

# North Bridge Enterprise College

Eco Power Stadium (East Stand), Stadium Way, Doncaster DN4 5JW

**Inspection date**

7 December 2023

**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

#### *Paragraphs 2(1), 2(1)(a)*

- At the last standard inspection and subsequent progress monitoring inspections, some parts in this independent school standard (the standard) were not met. This was because the curriculum was weak and, in some subjects, it was too narrow.
- Leaders and staff have worked together to develop and improve the curriculum. Leaders have taken positive steps to implement the proposed actions within the timescales outlined in their action plan. These steps show that leaders have considered how they will train staff to teach the revised curriculum, as well as evaluate the impact of any changes.
- There is now a suitable curriculum policy in place. This policy clearly sets out the overarching aims of the curriculum. These include developing pupils' expertise in communication, re-engaging pupils through vocational learning and promoting a love of learning. The aims inform the content of the curriculum.
- Subject curriculum plans are detailed and show how pupils will build up their knowledge and skills progressively over time. For example, mathematics plans show how pupils will apply their knowledge in solving problems.
- There is extra information attached to each subject-specific plan. The information provides helpful guidance to teachers. For instance, for some pupils, adaptations include revisiting content several times.
- These standards are now met.

#### *Paragraphs 3, 3(b), 3(c)*

- At the time of the last monitoring inspection, teaching did not provide effective support for some pupils' individual needs. In the past 18 months, leaders have made important appointments, including that of a curriculum lead. This has been instrumental in enabling teachers to develop their practice. However, leaders know that improvements in the quality of teaching are not consistent and that there is more work to do.

- Improvements in teaching and the curriculum mean that pupils are gaining more new knowledge than they did before. Teachers take time to explain complex ideas and provide pupils with additional information to complete learning tasks. Teachers are increasingly aware of what aspects of their subject individual pupils struggle with and how to help them. They provide pupils with one-to-one additional guidance and feedback on how to improve.
- Pupils are engaged in their learning. Teaching fosters pupils' self-motivation and their ability to think and learn for themselves.
- Teachers have developed their subject knowledge through attending subject-specific training and through the skills of on-site curriculum leaders. Where this is particularly successful, staff plan a well-sequenced curriculum which enables pupils to build on their prior learning well.
- These standards are now met.

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

#### *Paragraphs 7, 7(a)*

- The school has a suitable safeguarding policy that reflects current statutory guidance. Leaders' arrangements to safeguard and promote the welfare of pupils are thorough. The management of the school's checks on the suitability of staff is strong.
- Leaders ensure that staff undertake appropriate safeguarding training. This includes the designated safeguarding lead (DSL) and the deputy DSLs, who have all completed a raft of training for the role. Staff know how to spot the signs of abuse. All staff understand the importance of reporting any concerns about a pupil's welfare, however small their concern might seem. Staff are very well trained and supported by the school's fastidious safeguarding lead.
- Pupils say that they feel safe at the school. The site is secure. Staff accompany pupils throughout the school. There are pupil-specific risk assessments and individual plans to support behaviour. All entrances and exits are appropriately secured and levels of supervision are high.
- These standards were met at the previous progress monitoring inspection and continue to be met.

#### *Paragraphs 9, 9(a), 9(b)*

- Leaders have recently updated the behaviour policy. It is implemented effectively. There is now a greater focus on reward for positive behaviour. Leaders' analysis of pupils' behaviour shows that the new approach is having a positive effect. Incidents of poor behaviour are significantly reduced. Appropriate sanctions are adopted when necessary. However, a minority of staff are less confident with using some of the new approaches to support pupils to manage their behaviour. Leaders are providing further support to these staff.
- Positive behaviour support, including de-escalation and physical intervention training, is provided for all staff. This is because leaders know that pupils are likely to have specific behavioural, social and emotional needs. This additional training ensures that all interventions to support pupils follow set rules and protocols.

- This standard was met at the time of the last school progress monitoring inspection in May 2023 and continues to be met.

*Paragraph 11*

- Leaders ensure that the necessary health and safety checks are consistently carried out. The school's health and safety policy clearly details the roles and responsibilities of staff. Leaders ensure that they carry out their health and safety duties effectively.
- The site is well maintained, with light and airy classrooms and additional spaces.
- This standard continues to be met.

*Paragraph 15*

- Correct attendance codes are used. Registers are completed promptly. Leaders follow up on pupils' absence tenaciously. The school works hard with pupils and their families to promote the importance of regular attendance. Staff know pupils and families well. Where some pupils' attendance is affected by their social, emotional and mental health needs, leaders work creatively to support pupils and their families well.
- Leaders have tight control over pupils' arrival and exit from the school. When pupils access external alternative provision or must attend private appointments, staff maintain close communication with providers and families to ensure pupils' safety.
- This standard was met at the time of the progress monitoring inspection in October 2022 and continues to be met.

*Paragraphs 16, 16(a), 16(b)*

- The school's site-based risk assessments are specific and detailed. They are updated regularly.
- Individual pupil risk assessments, which include assessments of risks for the different activities that pupils experience, are highly detailed. They are working documents which accurately reflect pupils' individual circumstances.
- This standard continues to be met.

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

*Paragraphs 18(2) to 18(2)(e), 18(3), 19(2), 19(2)(a) to 19(2)(d)(ii), 19(3), 20(6) to 20(6)(c), 21(1), 21(2), 21(3), 21(3)(a) to 21(3)(a)(viii), 21(3)(b), 21(5) to 21(5)(c), 21(6)*

- Leaders and those involved in the appointment of staff have received the necessary training to recruit staff. They understand clearly their responsibilities relating to pre-employment checks to ensure staff are suitable to work with children.
- The single central record of pre-employment checks on staff contains the required information.
- Leaders and the proprietor ensure staff have the appropriate training or qualifications to carry out their duties effectively.
- These standards continue to be met.

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

*Paragraphs 34(1), 34(1)(a), 34(1)(b)*

- At the standard inspection in March 2022, inspectors found that this standard was not met. Leaders did not have the knowledge and skills appropriate to their roles to ensure that all the standards were met consistently. The proprietor had not ensured that leaders had fulfilled their responsibilities effectively. Previous monitoring inspections found that these standards remained unmet.
- Leaders have improved their knowledge and skills to ensure that the standards are now met. They have reviewed and revised their school development plans. Leaders now have an effective action plan to support necessary improvements to the school. The proprietor carries out frequent and rigorous checks on the progress of leaders' actions to improve the school.
- Leaders are making appropriate improvements to the curriculum. There is now a suitable policy for the curriculum in place. This is supported by suitable planning and schemes of work. Nevertheless, leaders know that despite the improvements already undertaken, there is more to do. For example, they understand the need to make sure that new approaches to managing pupils' behaviour are used consistently and improvements in teaching are embedded.
- These standards are 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 subparagraph (2) is drawn up and implemented effectively.
- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school-
  - 3(b) fosters in pupils self-motivation, the application of intellectual, physical and creative effort, interest in their work and the ability to think and learn for themselves;
  - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time.

#### **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.

## School details

Unique reference number	140816
DfE registration number	371/6001
Inspection number	10321156

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 special school
School status	Independent special 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	33
Number of part-time pupils	0
Proprietor	Keys Group
Chair	James Madine
Headteacher	Emma White
Annual fees (day pupils)	£23,790 to £45,270
Telephone number	01302 367005
Website	<a href="https://education.keyschildren.co.uk/school/north-bridge-enterprise-college/">https://education.keyschildren.co.uk/school/north-bridge-enterprise-college/</a>
Email address	emmawhite@keys-group.co.uk
Date of previous standard inspection	8 to 10 March 2022

## Information about this school

- North Bridge Enterprise College was judged by Ofsted to be inadequate at its previous standard inspection in March 2022. Some standards were unmet. The school received progress monitoring inspections in October 2022 and May 2023 where some standards remained unmet. This inspection was the school's third progress monitoring inspection since the standard inspection in March 2022. The school is based in the grounds of the 'Eco Power Stadium' in Doncaster.

- The school is registered to take pupils aged 11 to 17. However, at the time of this inspection, the school only had pupils between the ages of 14 and 16.
- Most pupils access a mix of learning on this site, along with learning from other providers at external sites. Some pupils are taught in their own homes with the support from North Bridge Enterprise College staff.
- At the time of this inspection, there were only eight pupils on site. A number of other pupils were at off-site settings or placements with alternative providers of education. A significant number of pupils were absent from school.
- The school makes use of six unregistered alternative providers of education. These are Cirque Skills Pathway, Enhancement Training and Developing Futures, Higher Rhythm, Journey Learning Hub and The Lighthouse.

## 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.
- The Department for Education (DfE) required the school to prepare a statutory action plan to meet the unmet standards identified at the standard inspection in March 2022. Ofsted evaluated this action plan on 8 July 2022. The action plan was not accepted by the DfE. A subsequent action plan was evaluated by Ofsted on 30 January 2023. The DfE found this action plan to be unacceptable as well.
- The DfE requested that this inspection also consider a complaint relating to the behaviour and conduct of pupils at the school (7, 7(a), 9, 9(a) and 9(b)), pupils' health and safety (11), attendance procedures (15) and the school's risk assessments (16, 16(a) and 16(b)). As such, this inspection was conducted with no notice.
- The inspection also considered the school's safeguarding arrangements, including the single central record of pre-employment checks and whether the school's safeguarding policy is available to parents and carers. These requirements of the standards are met.
- The inspector held meetings with the headteacher, the deputy headteacher, the regional manager and the designated safeguarding lead.
- The regional manager represented the proprietor during this inspection.
- The inspector carried out a tour of the site accompanied by the deputy headteacher.
- The inspector observed pupils in lessons and at other, less structured times.
- The inspector reviewed a range of documentation relating to safeguarding, pupils' behaviour and anti-bullying. This included the checks leaders make prior to employment on staff's suitability to work with children.

## Inspection team

Marcus Newby, lead inspector

His Majesty's Inspector



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