

ES Independent School Kirklees

20 Prospect House, Greenhead Road, Huddersfield HD1 4EN

Inspection dates

24 November 2020

Overall outcome

The school is likely to meet all the independent school standards when it opens

Main inspection findings

Part 1. Quality of education provided

Paragraphs 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(1)(b)(ii), 2(2), 2(2)(a), 2(2)(b), 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii), 2(2)(i)

- The proprietor has ensured that there is a curriculum policy. The policy is easily accessed from the proposed school's website. The policy reflects the school's mission, which is to provide a fresh start for pupils who have struggled in mainstream education.
- The curriculum is ambitious and relevant to the pupils who are likely to be referred to the school. The proprietor is keen that pupils develop knowledge of the world and themselves. The curriculum policy reflects the importance of improving pupils' literacy and numeracy skills. Pupils will have access to a wide range of publicly recognised qualifications.
- The core curriculum subjects available to pupils are English, mathematics and personal and social development. The headteacher plans to deliver the wider curriculum through themed programmes. For example, the school's 'Get Creative' programme covers science, information technology, art and design, textiles, cookery and performing arts. Physical education will be delivered through a programme called 'Get Physical'. The headteacher has designed a programme called 'Get Healthy'. This is focused on helping pupils develop healthy attitudes towards themselves and others. This programme includes the curriculum content for personal, social, health and relationships education (PSHRE).

Paragraphs 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii), 2(2)(g)

- The proprietor is passionate about improving the employability of pupils. The curriculum includes vocational subjects and careers education.
- The headteacher has prepared schemes of work that show how pupils will be taught to understand the world of work.
- The proprietor has arranged for independent careers advisers to come into the school at regular intervals. The careers advisers will deliver group sessions to pupils as well as offering individual advice and guidance meetings.

- The proposed school aims to cater for students up to the age of 19. The headteacher has designed programmes of study specifically for post-16 students. These programmes focus on functional skills and work-related learning. The proprietor has made links with local businesses to develop supported internships for students.

Paragraphs 2(2)(h), 3, 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(g), 3(h), 3(i), 3(j), 4

- The headteacher has written detailed schemes of work for all subjects. These give a clear overview of what will be taught as well as the key objectives for each half term's work.
- The headteacher has provided staff with documents and training so that they know how to implement the school's curriculum policy. The training available to staff reflects the range of needs that pupils may have. This includes training on how to meet a range of special educational needs and/or disabilities (SEND) and/or where pupils have English as an additional language.
- The headteacher has designed a framework for assessing pupils' progress in the school. There will be initial screening tests when pupils join the school and then half termly reviews against agreed targets. A written report will be sent home at the end of each term.
- The headteacher is experienced in teaching pupils with SEND. There will be personalised plans for all pupils. The schemes of work anticipate the needs of pupils who may join the school. Pupils can access recognised qualifications from entry level up to GCSE.
- The proprietor is keen to meet a wide range of special educational needs, and this is reflected in the application for the proposed school submitted to the Department for Education (DfE). However, the proprietor acknowledges that the school does not currently have the staff or facilities for pupils with multi-sensory impairment or complex physical disabilities.
- The proprietor has ensured that there is appropriate staffing, resources and equipment for pupils who may have cognition and learning needs, autism or social, emotional and mental health needs. The headteacher knows how to work with local authority agencies to design individual programmes for pupils with sensory and physical needs including visual impairment and hearing impairment.
- The standards in this part are likely to be met.

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

Paragraphs 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), 5(d)(iii)

- The proprietor has a clear view of the proposed school's role in pupils' spiritual, moral, social and cultural (SMSC) development. The proprietor is committed to helping pupils play a constructive part in society. The school's motto is 'It's your time', which is about making a difference to self and others. This motto is woven into the school's policies and schemes of work.
- The headteacher has developed overview documents for each half-term of study. The headteacher has noted opportunities for the SMSC development of pupils in these documents.

- School leaders have thought about how to teach pupils about tolerance of different cultures. For example, some staff have made short films about themselves. These films reflect the diversity in staff who work across the organisation. Pupils will be encouraged to add to this film project through their PSHRE lessons. The headteacher hopes that this will help pupils understand people from a range of cultural backgrounds.
- The headteacher intends to invite visiting speakers into the school so that pupils can learn more about the different roles people play in the local community. There is a code of conduct for visitors to follow to ensure that presentations are appropriate.
- The proprietor has established a youth board which shadows the work of the board of directors. This is one of the projects planned to help pupils learn about democracy and decision-making.
- The pastoral team has made links with a range of local organisations. It has plans for pupils to work on projects in the local community. The proprietor's intention is that this community work will build pupils' confidence in working with a range of people.
- The standards in this part are likely to be met.

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b)

- The proprietor has ensured that there is a safeguarding policy in place. This policy reflects current government guidance. The policy is informative, detailed and published on the proposed school's website.
- The proprietor has appointed a pastoral leader who works across the proprietary group as the designated safeguarding lead. The pastoral leader is supported by two centre coordinators who will be based in the school. All three staff have received enhanced safeguarding training.
- The designated safeguarding lead knows how to refer any concerns about a pupil to the local authority. The proprietor will be meeting with the designated safeguarding lead on a regular basis to monitor the progress of any referrals made by the school.
- The proprietor has invested in training for all staff to ensure they know how to keep pupils safe. There is a comprehensive induction programme for new staff. Before they start work at the school, staff complete safeguarding training with online certification. The proprietor will ensure that all staff receive annual refresher training in safeguarding.
- The designated safeguarding lead will run additional training at the school's fortnightly staff meetings. This training will focus on specific safeguarding issues as needed.

Paragraphs 9, 9(a), 9(b), 9(c), 10

- The proprietor has ensured there is a behaviour policy in place. This policy is available on the proposed school's website. The policy describes the restorative approaches that staff will take when dealing with pupils who are upset or angry.
- The headteacher will gather information about pupils when they join the school. This will include information from pupils and parents and carers. The headteacher plans to

agree termly targets with pupils. Some of these targets will be about behaviour. There is a reward system so that pupils can see when they are doing well.

- The pastoral leader will meet with all staff once a fortnight. Staff will be able to discuss any emerging concerns about pupils at this meeting.
- The proprietor has ensured that there is an anti-bullying policy which explains the school's expectations and how staff will respond to any concerns about pupils. The headteacher has developed resources to educate pupils about bullying and how to prevent it.

Paragraphs 11, 12, 13, 14, 15

- The proprietor has produced a health and safety policy which shows a good understanding of statutory requirements. The policy explains what staff must do to keep staff, pupils and visitors safe. The proprietor has organised a specialist health and safety agency to carry out annual audits of the school's systems for health and safety.
- The proprietor has employed a qualified agent to complete a fire risk assessment of the proposed school and check the fire safety equipment. Evacuation routes and assembly points are clearly signed. The headteacher is aware that pupils may have additional needs and need extra help if there is an emergency. The school business manager will support the headteacher in writing personalised evacuation plans as needed.
- There is a first aid policy which explains what staff must do in case of an accident. All staff have received first aid training. There is a well-stocked first aid box near to the medical room. There is an accident reporting form and a system in place for recording the administration of medication.
- If the proposed school can open, the proprietor intends to enrol up to 20 pupils in the first instance. There are already staff appointed to manage this number. There are plans in place to monitor the staff to pupil ratio if the school expands over time.
- The proprietor has ensured that there is an admission register in place. The headteacher is aware of the information that must be recorded when a pupil joins or leaves the school. School leaders know how to pass on any concerns regarding a pupil's destination to the local authority.
- There is an attendance policy and attendance register in place. The pastoral lead is clear about how staff will follow up pupil absence daily. The school's approach will include phone calls and home visits on the first day a pupil is absent. The designated safeguarding lead knows how to make referrals to local agencies if a pupil's attendance is causing concern.

Paragraphs 16, 16(a), 16(b)

- The proprietor has ensured there is a risk assessment policy. This policy explains when to carry out a risk assessment and what it should cover. There are a range of risk assessments in place covering, for example, the use of hazardous substances, educational visits, classroom activities, use of equipment and lone working.

- The headteacher plans to complete an individual risk assessment on pupils when they join the school. This will be agreed with the pupil and their parents and kept under review.
- The standards in this part are likely to be 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), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(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)

- The proprietor has ensured that pre-employment checks are completed for all staff in line with current government guidance.
- School leaders have attended training in safer recruitment and are clear about their responsibilities when recruiting staff.
- The proprietor knows how to carry out all the necessary checks on supply staff if she does have to use staff from an employment agency.
- The proprietor has ensured that all required checks are completed for members of the proprietary board.

Paragraphs 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), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c), 21(6)

- The proprietor has a single central register (SCR) showing all pre-employment checks. The proprietor is able to explain how this information is gathered.
- This SCR will be monitored by the proprietor.
- The standards in this part are likely to be met.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1), 23(1)(a), 23(1)(b), 23(1)(c)

- The toilets in the school have been recently refurbished. There is a toilet with disabled access on the ground floor of the school building. There are two suites of toilets for male and female pupils on the first floor. These have several cubicles and wash basins. There is a shower room with its own toilet. The water for handwashing in the toilet blocks is warm and does not run too hot.

Paragraphs 24(1), 24(1)(a), 24(1)(b), 24(2)

- The medical room is well maintained and newly decorated. It has a bed and is located near to a toilet. At the time of the inspection, the wash basin for the medical room was not in place. However, the proprietor was able to show written proof from the plumbing contractor that this work had been booked in and would be completed within a few days.

Paragraphs 25, 26, 27, 27(a), 27(b)

- The proprietor has ensured that all the rooms in the school are clean, airy and well decorated. There is a pleasant social space for pupils to spend breaks and lunchtimes. There is suitable lighting and acoustics in the school.
- There is external lighting around the building. The outside area is gated and there is a buzzer system at the school entrance to enhance security.

Paragraphs 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), 29(1)(b)

- The proprietor has ensured that taps for drinking water are clearly labelled and can always be accessed by pupils.
- The hot water from taps in the toilets and the kitchen did not pose a scalding risk when checked during the inspection.
- The proprietor has provided a safe outdoor space. This space was rather bare when checked, but the proprietor said that there are plans to work with pupils on a garden project.
- There is space for physical activity at the school. However, the proprietor has also organised for pupils to use a local sports centre and park. These are a short walk from the school. There are risk assessments in place for these venues.
- The standards in this part are likely to be met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(f), 32(1)(g), 32(1)(h), 32(1)(i), 32(1)(j), 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), 32(4)(c)

- The proposed school has a website which is easy to access. The proprietor has ensured that all required policies and information are published on the website.
- The admissions policy has detailed information about what the school offers and how to make a referral to the school. The admissions policy is available from the school's website. The proprietor has a document which explains the school fees, and this is available on request.
- The headteacher has designed a template for an annual report for parents and referring agencies.
- There are policies in place that explain how pupils with SEND and pupils for whom English is an additional language will be supported. These policies are available on request.
- The proprietor intends to publish inspection reports on the school's website.
- There is no information about pupils' academic performance because the school is not open. However, the proprietor intends to put this information on the school's website when appropriate in the future.

Paragraphs 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(ii), 32(2)(d)

- The contact information for the headteacher and the proprietor group is on the school's website.

- The school's mission and the ethos of the proprietor group is explained on the school's website.
- The standards in this part are likely to be 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 proprietor has ensured that there is a complaints policy which is accessible from the school's website. The policy explains each stage of the complaints procedure and the timescales for when the school's leaders will respond to any complaint.
- The proprietor has ensured that there will always be a panel member who is independent of the management of the school. The policy is clear that parents can attend any panel hearing and be accompanied by a friend or supporter.
- The proprietor understands the importance of keeping accurate records. She has a secure file ready for storing any records relating to complaints. This file will be available for scrutiny if needed.
- The proprietor has a system in place to publish the number of formal complaints received by the school.
- The standards in this part are likely to be met.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b), 34(1)(c)

- School leaders are committed to improving the future life chances of the pupils who may be referred to the proposed school. The proprietor has developed a school ethos which is clearly communicated through the proposed school's policies and curriculum.
- The headteacher is an experienced teacher and school leader. She is supported by other school leaders who are knowledgeable about their areas of responsibility. The senior leadership team has experience in education, safeguarding, community engagement and school business management.
- The proprietor is an experienced educator and community leader. She is supported by a board of directors who bring knowledge of community services, student support and therapeutic practice. The proprietor plans to meet with the senior leadership team of the school every fortnight to provide support and challenge.
- Leaders understand the importance of ensuring that the school meets all of the independent school standards consistently. They are committed to developing a robust culture of safeguarding in the proposed school.
- The standards in this part are likely to be met.

Schedule 10 of the Equality Act 2010

- The proprietor is aware of her duties under the Equality Act 2010 and is committed to broadening opportunities for the pupils in her care.

- The headteacher has developed curriculum resources and additional activities to help pupils understand the world around them and to foster tolerance and understanding of people with a wide range of lifestyles, beliefs and needs.
- The proprietor has ensured that there is an appropriate accessibility plan in place.
- This standard is likely to be met.

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.

Proposed school details

Unique reference number	148175
DfE registration number	382/6020
Inspection number	10168579

This inspection was carried out under section 99 of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards that are required for registration as an independent school.

Type of school	Other independent school
School status	Independent school
Proprietor	Employability Solutions Kirklees Ltd
Chair	Claire Cook
Headteacher	Gayle Worswick
Annual fees (day pupils)	£10,500
Telephone number	01484 506 307
Website	www.employabilitysolutions.com
Email address	info@employabilitysolutions.com
Date of previous standard inspection	Not previously inspected

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	n/a	11 to 19	11 to 19
Number of pupils on the school roll	n/a	60	60

Pupils

	School's current position	School's proposal
Gender of pupils	n/a	Mixed
Number of full-time pupils of compulsory school age	n/a	60
Number of part-time pupils	n/a	0
Number of pupils with special educational needs and/or disabilities	n/a	60
Of which, number of pupils with a statement of special educational needs or an education, health and care plan	n/a	Up to 29
Of which, number of pupils paid for by a local authority with a statement of special educational needs or an education, health and care plan	n/a	Up to 29

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	9	11
Number of part-time teaching staff	0	0
Number of staff in the welfare provision	5	6

Information about this proposed school

- The proposed school is located in a large detached house in Huddersfield's conservation area.
- The proprietor of the proposed school intends to cater for pupils who have struggled in a mainstream setting. The pupils admitted to the proposed school are likely to have a range of barriers to learning. The pupils may have cognitive and learning needs, specific learning difficulties, moderate learning difficulties, behavioural, emotional and social development needs, behavioural, emotional and social difficulties, a diagnosis of autism, communication and interaction needs, speech, language and communication needs and/or sensory or physical needs including visual impairment or hearing impairment. Some pupils may have education, health and care plans, but this is not a requirement for admission to the school.
- The proprietor of the proposed school does not intend to cater for multi-sensory impairment of physical disability, even though they had indicated this on the original application form to the DfE.
- The proposed school will be staffed by a headteacher, four senior leaders, six subject teachers and six support assistants.
- The proposed school expects to take referrals from local authorities.
- The proposed school does not expect to use any alternative provision.

Information about this inspection

- This first pre-registration inspection was commissioned by the DfE during the COVID-19 (coronavirus) pandemic of 2020. Some of the inspection was conducted remotely. This was due to restrictions placed on non-essential travel during the COVID-19 outbreak.
- The inspection was carried out at two days' notice.
- I held online meetings with the proprietor, headteacher and other school leaders.
- I visited the site to check the school premises against the independent school standards.
- I reviewed a range of online information, policies and documents associated with the independent school standards.

Inspection team

Patricia Head, lead inspector

Her Majesty's Inspector

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