the inspection. Fire exits are plainly marked and clear of obstructions. Daily checks are carried out and recorded by fire marshals. This ensures all staff are aware that fire exits are clear and accessible at all times.
- Fire doors are all easy to open and exit through.
- Other aspects of fire safety, such as the frequency of fire evacuation practice, were also checked and found to comply with current standards.
- This standard is now met.

### *Paragraph 15*

- The admissions register was incomplete at the time of the previous inspection. The register was completed before the end of that inspection. Further entries since the previous inspection demonstrate that school leaders have ensured the register continues to be completed in line with the requirements of the 2006 Pupil Registration Act.
- This standard is now met.

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

### *Paragraph 18(2), 18(2)(b), 18(3)*

- The school's SCR was scrutinised as part of this inspection. All required checks have been carried out, including checks on whether staff are prohibited from teaching. All leaders and managers have undergone Section 128 checks to ensure they have not been prohibited from leading or managing an independent school.
- An analysis of a selection of staff files shows that medical health checks are carried out on all staff before they take up post.
- These standards are now met.
- *Paragraph 21(1), 21(3), 21(3)(a), 21(3)(a)(iii), 21(3)(b)*
- The school's SCR was scrutinised as part of the inspection. All required checks were recorded for every member of staff.
- The SCR is now overseen by one member of staff and is regularly checked by senior leaders.
- These standards are now met.

## Part 6. Provision of information

### *Paragraph 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(2), 32(2)(b)(i), 32(3)(g)*

- The school's website is now up and running after refurbishment.
- Links are in place to the current safeguarding policy and the school's previous inspection reports.
- Information displayed on the website makes it clear that the proprietor is also the headteacher. Contact details are provided for the proprietor outside of school hours.

- These standards are now met.

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

### *Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

- Since the previous inspection, the proprietor has brought about significant change to the leadership team.
- The head of school has now taken on more of the day-to-day leadership of the school. It is planned that she will take on a full headship role at the end of the academic year.
- The deputy head of school has also taken on more aspects of the leadership within the school. For example, although a new DSL has been appointed, the deputy head of school has undergone DSL training and is now the deputy DSL.
- School leaders have appointed an experienced school improvement partner who has supported leaders to bring about key changes. Termly meetings with the school improvement partner have enabled leaders to develop a deeper understanding of the actions required to bring about improvement within the school.
- As a result, leaders have grown in confidence and have brought about the changes needed to ensure all aspects of the independent school standards are met. This has also ensured that pupils' welfare and safety are now key priorities.
- The proprietor has ensured that the number of pupils on roll does not exceed 35, which is the number the school is registered for. At the time of the inspection, 33 pupils were on roll.
- These changes have ensured that all the standards which were found to be unmet at the previous emergency inspection are now met.
- The school submitted an action plan at the request of the Department of Education (DfE). The action plan required a minor change to the date listed for completion to the 18 October 2019. School leaders ensured all work was completed by this date.
- These standards are now met.

## Compliance with regulatory requirements

The school meets 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. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

### The school now meets 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.
- 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.

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

- 18(2) The standard in this paragraph is met if-
  - 18(2)(b) no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction which takes effect as if it contained in either such direction.
- 18(3) The checks referred to in sub-paragraphs (2)(c) and (except where sub-paragraph (4) applies) (2)(e) must be completed before a person's appointment.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(3) The information referred to in this sub-paragraph is-
  - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether-
  - 21(3)(a)(iii) a check was made to establish whether S is subject to any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction;

- 21(3)(b) in relation to each member of staff (“S”), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.

## **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)(a) the information specified in sub-paragraph (2) is provided to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate;
  - 32(1)(b) the information specified in sub-paragraph (3) is made available to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate;
  - 32(1)(c) particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school’s internet website or, where no such website exists, are provided to parents on request.
- 32(2) The information specified in this sub-paragraph is-
  - 32(2)(b)(i) where the proprietor is an individual, the proprietor’s full name, address for correspondence during both term-time and holidays and a telephone number or numbers on which the proprietor may be contacted.
- 32(3) The information specified in this sub-paragraph is-
  - 32(3)(g) a copy of the report of any inspection carried out under sections 108 or 109 of the 2008 Act or section 87(1) of the 1989 Act.

## **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 the 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.

## School details

Unique reference number	137385
DfE registration number	929/6002
Inspection number	10133393

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	Independent school
School status	Independent special school
Age range of pupils	6 to 17
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	33
Of which, number on roll in sixth form	2
Number of part-time pupils	0
Proprietor	Philip Gallagher
Chair	William Gibb
Headteacher	Philip Gallagher
Annual fees (day pupils)	£12,350 - £19,000
Telephone number	01670 850943
Website	<a href="https://www.gustschool.com/">https://www.gustschool.com/</a>
Email address	samantha.wells@gustschool.com
Date of previous standard inspection	1–3 May 2018

### **Information about this school**

- The school received its last full inspection in May 2018. The overall effectiveness of the school during this inspection was judged to be good.
- An emergency inspection was commissioned by the DfE in April 2019. This was in response to a complaint against the school's provision for safeguarding and the quality of leadership and management.
- Pupils who attend the school all have a recognised special educational need and/or disability, including social, emotional and mental health needs. All are at risk of exclusion from school. The school has Section 41 approval.
- The school currently uses a small number of external providers: Engage, Educ8 and Kirkley Hall.
- The school is currently registered for pupils aged between six years and 17 years.

## Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- The school previously received an emergency inspection on 3 April 2019, as a result of a complaint. During that inspection, the school was found to have not complied with some of the independent school standards.
- This inspection was the first monitoring inspection of the school since the emergency inspection in April 2019.
- The DfE requested that the school provide a statutory action plan.
- This plan was evaluated by Ofsted on 24 October 2019 and was accepted by the DfE, with modifications, in January 2020.
- The inspection was conducted with 30 minutes' notice in order to ensure the school was following COVID-19 (coronavirus) government guidance.
- The lead inspector held discussions with the head of school and the deputy head of school. At the time of the inspection, the proprietor was not available, but it was agreed that the head of school would deputise in his absence.
- The lead inspector scrutinised safeguarding and welfare documents, including the safeguarding policy, the SCR and the admissions register.
- A small number of files were scrutinised in order to check on the school's safer recruitment practices.
- The lead inspector, accompanied by the head of school, checked the fire evacuation routes within the school building.

## The school's proposed change to the maximum number of pupils

- The school has applied to the Department for Education (DfE) to make a 'material change' to its registration. At the DfE's request, I checked whether the school is likely to meet the relevant independent school standards if the DfE decides to approve this change. This part of the inspection was carried out under section 162(4) of the Education Act 2002.
- The outcome of this part of the inspection is: **The school is unlikely to meet the relevant independent school standards if the material change is implemented.**  
*Paragraph 23(1)(a), 23(1)(b), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 24(2), 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)(a)*
- These standards were checked and all were found to be met. Evidence included checking the school has sufficient toilets for the extra pupils, a medical room close to a toilet and meets the provision for pupils showering after undertaking physical education. All sources of hot water were checked and did not pose a risk of scalding. Drinking water supplies were readily available and clearly marked.



- These standards are likely to continue to be met if the DfE approves the material change that the school has requested.

*Standards 29 (1), 29(1)(b).*

- The school has a small yard as outdoor space. This would not provide sufficient space for 10 new pupils to play outside.
- These standards are unlikely to continue to be met if the DfE approves the material change requested by the school.
- However, the yard area is likely to be able to provide enough space for five pupils.

### **Inspection team**

Marian Thomas, lead inspector

Ofsted Inspector

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Piccadilly Gate  
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