

# Employability Solutions Independent School

52 Wellington Street, Garston, Liverpool, Merseyside L19 2LX

**Inspection date**

16 March 2021

**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), 9, 9(a), 9(b), 9(c), 11, 14, 16, 16(a), 16(b), 32(1) and 32(1)(c)*

- Leaders ensure that practices to protect children are fit for purpose. A suitable safeguarding policy is published on the school's website, and reflects the latest statutory guidance, including 'Keeping children safe in education' (September 2020).
- The health and safety policy is suitable. It states who is responsible for aspects of health and safety. It also outlines the way in which leaders monitor and review its measures to meet health and safety requirements.
- The risk assessment policy is appropriate and underpins other risk assessments. It links well to other policies, including first aid, safeguarding, behaviour, anti-bullying and health and safety.
- Leaders understand the importance of recording concerns. Teaching staff maintain detailed records on pupils. This contributes to leaders having a clear overview of provision for pupils.
- The premises are secure, well-maintained and appropriately risk assessed. Staffing ratios are appropriate and reflect pupils' needs. Older pupils and younger pupils have separate breaktimes and lunchtimes. This means pupils are appropriately supervised at all times of the day.
- The school's behaviour policy is suitably implemented. The policy makes clear the school's aims and expectations, together with the rewards and sanctions that pupils receive. Sanctions imposed for incidents of misbehaviour are all recorded on the school's online system. Pupils' behaviour during the inspection was calm and managed well. Pupils and staff spoken with during the inspection said that they feel that the school is a safe place.
- This standard is met.

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

*Paragraph 17, 18(1), 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), 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) and 21(6)*

- The proprietor and leaders follow safer recruitment procedures when appointing staff. Leaders carry out all required checks to ensure that staff pose no risk to pupils. These checks are recorded and show that staff are suitable to work with pupils. Recent employment advertisements follow the guidance published from the Secretary of State and include a statement about leaders' commitment to safeguarding pupils.
- Staff receive regular training in how to recognise, report and record safeguarding concerns to protect young people. The team of staff who are responsible for safeguarding have developed a suitable training programme that runs across the school year. It includes a wide range of training about welfare, health and safety matters to enhance the knowledge staff need to keep pupils safe.
- 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)*

- Leaders demonstrate a strong understanding of the independent school standards. They are committed to actively promoting pupils' well-being. There are suitable policies and procedures in place to ensure that standards relating to welfare, health and safety and suitability of staff are met. Leaders check that staff are implementing these policies and procedures.
- Leaders have ensured that they are compliant with all the independent school standards checked during this inspection. As a result, the independent school standard checked in this part is met.

#### Schedule 10 of the Equality Act 2010

- The school meets the requirements of schedule 10 of the Equality Act 2010. Leaders are fully committed to ensuring that the school is fully accessible for all pupils.

## **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	145463
DfE registration number	341/6013
Inspection number	10181113

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 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	14
Of which, number on roll in sixth form	0
Number of part-time pupils	0
Proprietor	Claire Cook
Chair	Mrs Claire Cook
Headteacher	Mrs Gayle Worswick
Annual fees (day pupils)	£9,500
Telephone number	0151 427 4193
Website	<a href="http://www.employabilitysolutions.com">www.employabilitysolutions.com</a>
Email address	<a href="mailto:admin@employabilitysolutions.com">admin@employabilitysolutions.com</a>
Date of previous standard inspection	4–6 December 2018

## Information about this school

- The school does not use any other alternative providers of education.
- The previous standard inspection was conducted in December 2018.

## Information about this inspection

- The Department for Education (DfE) requested that Ofsted conduct an emergency inspection. The DfE commissioned this inspection to check if the school continues to meet the independent school standards in relation to welfare, health and safety, suitability of staff and leadership and management.
- The inspection was unannounced.
- The inspector examined the school's website and looked at a wide range of documents relating to behaviour and the school's procedures for safeguarding pupils.
- The inspector reviewed the school site and held discussions with the proprietor and senior leaders. He spoke with those responsible for safeguarding and a representative from the local authority. He also spoke formally with a group of pupils and with members of staff about pupils' behaviour and safeguarding procedures in school.

## Inspection team

Simon Hunter, lead inspector

Her Majesty's Inspector

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