

# Pathways School

All Saints Parish Hall, Shrewsbury Avenue, Harrow HA3 9LX

## Inspection dates

2 December 2021

### Overall outcome

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

## Main inspection findings

### Part 1. Quality of education provided

#### *All paragraphs*

- Leaders have a clear understanding of the special educational needs and/or disabilities (SEND) of pupils who may join this proposed school. They have developed suitable curriculum and assessment policies. These are likely to consider suitably how to meet the needs identified in pupils' education, health and care (EHC) plans for autism spectrum disorder. However, leaders have not completed the required schemes of work to cover all the areas of learning for pupils aged 11 to 19. As a result, the proposed provision is not likely to meet the needs of all pupils that the school proposes to admit.
- The planned programme for personal, social, health and economic (PSHE) education includes coverage of British values, equality and relationships. It is likely to be appropriate. However, leaders have not finalised their plans to ensure that pupils receive impartial careers information, advice and guidance.
- The proposed school is likely to be well resourced and staffed. Leaders have a clear plan to recruit, induct and train staff to provide pupils with a high-quality education.
- Leaders have not ensured that all the independent school standards in this part are likely to be met. Those that are unlikely to be met are listed in the annex to this report.

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

#### *All paragraphs*

- The PSHE education curriculum focuses on developing pupils' social, communication and independent living skills.
- Plans show that pupils will be taught about differences, including all the protected characteristics, as identified in the Equality Act 2010. The requirements for relationships and sex education are likely to be met.
- The planned programme includes assemblies, themed days and outings. Leaders intend to ensure that pupils will be taught about a range of religions, faiths and

cultures. Pupils are likely to be encouraged to develop tolerance and appreciation of the diversity of modern society.

- Leaders have not prepared clear guidance to avoid the promotion of partisan views. This includes the requirement for teachers to always present a balanced presentation of opposing points of view in the teaching of any political topic.
- Leaders have not ensured that all the independent school standards in this part are likely to be met.

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

#### *All paragraphs*

- The proposed school's safeguarding policy reflects the latest statutory guidance and is available online. Although substantive staff have not yet been employed, the interim headteacher and chair of the proprietorial body have completed appropriate safeguarding training. Leaders are aware of their duties and the importance of creating and maintaining a strong safeguarding culture. However, they have not prepared a system to identify and document any safeguarding concerns, referrals and to record any action taken to safeguard pupils.
- The proposed school's behaviour and anti-bullying policies are likely to be suitably implemented. They have been carefully written with pupils with SEND in mind.
- A suitable first-aid policy has been written. Processes for documenting accidents, providing first aid, and managing medication are likely to be appropriate. However, arrangements for the provision of first aid are not likely to meet requirements. This is because there are no trained first aiders and there is no medical room.
- The proposed school is not likely to be compliant with the Regulatory Reform (Fire Safety) Order 2005. An external fire risk assessment is due to be completed in January 2022. Fire extinguishers are no longer compliant and due to be replaced. The premises are not ready for occupation, and the required checks on fire safety equipment and infrastructure have not been completed.
- The proposed school's health and safety and risk assessment policies are likely to meet the requirements. However, an appropriate risk assessment has not been completed for the premises.
- Admission and attendance-register templates are likely to be suitable.
- All pupils will receive one-to-one support. Arrangements for their supervision are likely to be suitable.
- Leaders have not ensured that all the independent school standards in this part are likely to be met.

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

#### *All paragraphs*

- All the required pre-employment checks on trustees and the interim headteacher have been recorded accurately on a single central record of checks, which is likely to meet requirements.

- The proposed school does not intend to work with agency staff.
- Leaders have ensured that the independent school standards in this part are likely to be met.

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

##### *All paragraphs*

- The proposed school will be located in a building previously used as a parish hall. Refurbishment works are not finished. Works on flooring, electrics, vision panels and the access control system are all incomplete.
- When complete, the premises will include three classrooms and a large open-plan area for learning, dining, and play. There are suitable toilets and washing facilities and a large space for outdoor learning and play.
- The acoustics, lighting and hot water supplies are likely to be suitable. However, drinking water supplies are not in place.
- Leaders have not ensured that all the independent school standards in this part are likely to be met.

#### Part 6. Provision of information

##### *All paragraphs*

- All the required information and policies are available on the proposed school's website.
- Leaders are prepared to provide funding authorities with annual statements of income and expenditure for pupils with EHC plans.
- Leaders have not prepared to report annually pupils' progress and attainment to parents.
- Leaders have not ensured that all the independent school standards in this part are likely to be met.

#### Part 7. Manner in which complaints are handled

##### *All paragraphs*

- The proposed school's complaints policy and log are likely to meet the requirements.
- The policy sets out, with clear timescales, how the proposed school intends to deal with complaints informally at stage one, and formally at stages two and three. Stage three includes the hearing of a formal complaint by a complaints panel.
- The complaints log includes the stage of resolution and any action taken as a result.
- Leaders have ensured that the independent school standard in this part is likely to be met.

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

### *All paragraphs*

- Leaders and the chair of the proprietorial body have a developing knowledge of the independent school standards. They are putting a great deal of effort into opening this proposed school. However, the proposed school is not ready to operate.
- Leaders have not ensured that all the independent school standards in this part are likely to be met and pupils' well-being is not likely to be assured if Pathways School is registered as an independent school at this time.

## Schedule 10 of the Equality Act 2010

- The proposed school's accessibility plan is likely to meet this requirement.

## **Compliance with regulatory requirements**

The school is unlikely to meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements, as set out in the annex of this report.

## Proposed school details

Unique reference number	148842
DfE registration number	310/6015
Inspection number	10209897

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	Day school for pupils with autism
School status	Independent special school
Proprietor	Positive Behaviour Support for Learning
Chair	Saima Ali Majid
Interim Headteacher	David Haswell
Annual fees (day pupils)	£65,000
Telephone number	07814 259954
Website	<a href="http://www.pathwaysschool.co.uk">www.pathwaysschool.co.uk</a>
Email address	<a href="mailto:office@pathwaysschool.org.uk">office@pathwaysschool.org.uk</a>

## Pupils

	<b>School's current position</b>	<b>School's proposal</b>	<b>Inspector's recommendation</b>
Age range of pupils	Not applicable	11 to 19	Registration not recommended
Number of pupils on the school roll	Not applicable	25	Registration not recommended

## Pupils

	<b>School's current position</b>	<b>School's proposal</b>
Gender of pupils	Not applicable	Mixed
Number of full-time pupils of compulsory school age	Not applicable	Up to 25
Number of part-time pupils	Not applicable	None
Number of pupils with special educational needs and/or disabilities	Not applicable	All pupils
Of which, number of pupils with an education, health and care plan	Not applicable	All pupils
Of which, number of pupils paid for by a local authority with an education, health and care plan	Not applicable	Up to 25

## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	Not applicable	25
Number of part-time teaching staff	Not applicable	None
Number of staff in the welfare provision	Not applicable	10

## Information about this proposed school

- Pathways School intends to register as an independent special day school in Harrow.
- The proposed school will cater for pupils with EHC plans for autism spectrum disorder.
- The proposed school will be led by a headteacher, yet to be appointed. An interim headteacher is currently in position. The proprietorial body is a charity, Positive Behaviour Support for Learning. The chair of the proprietorial body and trustees will also fulfil the role of chair of governors.
- Leaders of the proposed school do not intend to make use of alternative provision.

## Information about this inspection

- This is the proposed school's first pre-registration inspection.
- The inspection was conducted with two days of notice.
- The inspector met with the interim headteacher and the chair of the proprietorial body.
- The inspector toured the premises and considered a range of evidence to check the likelihood of the proposed school meeting the independent school standards.

## Inspection team

James Waite, lead inspector

Ofsted Inspector

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

### **The school is unlikely to meet the following independent school standards**

#### **Part 1. Quality of education provided**

- 2(1) The standard in this paragraph is met if–
  - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively; and
  - 2(1)(b) the written policy, plans and schemes of work–
    - 2(1)(b)(i) take into account the ages, aptitudes and needs of all pupils, including those pupils with an EHC plan.
    - 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that–
      - 2(2)(e)(i) is presented in an impartial manner;
      - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
      - 2(2)(e)(iii) helps to encourage them to fulfil their potential.

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

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor–
  - 5(c) precludes the promotion of partisan political views in the teaching of any subject in the school; and
  - 5(d) takes such steps as are reasonably practicable to ensure that where political issues are brought to the attention of pupils–
    - 5(d)(i) while they are in attendance at the school,
    - 5(d)(ii) while they are taking part in extra-curricular activities which are provided or organised by or on behalf of the school, or
    - 5(d)(iii) in the promotion at the school, including through the distribution of promotional material, of extra-curricular activities taking place at the school or elsewhere

they are offered a balanced presentation of opposing views.

#### **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.
- 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.
- 16 The standard in this paragraph is met if the proprietor ensures that–
  - 16(a) the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and
  - 16(b) appropriate action is taken to reduce risks that are identified.

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

- 24(1) The standard in this paragraph is met if the proprietor ensures that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including–
  - 24(1)(a) accommodation for the medical examination and treatment of pupils;
  - 24(1)(b) accommodation for the short term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility.
- 24(2) The accommodation provided under sub-paragraphs (1)(a) and (b) may be used for other purposes (apart from teaching) provided it is always readily available to be used for the purposes set out in sub-paragraphs (1)(a) and (b).
- 25 The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.
- 28(1) The standard in this paragraph is met if the proprietor ensures that–
  - 28(1)(a) suitable drinking water facilities are provided;
  - 28(1)(c) cold water supplies that are suitable for drinking are clearly marked as such.
- 28(2) The facilities provided under sub-paragraph (1)(a) will be suitable only if–
  - 28(2)(a) they are readily accessible at all times when the premises are in use; and
  - 28(2)(b) they are in a separate area from the toilet facilities.

### **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)(f) an annual written report of each registered pupil’s progress and attainment in the main subject areas taught is provided to the parents of that registered pupil except that no report need be provided where the parent has agreed otherwise.

## **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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