

Young Dancers Academy

25 Bulwer Street, Shepherds Bush, London W12 8AR

Inspection date

30 September 2022

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

Part 1. Quality of education provided

Paragraph 2(1), 2(1)(a), 2(2) and 2(2)(a)

- At the previous standard inspection in November 2021, the curriculum was limited by the lack of technological education. Leaders had not realised their plans to reintroduce the teaching of computing.
- Leaders have taken timely and suitable steps to improve pupils' technological education. They have successfully put into place their plans to reintroduce the computing curriculum. Computing is now routinely taught to pupils in Years 7, 8 and 9. The curriculum is sequenced appropriately, with a focus on ensuring progression in pupils' knowledge and understanding.
- This requirement of the independent school standards is now met.

Paragraph 2(2), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii) and 2(2)(e)(iii)

- The previous inspection found that impartial careers information, advice and guidance were limited. Pupils were not given sufficient information about possible careers outside of dance. Leaders did not ensure that pupils received the information they need to make informed decisions about their future.
- Leaders have brought about the necessary improvements to the careers programme. Suitable careers information and guidance are now provided as part of the planned programme of personal, social, health and economic education. From Year 7 upwards, pupils are taught a range of appropriate topics linked to careers, including a unit focused on 'What would I do if I could not dance?'. Leaders organise extra-curricular visits which aim to show pupils the breadth of career options outside of dance. Pupils also receive careers interviews with an external adviser.
- These requirements of the independent school standards are now met.
- All of the previously unmet requirements in this part are now met.

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b) and 32(1)(c)

- At the previous inspection, leaders had not ensured that safeguarding systems were

effective. The inspection found that safeguarding records were disorganised and stored in a number of different places. This did not meet the recommendations of national guidance around record-keeping.

- Leaders have put in place a suitable online system to record and manage safeguarding concerns. They have simplified their approach to record-keeping, ensuring that all concerns and subsequent actions are recorded clearly and appropriately. This includes, when necessary, any involvement from external agencies. All of this means that leaders and staff now have a clear overview of the chronology of concerns raised, as well as the support given to each pupil.
- The designated safeguarding lead and headteacher have been trained appropriately and work closely with the local authority's safeguarding team. Leaders have a thorough knowledge of pupils' needs, including those who may be vulnerable.
- The safeguarding policy is up to date and meets the requirements of statutory guidance. It is published on the school's website.
- These requirements of the independent school standards are now met.

Paragraphs 11, 16, 16(a), 16(b) and 25

- The previous inspection identified that leaders had not implemented their health and safety policy effectively. Leaders and trustees had not ensured that the school premises were maintained to a standard such that the health, safety and welfare of pupils were ensured. The risk assessment for the premises was insufficiently detailed and out of date.
- Leaders have thoroughly revised and strengthened arrangements for overseeing the safety of the site. For example, they carry out thorough checks on the ongoing safety and suitability of the school buildings every morning. Any issues are rectified promptly. Arrangements are checked by trustees to ensure that they are working effectively in practice. Safety is now a key part of every meeting between leaders and trustees.
- Leaders have now implemented a detailed risk assessment policy. Risk assessments are thorough and regularly updated. This includes arrangements for sharing access to the building and the supervision of pupils.
- These requirements of the independent school standards are now met.

Paragraph 12

- The previous inspection found that records of fire safety checks were disorganised and incomplete. In September 2020, an external fire safety risk assessment identified various necessary actions that leaders had not followed up on or taken action to address.
- Leaders have worked with an external contractor to ensure that all checks and actions related to fire safety are appropriate and thorough. They have improved record-keeping, including records related to the checks on fire safety equipment and the outcomes of fire alarm drills and evacuation practices. Leaders use the information available to them to identify any further actions that are needed.
- This requirement of the independent school standards is now met.

Paragraph 15

- The previous inspection identified that the admissions register did not include all the required information in full, including details of pupils' previous schools.

- Leaders now ensure that the admissions register contains all the required information. This is checked regularly to make sure that information is complete and accurate. For example, leaders have recorded the destinations of leavers and can demonstrate that the necessary safeguarding checks are made when pupils leave the school.
- This requirement of the independent school standards is now met.
- All of the previously unmet requirements in this part are now met

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

Paragraphs 18(2), 18(2)(e), 18(3), 20(6), 20(6)(a), 20(6)(b)(iii), 21(1), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(v), 21(3)(a)(vii), 21(3)(a)(viii) and 21(6)

- The previous inspection identified that the school's system for recruiting staff did not pay regard to government guidance, including in relation to additional overseas vetting checks and references. These checks were not completed before staff took up a post. The single central record (SCR) was not completed accurately, with some checks recorded as complete when this was not the case. In addition, the previous inspection found that not all the required checks were carried out on trustees
- Leaders have ensured that all the required pre-employment checks are carried out on all staff and trustees. They have also made sure that these checks are recorded accurately and correctly on the SCR.
- These requirements of the independent school standards are now met.

Part 5. Premises of and accommodation at schools

Paragraph 24(1), 24(1)(a), 24(1)(b)

- The previous inspection found that there was no medical facility on one site. It also found that the provision on the other site did not meet the requirements for the provision of accommodation for the short-term care of sick and injured pupils.
- Leaders have taken appropriate and timely steps to address these failings. They have ensured that there are now suitable facilities for the provision of first aid and short-term medical care of pupils on both sites.
- These requirements of the independent school standards are now met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)

- At the time of the last inspection, inspectors found that leaders had not ensured that the school met the requirements of the independent school standards.
- The proprietor and school leaders have taken suitable steps to prioritise and improve their school's compliance with all of the independent school standards. For example, they have changed the format of trustee meetings to ensure effective oversight of leaders' work. Each trustee now works closely with leaders on agreed and clearly defined areas of responsibility. Because of this, trustees now have a better understanding of the school's work and any arrangements that need strengthening. Senior leaders have thoroughly risk assessed each area of the school and they check these arrangements regularly.
- These requirements of the independent school standards are now met.

Schedule 10 of the Equality Act 2010

- The last inspection found that there was no suitable accessibility plan.
- Leaders have put an accessibility plan in place. The plan is updated annually. It contains actions taken to ensure that the building is accessible and to ensure that staff are regularly trained and updated on equality and diversity.
- This requirement is now met.

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 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.
- 2(2) For the purposes of paragraph (2)(1)(a), the matters are -
 - 2(2)(a) full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), which gives pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education;
 - 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 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.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.
- 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 4. Suitability of staff, supply staff, and proprietors

- 18(2) The standard in this paragraph is met if –
 - 18(2)(e) in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person’s suitability to work in a school, such further checks are made as the proprietor considers appropriate, having regard to any guidance issued by the Secretary of State.
- 18(3) The checks referred to in sub-paragraphs (2)(c) and (except where sub-paragraph (4) applies) (2)(e) must be completed before a person’s appointment.
- 20(6) The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if -
 - 20(6)(a) MB -
 - 20(6)(b)(iii) where, by reason of MB’s living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish MB’s suitability to work in a school, such further checks as the Chair of the school considers appropriate, having regard to any guidance issued by the Secretary of State.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
 - 21(3) The information referred to in this sub-paragraph is
 - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether
 - 21(3)(a)(i) S’s identity was checked;
 - 21(3)(a)(v) an enhanced criminal record certificate was obtained in respect of S;
 - 21(3)(a)(vii) a check of S’s right to work in the United Kingdom was made; and
 - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e)
 - 21(6) The information referred to in this sub-paragraph is, in relation each member ("MB") of a body of persons named as the proprietor appointed on or after 1st May 2007, whether the checks referred to in paragraph 20(6)(b) were made, the date they were made and the date on which the resulting certificate was obtained.

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; and
 - 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.
- 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.

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	135729
DfE registration number	205/6200
Inspection number	10245715

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	10 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	46
Number of part-time pupils	0
Proprietor	Young Dancers Charitable Academy
Chair	Kelly Richardson
Headteacher	Kerry Williams
Annual fees (day pupils)	£12,603 to £13,068
Telephone number	020 8746 0412
Website	www.youngdancersacademy.com
Email address	info@youngdancersacademy.com
Date of previous standard inspection	16 to 18 November 2021

Information about this school

- Young Dancers Academy is a day school for boys and girls.
- The school provides specialist teaching in classical ballet to pupils aged 10 to 16.
- Pupils are admitted to the school according to their performance at a ballet audition.
- The board of trustees is also responsible as the school's proprietor body. The proprietor body is now also responsible for the school's governance.
- The school occupies premises opposite each other at 25 and 58 Bulwer Street, Shepherds Bush, London, W12 8AR. The premises are shared with the West London School of Dance. One building is shared with a nursery.

- The school's previous standard inspection was in November 2021.
- Leaders make no use of 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 was the school's first progress monitoring inspection. It was conducted with no notice.
- The school was asked to submit an action plan after its last standard inspection in November 2021. The action plan was judged by Ofsted as unacceptable in April 2022. The school was informed of this outcome in June 2022.
- The registration authority requested that the inspector consider the school's compliance with particular independent school standards contained within parts 1, 3, 4, 5 and 8.
- The inspector met with the headteacher, the designated safeguarding lead and the director of studies. The inspector spoke with pupils from Year 11. She also toured the school's premises. The inspector reviewed the single central record and a range of documentation about the curriculum, careers, safeguarding, health and safety and risk assessment.
- There were too few responses to Ofsted's online survey, Ofsted Parent View, to consider as part of this inspection.

Inspection team

Alice Clay, lead inspector

His Majesty's Inspector

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