

# Kinetic Academy

Meir Youth Cafe, Sandon Road, Meir, Stoke-on-Trent, Staffordshire ST3 7DJ

**Inspection date**

10 November 2020

**Overall outcome**

**The school meets all of the independent school standards that were checked during this inspection**

## Main inspection findings

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

*Paragraph 5, 5(a), 5(b), 5(b)(i), 5(b)(ii), 5(b)(iii), 5(b)(iv), 5(b)(v), 5(b)(vi), 5(b)(vii), 5(c), 5(d), 5(d)(i), 5(d)(ii) and 5(d)(iii)*

- The Department for Education (DfE) commissioned Ofsted to review several aspects of the school's effectiveness following the receipt of a complaint. The inspector specifically considered the extent to which the school encourages respect for other people and has due regard to the protected characteristics.
- These standards were met at the standard inspection in November 2017.
- The school ensures that the spiritual, social and cultural development of pupils is woven throughout the curriculum. For example, pupils have frequent opportunities to learn about fundamental British values. The curriculum also includes a wide range of lessons that promote pupils' understanding of prejudice and discrimination. The school offers a specific programme about diversity within society.
- Pupils have opportunities to select further programmes of learning that promote the development of confidence and self-esteem and stress management techniques.
- Leaders have drafted a new relationships and sex education policy. They plan to share the policy shortly with parents and are clear about the content they intend to teach in their school.
- Pupils raised no concerns about equality. They said they are fairly treated and feel respected.
- These standards remain met.

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

*Paragraphs 7, 7(a), 7(b), 9, 9(a), 9(b), 9(c), 10, 11, 12, 13, 14, 15, 16, 16(a), 16(b), 32(1) and 32(1)(c)*

- The DfE asked that the inspector check the availability, suitability and implementation of the school's safeguarding policy. The inspector was also asked to ascertain compliance with fire safety requirements, the effectiveness of the school's health and

safety policies and the quality of risk assessment. This was to review several aspects of the school's effectiveness following the receipt of a complaint.

- These standards were met at the standard inspection in November 2017.
- The school's arrangements for safeguarding are effective. The headteacher has considerable experience of leading safeguarding. She is very familiar with the recent changes to statutory guidance. For example, she has recently provided additional training to staff about identifying the possible mental health problems of pupils. However, the school's safeguarding policy does not reflect all of these changes. The headteacher is aware that the policy requires further review. Given the comprehensive training that is in place, it is clear that leaders have the capacity to address this shortcoming quickly.
- The safeguarding policy was not available via the school's website at the time of the inspection. The school's website is currently being reviewed and is unavailable. A hard copy of the safeguarding policy is readily available upon request.
- Staff spoke with confidence about how they keep pupils safe. Staff know how to act upon any concerns, and take their responsibilities seriously.
- The school's behaviour policy is appropriate and is implemented effectively. Leaders keep detailed records of any incidents. All pupils have special educational needs and/or disabilities (SEND). Pupils arrive at Kinetic after often long periods of absence from their previous schools. During the inspection, pupils followed teachers' instructions politely and quickly. Pupils raised no concerns about poor behaviour. Pupils all said that behaviour was appropriate, and they were able to explain the consequences of making the wrong choices.
- Health and safety procedures are robust and risk assessments are effective. Leaders shared a wide range of documentation to demonstrate how they manage risks.
- Fire safety measures comply with government expectations. Fire training is in place, extinguishers are checked by an external contractor, checks are made on emergency lighting and call points and any identified actions in the fire risk assessment are being, or have been, addressed.
- The school's first-aid policy and recording of accidents is appropriate.
- These standards remain met.

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

*Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3), 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c), 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b) and 21(4)*

- The DfE asked the inspector to evaluate the school's recruitment and vetting procedures. This was to review several aspects of the school's effectiveness following the receipt of a complaint.
- These standards were met at the standard inspection in November 2017.

- The single central register is compliant. The record includes the necessary checks and is available electronically.
- Appropriate recruitment and vetting checks are undertaken before staff commence employment.
- The school does not employ supply staff.
- These standards remain met.

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

*Paragraphs 23(1), 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), 29(1)(a) and 29(1)(b)*

- The DfE asked the inspector to check the overall standard of accommodation and security measures. This was to review several aspects of the school's effectiveness following the receipt of a complaint.
- These standards were met at the standard inspection in November 2017.
- The building is maintained to a high standard. The accommodation is bright and clean. Classrooms and public areas are fit for purpose.
- The building is secure. Staff control access to the main lobby. In the lobby, visitors can be vetted before passing through a further secure door into the school.
- Toilet and washing facilities are always available to students and staff. Leaders have decommissioned the shower. However, shower facilities are available at the venue where pupils participate in physical education.
- The medical room meets the standards set out by the DfE. The lighting and acoustics across the site are satisfactory.
- These standards remain met.

#### Part 6. Provision of information

*Paragraph 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(e), 32(1)(f), 32(1)(g), 32(1)(h), 32(1)(i), 32(1)(j), 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(i), 32(2)(b)(ii), 32(2)(c), 32(2)(d), 32(3), 32(3)(a), 32(3)(b), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(f), 32(3)(g), 32(4), 32(4)(a), 32(4)(b) and 32(4)(c)*

- The DfE asked the inspector to check the availability and suitability of the school's safeguarding policy. This was to review several aspects of the school's effectiveness following the receipt of a complaint.
- These standards were met at the standard inspection in November 2017.
- Information about the school's safeguarding policy is set out in Part 3.
- All other information was available upon request. For example, the school shared evidence of the information they provide to the local authority when pupils' education, health and care plans are reviewed. The school's admissions, behaviour and exclusion policies are fit for purpose.
- These standards remain met.

## Part 7. Manner in which complaints are handled

*Paragraph 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii), 33(k)*

- The DfE asked the inspector to review the school's complaints policy. This was to review several aspects of the school's effectiveness following the receipt of a complaint.
- These standards were met at the standard inspection in November 2017.
- The complaints policy is fit for purpose. For example, the policy includes appropriate timescales and allows for panel hearings in the event of formal complaints. Any complaints are kept on file and are available for inspection.
- These standards remain met.

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

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

- The DfE asked the inspector to consider the quality of leadership and management. In particular, the DfE asked about the overall culture of the school and the extent to which staff receive adequate training. This was to review aspects of the school's effectiveness following the receipt of a complaint.
- These standards were met at the standard inspection in November 2017.
- The school has recently appointed several new staff. Teachers report that they feel well trained. They say that pupils' behaviour is good. They feel well supported by the headteacher.
- The headteacher has established a range of effective systems and policies. Pupils say that they are happy and feel safe. In the last year, pupils gained qualifications and accreditation across a wide range of curriculum areas.
- The school commissions support from consultants and specialists. These professionals provide the school with advice about the curriculum and provision for pupils with SEND. This commissioning demonstrates leaders' desire to continually improve the school. Leaders are receptive to challenge and feedback.
- The school's voluntary advisory committee has not met for several months due to the COVID-19 (coronavirus) pandemic. The headteacher is considering how these meetings can be reconvened.

## Schedule 10 of the Equality Act 2010

- The school has an accessibility plan that sets out the actions they are taking to improve participation in the curriculum, the physical environment and the availability of accessible information.
- The plan is appropriate and is due for review at the end of the year.

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

## School details

Unique reference number	140330
DfE registration number	861/6011
Inspection number	10161892

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 school
School status	Independent school
Age range of pupils	11 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	15
Proprietor	Nicola Tomlinson
Headteacher	Nicola Tomlinson
Annual fees (day pupils)	£45,000
Telephone number	01782 333344
Website	<a href="http://www.kinteic-academy.co.uk">www.kinteic-academy.co.uk</a>
Email address	<a href="mailto:director@kineticmail.co.uk">director@kineticmail.co.uk</a>
Date of previous standard inspection	31 October–2 November 2017

## Information about this school

- The previous standard inspection was conducted on 31 October–November 2017. Overall effectiveness was judged as good. The school's leadership and management were judged as outstanding. There have been no additional inspections since this time.
- Kinetic Academy is in Meir on the outskirts of Stoke-on-Trent. It has exclusive use of a two-storey building that is owned by the local authority.
- The school uses three alternative providers called Velocity Training Academy, Serenity Farm and Stoke-on-Trent College.
- Kinetic Academy provides education for pupils with social, emotional and mental health difficulties. All pupils have an education, health and care plan.
- The school has no religious character.

## Information about this inspection

- This inspection was commissioned by the DfE because of a complaint. The complaint raised concerns relating to: the spiritual, moral, social and cultural development of pupils; the welfare, health and safety of pupils; the suitability of staff; the standard of the premises; and the extent to which leaders and managers have the skills and knowledge required to ensure that the independent school standards are consistently met.
- The inspection was conducted with 30 minutes' notice.
- The inspector met with the headteacher, who is also the proprietor. Meetings were held with the school's human resources director and student support manager.
- The inspector reviewed a range of documentation including: the single central register, risk assessments, health and safety policies, the admissions and attendance register, the first-aid policy and safeguarding files.
- The inspector met with pupils and staff throughout the inspection.
- The inspector spoke to the designated officer and visited one of the alternative providers used by the school.

## Inspection team

Jonathan Keay, lead inspector

Her Majesty's Inspector

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