

New Ways School

300 Redhill Road, Kings Norton, Birmingham B38 9EL

Inspection date

10 March 2022

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(b), 11, 13

- At the time of the last inspection, inspectors found that leaders were not paying due regard to the government guidance, 'Supporting pupils at school with medical conditions'. Asthma inhalers were kept in lockable drawers, which could prevent pupils and staff accessing them in the event of an emergency. This was rectified during the previous inspection.
- Asthma inhalers are now stored in clear, plastic boxes with the pupil's name. They are no longer stored in a lockable cabinet. They are easily accessible to staff and pupils from the school office, which is within easy reach of each area of the school.
- During the emergency inspection in June 2021, the failings in the first-aid procedures meant that leaders were not effectively implementing the school's health and safety policy, leaving pupils potentially at risk.
- Leaders have put in place a comprehensive action plan to address the shortcomings identified at the last inspection. Swift and effective progress against the action plan was evidenced during this inspection. Staff are able to demonstrate their understanding of emergency procedures in the event of any pupil suffering an asthma attack or any other medical emergency. Staff record any incidents promptly, sign for any medications when pupils are taken off site and inform parents and carers swiftly of any accidents or medical incidents. Pupils are able to explain where their inhalers are stored and how they could easily access them. Leaders carry out regular rehearsals of the emergency procedures to ensure that the policies are fully understood and implemented consistently by all staff.
- Leaders regularly review the relevant policies, including first aid, health and safety, administration of medication, and the policy for supporting pupils in school with medical conditions. These policies have due regard to statutory guidance.
- Staff have received appropriate training which has ensured that the policies are implemented effectively and consistently. All staff complete a comprehensive suite of

training on induction. Regular updates are delivered to staff in the form of formal training, online training and staff briefings. This has ensured that all members of staff have a rigorous approach to the welfare, health and safety of pupils. Robust systems are in place to monitor the completion of training. Staff benefit from briefings every day where any incidents or accidents are discussed, and lessons learned are shared.

- During the emergency inspection in June 2021, safeguarding practice was found to be effective in the school. No evidence was found during this inspection to suggest that this has changed. All staff are vigilant and well trained to spot signs of vulnerability or abuse. A copy of the school's safeguarding policy is available to parents on the school's website. The policy is up to date and includes references to the most recent government safeguarding guidance, as well as links to local support services.
- All pupils have a named member of staff who communicates with parents and carers every day. Staff know the pupils and families well. Pupils' well-being underpins all aspects of school life.
- These standards are now met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1)(a)-(c)

- The school's action plan to address the issues identified during the emergency inspection in June 2021 was judged by Ofsted to be acceptable in October 2021. At this time, leaders stated that staff training and changes to the storage of inhalers had already been carried out. This was confirmed during the inspection.
- Leaders have ensured that the remaining actions on the action plan have been completed. Staff are now more aware of their responsibilities and are confident in their roles to ensure pupils' welfare and health and safety. They have confidence in leaders' capacity to support them to keep pupils safe.
- Leaders demonstrate a thorough understanding of current guidance and professional practice recommendations for safeguarding. They have taken swift and effective action to address the issues identified at the last inspection. Senior leaders regularly check that policies are being implemented effectively and consistently. Automatic alerts are sent immediately to the proprietor in the event of any incidents, such as safeguarding referrals or accidents. Leaders are well supported by senior leaders from the proprietor, the Keys Group.
- Leaders have demonstrated that they have the capacity to fulfil their responsibilities effectively and ensure that the independent school standards are met consistently over time.
- The school now meets all of the previously unmet standards in this part.

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. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school now meets 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—
 - (a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
 - (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.

School details

Unique reference number	145417
DfE registration number	330/6036
Inspection number	10216591

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
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	21
Number of part-time pupils	None
Proprietor	Keys Group
Chair	David Manson
Headteacher	Michelle Woodward
Annual fees (day pupils)	£45,240
Telephone number	07974256232
Website	www.education.keys-group.co.uk/school/new-ways-school
Email address	admin.newways@keys-group.co.uk
Date of previous standard inspection	5 to 7 February 2019

Information about this school

- An emergency inspection of the school commissioned by the Department for Education (DfE) was carried out on 9 June 2021 as a result of concerns raised about an aspect of the school's provision.
- This inspection found that leaders were not paying due regard to the government guidance, 'Supporting pupils with medical conditions in school'. This led to failings in health and safety

and pupils' welfare in respect of asthma inhalers being kept in locked cabinets, preventing quick and easy access to them in the case of an emergency.

- Under section 114(5) of the Education and Skills Act 2008, the Secretary of State for Education issued a Notice requiring the school to submit an action plan to the DfE, setting out how leaders intended to address the failings identified in the emergency inspection.
- Following this inspection, the school's action plan was submitted to the DfE and evaluated by Ofsted on 25 October 2021. The action plan was judged to be acceptable.
- The school does not use any alternative provision.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- This inspection was carried out with no notice and lasted one day.
- Before the inspection, the inspector looked at documents on the Keys Group website, including the school's safeguarding policy. The inspector also checked the responses to the online questionnaire, Ofsted Parent View. There were no responses at this time.
- The inspector met with the headteacher and reviewed school policies and records of medication administration, first-aid incidents, staff training records and certificates, pupil records, and individual health care plans for pupils with medical conditions.
- The inspector met with individual members of staff to discuss the implementation of the school's policies and their responsibilities in keeping children safe in school.
- The inspector spoke to pupils about life in school, how staff help to keep them safe and how they learn to keep themselves safe.
- The inspector checked the school's record of pre-employment checks on staff and other safeguarding records.

Inspection team

Jane Spilsbury, lead inspector

Her Majesty's Inspector

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