

# Pathways School

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

**Inspection date**

5 May 2022

**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

*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 appropriately how to meet the needs identified in pupils' education, health and care (EHC) plans for autism spectrum disorder.
- Leaders have prepared schemes of work to cover all the areas of learning for pupils aged 11 to 19. These include curriculum plans in English, mathematics, science, physical education, food technology, art and design, music and computing. The proposed plans are likely to be suitable in meeting the needs of the pupils who 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.
- Leaders have a clear plan to ensure that pupils receive impartial careers information, advice and guidance. They have commissioned a local organisation to provide regular support for pupils and their families.
- The proposed school is likely to be well resourced and staffed.
- Leaders' plans to recruit, induct and train staff to provide pupils with a high-quality education are well underway.
- Leaders have ensured that the independent school standards in this part are likely to be met.

### 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 prepared clear guidance to avoid the promotion of partisan views. The proposed school's 'code of conduct' policy for staff 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 ensured that the independent school standard in this part is 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. It is available online. Leaders have completed appropriate safeguarding and safer recruitment training. Leaders are aware of their duties and the importance of creating and maintaining a strong safeguarding culture. They have prepared an appropriate system to identify and document safeguarding concerns, referrals and any action taken.
- 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. There are trained first aiders and a fully equipped medical room facility.
- The proposed school is likely to be compliant with the Regulatory Reform (Fire Safety) Order 2005. An external fire risk assessment was completed in March 2022. It confirms there are no actions requiring attention. Fire extinguishers are new. The premises are now ready for occupation, and the required checks on fire safety equipment and infrastructure have all been completed.
- The proposed school's health and safety and risk assessment policies are likely to meet the requirements. A thorough risk assessment has been completed for the premises.
- Templates prepared for the admission and attendance registers are likely to be suitable.
- All pupils will receive one-to-one support. Arrangements for their supervision are likely to be suitable.
- Leaders have ensured that 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, the interim headteacher and incoming staff have been undertaken. They are recorded accurately on the proposed school's online single central record of checks, which is likely to meet requirements.
- The proposed school does not intend to work with supply or 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 now complete.
- The premises include two main classrooms and a large open-plan area for learning, dining and play. There are suitable toilets, washing, changing and shower facilities. There is a large space for outdoor learning and play. The premises can comfortably accommodate 8 pupils.
- The acoustics, lighting and hot water supplies are all likely to be suitable. Drinking water supplies are available from both the kitchen and a labelled water cooler.
- Leaders have ensured that 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 prepared a suitable template to report termly to parents and carers on pupils' progress and attainment.
- Leaders have ensured that 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, and record, both informal and formal complaints.
- 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 proprietors have put significant effort into opening this proposed special school. They have paid close attention to detail in addressing the actions identified at the first pre-registration inspection. The school is now ready to open.
- Leaders have ensured that all the independent school standards, including the requirements in this part, are likely to be met if Pathways School is registered as an independent school.

## 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 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	149145
DfE registration number	310/6016
Inspection number	10237348

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	Neil Jones
Annual fees (day pupils)	£65,000
Telephone number	020 8204 8479
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	11 to 19
Number of pupils on the school roll	Not applicable	8	8

## 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 8
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	All pupils

## Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	Not applicable	9
Number of part-time teaching staff	Not applicable	1
Number of staff in the welfare provision	Not applicable	2

## Information about this proposed school

- Pathways School intends to open as an independent special day school in Harrow in June 2022.
- The proposed school will cater for pupils with EHC plans for autism spectrum disorder.
- An interim headteacher is currently in position. The proprietor body is a charity, Positive Behaviour Support for Learning. The chair of the proprietor 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 second pre-registration inspection.
- The inspection was conducted with two days of notice.
- The inspector met with the interim headteacher and the chair of the proprietor 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

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: [www.gov.uk/government/publications/complaints-about-ofsted](http://www.gov.uk/government/publications/complaints-about-ofsted). If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

### **Parent View**

You can use Parent View to give Ofsted your opinion on your child's school. Ofsted will use the information parents and carers provide when deciding which schools to inspect and when and as part of the inspection.

You can also use Parent View to find out what other parents and carers think about schools in England. You can visit [www.parentview.ofsted.gov.uk](http://www.parentview.ofsted.gov.uk), or look for the link on the main Ofsted website: [www.gov.uk/ofsted](http://www.gov.uk/ofsted).

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit [www.nationalarchives.gov.uk/doc/open-government-licence](http://www.nationalarchives.gov.uk/doc/open-government-licence), write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: [psi@nationalarchives.gsi.gov.uk](mailto:psi@nationalarchives.gsi.gov.uk).

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate  
Store Street  
Manchester  
M1 2WD

T: 0300 123 1231  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.gov.uk/ofsted](http://www.gov.uk/ofsted)

© Crown copyright 2022