

InspirED

Unit 1 G3, Calder Vale Road, Wakefield WF1 5PE

Inspection date

29 September 2022

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

Paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(2), 2(2)(a)

- The headteacher has a vision for the school which offers pupils in key stage 4 and key stage 3 a vocational curriculum with mathematics and English. The headteacher plans for key stage 4 pupils to be full time and key stage 3 pupils to attend only two days a week, while remaining on the roll of their home school.
- At the time of the inspection, the planned curriculum included Duke of Edinburgh accreditation, horticulture, furniture making, food preparation and cooking, sports leadership accreditation and personal, social and health education (PSHE). It also included English and mathematics.
- The proprietor has put in place an overarching curriculum plan and some schemes of work. However, the independent school standards are not met because not all of subjects have a written scheme of work.
- Plans for learning show that a sequenced approach will be taken from pupils' starting points in these subject areas. However, the curriculum overall does not meet the independent school standards as it does not give pupils the opportunity to study humanities.
- The headteacher has acquired an allotment a short distance from the school where staff will teach horticulture. He believes this will increase pupils' understanding of how food is produced as well as increasing their opportunities to be part of a community.
- These standards are unlikely to be met.

Paragraphs 2(1)(b)(ii), 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)(h), 2(2)(i), 2A(1), 2A(1)(a), 2A(1)(b), 2A(1)(c), 2A(1)(d), 2A(1)(e), 2A(1)(f), 2A(1)(g), 2A(2), 2A(3)

- Schemes of work made available at the time of the inspection consider life in modern Britain. The schemes will support pupils to develop speaking and literacy skills.
- Plans for teaching personal, social, health and economic education are in place and are suitable.

- The headteacher has planned that pupils will receive careers education from an external provider. It is planned that older pupils will also be able to undertake work experience at local businesses within the locality of the school.
- The proprietor has ensured that a relationships and sex education policy is in place which sets out how secondary-aged pupils will receive relationships and sex education.
- The policy is available for parents and carers on the school's website and in paper format from the proposed school's office. It is planned that should the school be given permission to open, parents will be made aware of their right to withdraw their children from certain parts of the relationships curriculum should they wish to do so.
- These standards are likely to be met.

Paragraph 3, 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(g), 3(h), 3(i), 3(j), 4

- The headteacher plans to recruit qualified teachers as and when the school grows in size. Initially, the headteacher will teach the pupils.
- Plans show that the school has an assessment process in place which will be used to measure prospective pupils' social, emotional and academic progress over time.
- It is planned that parents will receive regular updates on the progress that their children make in school.
- The standards in this part are likely to be met.

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

Paragraph 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)

- The proposed PSHE curriculum will ensure that pupils develop an understanding of community, both globally and in the locality. Undertaking the challenge of the Duke of Edinburgh's Award will help pupils to overcome their fears and develop pride and respect for what they have achieved.
- It is planned that pupils' social and emotional needs will be assessed. Leaders want to prioritise pupils' ability to develop resilience and self-esteem so that they are better prepared for life after school. Activities are planned to support pupils who may need help.
- It is proposed that pupils will learn about how to live independently and learn about healthy, consenting relationships through the planned relationships and sex education curriculum.
- Pupils will learn about tolerance and harmony with others through learning about the groups protected by the Equality Act 2010. It is also planned that pupils will learn about other faiths and religions to widen their understanding of the diverse population within the United Kingdom (UK) and beyond.
- *Paragraph 5(c), 5(d), 5(d)(i), 5(d)(ii), 5(d)(iii)*
- Leaders believe that pupils should receive a balanced presentation of views in lessons. Discussions with staff are planned to ensure that they do not promote any partisan political views. Visiting speakers will be monitored closely to ensure that they present unbiased accounts to pupils.

- The standards in part 2 are likely to be met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7a, 7b

- The school's safeguarding policy is well written. It gives clear guidance on what to do if a pupil is in need. The policy also meets the latest legislative requirements and is displayed on the school's website. It will be possible for parents to obtain paper copies directly from the proposed school.
- The headteacher has undertaken the extra training required to become the designated safeguarding lead (DSL). The headteacher recognises the need for a deputy DSL and the family liaison worker has also undertaken DSL training.
- Regular safeguarding training and updates are planned to ensure that staff are kept updated on current legislation and local safeguarding issues.
- These standards are likely to be met.

Paragraph 9, 9a, 9b, 9c, 10

- The headteacher has put a behaviour policy in place. The policy describes how pupils' reflection on their own behaviour is key to moving forward. This approach will be bespoke to the needs of individual pupils and enable them to understand the impact their behaviour has on others.
- The proprietor is clear that excluding pupils will be a very last resort and that incidents of difficult behaviour will be monitored carefully.
- The school's anti-bullying policy is in place on the school's website. Leaders intend to promote a climate of trust within school which encourages pupils to report incidents of bullying to staff so that appropriate action is taken to address any incidents.
- These standards are likely to be met.

Paragraph 11, 12, 13

- The school's health and safety policy is focused on identifying potential hazards within the shared building in which the school is situated. The proprietor has systems in place to monitor the safety of the building and its contents.
- Regular fire drills are planned for the school premises. Evacuation time will be recorded. Other aspects of fire safety are shared so that the whole building meets the Regulatory Reform (Fire Safety) Order 2005. For example, different tenants within the building take turns to carry out the weekly fire alarm check. The headteacher has recently contacted the fire brigade and has completed the fire safety audit they provided. This has enabled the headteacher to identify potential risks and take appropriate action.
- The headteacher has undertaken first-aid training and intends that most of the proposed staff will receive first-aid training. First-aid boxes are displayed around the premises. Checks showed that relevant items are in place and sterilised items are in date. It is planned that incidents will be recorded in a first-aid book and the headteacher is aware of what to do if a pupil has a potential head injury.
- These standards are likely to be met.

Paragraph 14, 16, 16a, 16b

- The proprietor intends to increase the current number of staff before the school opens. Current staffing ratios for pupils who attend the alternative provision are high and are to be replicated in the school setting.
- The headteacher provided a range of different examples of risk assessments for both the building and for individual pupils. These demonstrated that leaders are clear about how to measure risk and the actions needed to reduce it.
- These standards are likely to be met.

Paragraph 15

- A system to register pupils' attendance is in place. However, at the time of the inspection, the proprietor had not planned for the admissions register to be in place.
- This standard is unlikely to be met.

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

Paragraph 18(1), 18(2), 18(2)(c)(i), 18(2)(c)(iv), 18(2)(d), 20(1), 20(2), 20(3), 20(3)(a), 20(3)(a)(i), 20(3)(a)(ii), 20(3)(b), 20(3)(b)(i), 20(3)(b)(ii), 20(3)(b)(iii), 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(7), 21(7)(a), 21(7)(b) 21(1), 21(2), 21(3)(a)(i), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(4), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c)

- The headteacher has put in place a single central record (SCR). The record shows that some of the required checks are undertaken. For example, a Disclosure and Barring Service check has been carried out on all staff.
- References have been sought for a new member of staff. Outcomes from the two references have been recorded on the SCR.
- These standards are likely to be met.

Paragraph 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(e), 18(3), 21(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(v)(ii), 21(3)(v)(iii), 21(3)(b)

- However, the SCR does not have a place to register whether a member of staff is prohibited from teaching. The headteacher was unaware that this check needed to be carried out.
- The headteacher was unaware of the need to carry out checks on whether a member of staff has been barred from working with children in the UK or abroad.
- There was no column to record whether checks have been made on members of staff's right to work or remain in the UK. Discussions with the headteacher suggested that he was unaware that this check was required.
- At the time of the inspection, the headteacher was not aware of the need to carry out medical checks on potential staff.
- The headteacher was also not aware of what checks to carry out if a potential member of staff had lived or worked abroad.
- The standards in this part are unlikely to be met.

Part 5. Premises of and accommodation at schools

Paragraph 22, 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 23(2), 25, 26, 27, 27(a), 27(b), 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b)

- Sufficient toilets are available for the use of pupils.
- There are separate toilets provided for staff and visitors.
- It is planned that pupils will undertake physical education (PE) off site at the local leisure centre. It is planned that pupils will shower at the off-site venue if they wish to at the end of a PE session.
- Each room is well lit and the acoustics are of sufficient quality to allow pupils to be taught successfully in all the designated teaching spaces.
- External lighting is in place which ensures sufficient illumination for safe movement of staff and pupils after dark.
- Hot water in the kitchen and toilet areas does not pose a scalding risk.
- Drinking water is available for pupils to drink in the kitchen area. The headteacher also plans that water dispensers will be available on the site.
- These standards are likely to be met.

Paragraphs 24(1), 24(1)(a), 24(1)(b), 24(2), 29(1), 29(1)(a), 29(1)(b)

- The proprietor has ensured that an appropriate medical room is in place. The identified room is spacious and there is enough space for a sick pupil to lie down if needed. However, the room does not have a sink installed. The headteacher is aware that a sink needs to be installed to meet the standard. A timeline for fitting the sink has not yet been established.
- The school is part of a multi-use building on an industrial estate. There is currently no suitable space outside the building for pupils to play or for PE to be taught. During the inspection, the headteacher identified a section of the car park which could possibly be used in the future if suitably fenced. However, this plan was in a very early stage of development.
- These standards are unlikely to be met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(e), 32(1)(f), 32(1)(g), 32(1)(h), 32(1)(i), 32(1)(j), 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(i), 32(2)(d), 32(3)(b), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(g)

- The proposed school has a website which is accessible to parents. Relevant information, including the name and address and telephone number of the director, who is also the headteacher, are easily located. Other required documents, such as the safeguarding policy, are also displayed on the website.
- The proprietor is aware of the need to report pupils' attainment and progress to parents and intends to provide annual reports to parents.
- As the school is also currently functioning as a small alternative provider, the headteacher is aware of the required documentation for local authorities which

outlines the expenditure for each pupil. A similar document, it is planned, will be used for the proposed school.

- The proprietor intends to publish inspection reports on the school's website.
- These standards are likely to be met.

Paragraphs 32(3), 32(3)(a), 32(3)(f)

- At the time of the inspection, the headteacher had not put in place an admissions register or policy. Therefore it was not possible to ascertain the criteria for pupil admissions to the school.
- At the time of the inspection, the complaints policy was incomplete. The inclusion of a panel of people, one of whom is external to the school, as part of the complaints procedure was missing.
- These standards are unlikely to be met.

Part 7. Manner in which complaints are handled

Paragraph 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii), 33(k)

- The complaints policy is in writing and has been made available to parents on the website. It sets out clear timescales for processing a complaint. There is clear guidance on how the complaint can be considered on an informal basis.
- Written records of the complaint will be kept confidentially, and copies given to the complainant and, where needed, the person complained about.
- These standards are likely to be met.

Paragraph 33(f), 33(g), 33(h)

- However, if a parent is not satisfied with the response to a complaint, the final stage of addressing a complaint by hearing before an independent panel is missing from the policy.
- The standards in this part are unlikely to be met.

Part 8. Quality of leadership in and management of schools

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

- The proprietor has a clear vision for the future of the school. His approach is clearly reflected on the website which is in place for the alternative provision currently being run on the proposed school site. Through his previous work as a special educational needs coordinator, the headteacher has gained a strong understanding of the needs of pupils with social, emotional and mental health needs (SEMH). His focus on pupils' personal development and vocational accreditation is working well in the alternative provision.
- At the time of the inspection, not all of the independent school standards were judged to be likely to be met. The curriculum is not fully developed, the medical room does not have the required sink in place and many of the pre-employment safeguarding checks were missing from the proposed single central record. The required admissions

register was not ready and the complaints policy was incomplete. No suitable space had been identified for pupils to play or socialise in or for PE to take place.

- The headteacher recognises that there is still a considerable amount of work to be done before the prospective school can be registered as an independent school.
- These standards are unlikely to be met

Schedule 10 of the Equality Act 2010

- The headteacher is aware of the need to provide an accessibility plan which records how the school will continue to improve access for pupils with special educational needs and/or disabilities.

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	149341
DfE registration number	384/6013
Inspection number	10249573

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	Independent school
School status	Independent special school
Proprietor	InspirED PD Ltd
Chair	Philip Parker
Headteacher	Philip Parker
Annual fees (day pupils)	£125 to £250 per day per child
Telephone number	07463 186801
Website	https://www.inspiredpd.online
Email address	philip.parker@pivot-group.co.uk
Date of previous standard inspection	Not previously inspected

Provider already operating

Number of pupils of compulsory school age	N/A
Number of pupils of compulsory school age who have an education, health and care plan, or who are looked after by a local authority	N/A
Total hours operating as a school per week	N/A
Total hours of teaching provided per week	N/A

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	N/A	11 to 19	11 to 19
Number of pupils on the school roll	N/A	12	12

Pupils

	School's current position	School's proposal
Gender of pupils	N/A	Mixed
Number of full-time pupils of compulsory school age	N/A	Up to 12
Number of part-time pupils	N/A	Up to 12
Number of pupils with special educational needs and/or disabilities	N/A	Up to 12
Of which, number of pupils with an education, health and care plan	N/A	Up to 12
Of which, number of pupils paid for by a local authority with an education, health and care plan	N/A	Up to 12

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	0	Up to 6
Number of part-time teaching staff	0	Up to 6
Number of staff in the welfare provision	0	1

Information about this proposed school

- The proposed school will be situated within an industrial area on the outskirts of Wakefield.
- The headteacher, who is also the proprietor, currently runs a very small alternative education provision for pupils aged between 11 to 16, within the school site. This provision is likely to be incorporated into the independent school when it opens.
- The proposed school intends to provide education for pupils with SEMH needs. Some pupils are likely to have additional needs, such as autism spectrum disorder or attention deficit hyperactivity disorder. Some pupils may have an education, health and care plan.
- The proposed school does not have any religious character.
- The school does not intend to use any alternative provision.

Information about this inspection

- This pre-registration inspection was commissioned by the Department for Education. The purpose of the inspection was to determine if the school is likely to meet the independent school standards prior to opening as a registered school. It was the school's first pre-registration inspection.
- The inspection was conducted with two days' notice.
- The proposed school is currently operating as an alternative provider. There is one key stage 4 pupil attending currently on a part-time basis.
- The inspector met with the proprietor, who is also the headteacher.
- The inspector reviewed documents and policies associated with the independent school standards. The inspector toured the premises accompanied by the headteacher. The inspector, accompanied by the headteacher, also visited the school's newly acquired allotment. The site is approximately 10 minutes' drive from the proposed school and will be the site of the school's proposed horticulture unit.
- The inspector looked at documents and policies relating to the school's safeguarding policy and procedures.

Inspection team

Marian Thomas, 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) 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.

Part 3. Welfare, health and safety of pupils

- 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[13].

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

- 18(2)(a) no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act;
- 18(2)(b) no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction which takes effect as if contained in either such direction;
- 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person–
 - 18(2)(c)(ii) the person’s medical fitness;
 - 18(2)(c)(iii) the person’s right to work in the United Kingdom; and
- 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.
- 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)(ii) a check was made to establish whether S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act;
 - 21(3)(a)(iii) a check was made to establish whether S is subject to any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction;
 - 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(3)(b) in relation to each member of staff ("S"), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.

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).
- 29(1) The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable–
 - 29(1)(a) physical education to be provided to pupils in accordance with the school curriculum; and
 - 29(1)(b) pupils to play outside.

Part 6. Provision of information

- 32(3) The information specified in this sub-paragraph is–
 - 32(3)(a) particulars of the school's policy on and arrangements for admissions, misbehaviour and exclusions;
 - 32(3)(f) details of the complaints procedure referred to in paragraph 33, and the number of complaints registered under the formal procedure during the preceding school year.

Part 7. Manner in which complaints are handled

- 33 The standard about the manner in which complaints are handled is met if the proprietor ensures that a complaints procedure is drawn up and effectively implemented which deals with the handling of complaints from parents of pupils and which–
 - 33(f) where the parent is not satisfied with the response to the complaint made in accordance with sub-paragraph (e), makes provision for a hearing before a panel appointed by or on behalf of the proprietor and consisting of at least three people who were not directly involved in the matters detailed in the complaint;
 - 33(g) ensures that, where there is a panel hearing of a complaint, one panel member is independent of the management and running of the school;
 - 33(h) allows for a parent to attend and be accompanied at a panel hearing if they wish.

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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