

# New Ways School

300 Redhill road, Kings Norton, Birmingham, West Midlands B38 9EL

## Inspection dates

9 June 2021

## Overall outcome

**The school does not meet all of the independent school standards that were checked during this inspection**

## 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)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii), 2(2)(f), 2(2)(h), 2(2)(i), 3, 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(g), 3(h), 3(i), 3(j) and 4*

- The school's curriculum is tailored to pupils' needs and covers a suitably broad range of subjects. Since the last full inspection, leaders have strengthened the curriculum by adding more subjects. Teaching takes account of what pupils already know and is organised so that pupils can make progress and enjoy feelings of success. In many subjects, pupils work towards recognised qualifications.
- During this inspection, pupils' work and learning were seen in English, mathematics and food technology. In all cases, work was pitched at an appropriate level, engaged pupils' interest and enabled them to improve their knowledge and understanding.
- During the recent disruption caused by COVID-19 (coronavirus), staff provided meaningful remote education to those pupils not in school. They also maintained regular contact with pupils and home. Indeed, staff speak with home daily as a matter of routine.
- Leaders have also reviewed and improved the school's personal, social and health education (PSHE) programme. Plans seen during this inspection took account of the new requirements for relationships and sex education. The curriculum promotes an informed understanding of what constitutes healthy relationships. Staff teach pupils about the importance and value of respect. Lesson plans include information about the protected characteristics and the harm that prejudice and discrimination can do.
- The school provides pupils with helpful guidance about next steps and careers. This is planned in a systematic way and pupils are supported to make the most of the opportunities available to them.
- Classroom spaces and resources are used well. Staff manage pupils' behaviour and moods in line with the school's agreed policies. These set out clear guidance for staff and encourage pupils to take responsibility for their actions.

- These standards are 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) and 5(d)(iii)*

- As noted in Part 1, the school's PSHE curriculum is fit for purpose and has been strengthened in recent times. The subject is taught regularly and helps pupils to understand the difference between right and wrong. Through different topics, pupils learn about British values and how democratic decisions are made.
- Staff invite visiting speakers into school to help educate pupils about the risks they may face outside school. This supports the school's work to help pupils make positive and responsible choices. Together with a carefully thought-out careers guidance programme, this helps pupils to think about their futures and how they can become responsible members of society.
- In response to a recommendation made at the last inspection, the school now does more to teach pupils about world religions. Leaders have also added citizenship to the curriculum, which complements the school's PSHE programme. Staff teach pupils about the dangers of extreme views and are alert to any signs that a pupil may be at risk of harm.
- The school does not offer any after-school activities, although a variety of indoor and outdoor games and activities are available to pupils at lunchtimes.
- These standards are met.

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

*Paragraphs 7, 7(a), 7(b), 11 and 13*

- The inspection found that all medicines, including an inhaler, were kept in a locked cupboard in the school's main office. While it is right that many medicines should be stored under lock and key, an inhaler should not be locked away because this could restrict access in an emergency. This error was rectified during this inspection and staff are now alert to the statutory guidance that is published in 'Supporting pupils with medical conditions in school'. However, this error means that the independent school standards relating to government welfare advice, and the effective implementation of health and first-aid policies were not met.
- Other aspects of safety and safeguarding are currently managed well. The school has an up-to-date safeguarding policy that is published on its website. The school usually communicates well with other agencies. Staff ensure that pupils are well supervised and get the right sort of support.
- In one instance in 2020, staff did not submit a safeguarding referral in a timely manner. In response, the school's leadership took action to tighten up reporting procedures. During this inspection, checks on more recent referrals and other safeguarding records found that staff do follow correct procedures. Safeguarding referrals submitted this year have been done in a timely manner and detailed records are kept. Leaders present as evaluative and respond to advice and feedback in constructive ways.

- These standards are not met.

*Paragraphs 9, 9(a), 9(b), 9(c), 10, 12, 14, 15, 16, 16(a) and 16(b)*

- The school's behaviour and anti-bullying policies are fit for purpose and implemented consistently. Pupils say that they are treated fairly. They report that the rewards and sanctions used by the school are reasonable and effective. Pupils can explain how the school has helped them to improve aspects of their behaviour. During this inspection, the school was calm and orderly and staff managed pupils' behaviour well. Relationships between adults and pupils are constructive.
- Staff are trained in how to use physical intervention. Its use is not common, and any instances are recorded correctly. When any serious misbehaviour occurs, staff record this in the correct way. They also keep a log of follow-up actions taken to reduce the likelihood of such behaviour reoccurring.
- Admission and attendance registers are kept as they should be. Similarly, records of fire-safety checks and drills are up to date and were readily available for inspection.
- Risk assessments are comprehensive and show that known and potential risks are managed in proportionate and considered ways.
- These standards are 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), 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(4), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c), 21(6), 21(7), 21(7)(a) and 21(7)(b)*

- The school's single central register of employment checks on staff is up to date and completed correctly. Staff files and other confidential records are kept in a locked cabinet in an office.
- The proprietor has checked that staff are not subject to any orders that prohibit them from teaching or holding a management position in a school.
- These standards are met.

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

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

- The proprietor has not ensured that all the independent school standards, including a standard relating to welfare, have remained met over time.
- Leaders' misunderstanding about the storage of inhalers was corrected during this inspection. However, until that point, they had not paid sufficient attention to the specific statutory guidance about this matter. Consequently, not all the independent school standards have remained met over time.

- In all other respects, leadership and management presents as effective. The school's leaders have improved the quality of education provided. They have ensured that pupils make progress in improving their learning, behaviour and confidence.
- The proprietor has maintained regular oversight of the school's work and is informed about its quality and effectiveness.
- These standards are not met.

## **Compliance with regulatory requirements**

The school does not meet 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, as set out in the annex of this report. Not all of the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	145417
DfE registration number	330/6036
Inspection number	10192947

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 17
Gender of pupils	Mixed
Number of pupils on the school roll	22
Number of part-time pupils	0
Proprietor	Keys Group
Chair	David Manson
Headteacher	Michelle Woodward
Annual fees (day pupils)	£40,850
Telephone number	0121 451 2055
Website	<a href="http://www.education.keys-group.co.uk">www.education.keys-group.co.uk</a>
Email address	<a href="mailto:admin.newways@keys-group.co.uk">admin.newways@keys-group.co.uk</a>
Date of previous standard inspection	5–7 February 2019

## Information about this school

- The school opened in August 2018 and was called Fairways School. Its first standard inspection took place in February 2019, when it was judged to be a good school. Since then, the school has changed its name to New Ways School to avoid confusion with another organisation.
- The school operates in a refurbished, single-storey community centre adjacent to a golf club in the south-west area of Birmingham.
- The school is part of the Keys Group, a care and education provider for children in the UK and Ireland.

- The school does not make use of any alternative provision.
- The school is registered to provide for up to 25 pupils in key stages 3 and 4 with special educational needs and/or disabilities, such as social, emotional and mental health issues, autism spectrum disorder, attention deficit hyperactivity disorder, conduct disorder and/or dyslexia. Most pupils have an education, health and care plan.
- The school does not have a religious character.

## Information about this inspection

- The inspection was prompted by information received by the Department for Education, which raised concerns about an aspect of the school.
- The inspection was carried out with no notice and lasted one day.
- The inspection focused on the quality of education provided, provision for pupils' spiritual, moral, social and cultural development, provision for pupils' welfare, health and safety, the suitability of staff and the effectiveness of leadership and management.
- The inspector met with the headteacher and other staff. In addition, he met with a Keys Group education director, talked with pupils, visited lessons and looked at work and curriculum plans. He examined school policies, records, safeguarding information and the single central register of employment checks on staff.
- Before the inspection, the inspector checked the Keys Group website. He also looked at the online questionnaire, Ofsted Parent View, where there were no recent responses.

## Inspection team

Martin Pye, lead inspector

Her Majesty's Inspector



## **Annex. Compliance with regulatory requirements**

### **The school does not meet 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.
- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.

#### **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 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.

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