

New Ways School

300 Redhill road, Kings Norton, Birmingham, West Midlands B38 9EL

Inspection date

26 June 2024

Overall outcome

The school is likely to meet the relevant independent school standards if the material changes relating to the school provision are implemented

Main inspection findings

Part 1. Quality of education provided

Paragraphs 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(1)(b)(ii), 2(2), 2(2)(a), 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)(g), 2(2)(h), 2(2)(i), 2A(1), 2A(1)(b), 2A(1)(d), 2A(1)(e), 2A(1)(f), 2A(1)(g), 2A(2), 3, 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(g), 3(h), 3(i), 3(j), 4

- The school has put in place a well-considered curriculum that takes into account students aged 19 years old. Curriculum plans continue to prioritise English and mathematics to ensure that all students have the opportunity to achieve the skills and qualifications they need to be successful in the world of work and further education. All plans have been carefully adapted to support students who have special educational needs and/or disabilities (SEND).
- Expert staff have been appointed to teach the planned curriculum. Leaders plan to continue the school's monitoring and quality assurance processes with the new staff at the additional school site.
- The resources in place to support learning are high quality. Leaders have ensured that students have access to up-to-date equipment to support their learning. For example, leaders have installed a hair salon to support pupils studying hair and beauty. The additional school site has a well-stocked and inviting library, which contains age-appropriate books.
- Students have worked with leaders to design and resource the additional school site. For example, pupils chose the colour and design of the hair salon and helped to choose books for the library.
- The school's personal, social, health and economic curriculum is detailed. Careers education is high-quality. Leaders have thought carefully about how to support students to be successful and independent beyond school. For example, they have put in place a model flat, where students will learn how to use a washing machine, change a lightbulb and other important life skills.

- The school has plans in place to ensure that older students have access to appropriate relationships and sex education. Leaders have adapted plans accordingly to reflect the students' age and understanding.
- These standards are likely to be met if the Department for Education (DfE) approves the implementation of the material change.

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

Paragraphs 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), 5(c), 5(d), 5(d)(i), 5(d)(ii), 5(d)(iii)

- School leaders have put plans in place to ensure there are opportunities to develop spiritual, moral, social and cultural (SMSC) education. They have built in a range of SMSC opportunities, for example visiting local places of worship and learning about Pride month. School leaders are working with the local community near the additional school site to make further links, for example with local employers.
- These standards are likely to be met if the DfE approves the implementation of the material change.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b), 14, 32(1)(c)

- The school's safeguarding policy takes account of the most recent government guidance and is available on the school's website. Leaders are currently updating this policy to reflect the pending publication of 'Keeping children safe in education 2024'. Leaders are also ensuring that the policy reflects that the two school sites are in two different local authorities.
- The designated leaders for safeguarding are knowledgeable about their role. The school maintains effective records and follow up concerns promptly. Leaders work effectively with parents and carers, and with other agencies, to ensure that children and families get the support they need.

Paragraph 11

- The school has a detailed health and safety policy in place. Leaders carry out checks to ensure that the policy is being implemented effectively.

Paragraph 12

- The protocols for ensuring compliance with fire safety regulations are thorough. This includes commissioning an external professional to conduct a rigorous risk assessment. The school acted swiftly to rectify issues raised during the checks of the additional school building and the building is now fully compliant.
- Leaders have drawn up evacuation procedures. A fire safety log is in place detailing the testing, fire drills and equipment checks that are planned and when these will happen. A detailed site map shows the positions of fire call points, fire exits and assembly points.

Paragraph 14

- The school has carefully considered the supervision of pupils and have put in place an appropriate staffing structure in readiness for an increase in capacity. They take

account of the number of pupils on roll and pupils' individual needs to plan the level of supervision required to keep pupils safe.

Paragraph 16, 16(a), 16(b)

- There is an effective risk assessment policy in place. Detailed and purposeful risk assessments clearly identify the risks associated with specific locations and activities. These are carried out by suitably experienced and knowledgeable staff. Risk assessments are reviewed regularly and updated promptly as necessary.
- The school has carefully considered the risks associated with an additional school site and the increase of numbers and age range. For example, leaders are keeping the younger pupils from Year 7 to Year 9 on one school site, while having Years 10 to Year 13 on the larger school site.
- These standards are likely to be met if the DfE approves the implementation of the material change.

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

Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(3), 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(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(c), 21(7), 21(7)(a), 21(7)(b)

- The school's recruitment procedures meet statutory requirements. The single central record is accurate and detailed. All checks are completed in a timely manner ahead of staff taking up their post. The school's additional safety measures, such as bespoke interview questions relating to safeguarding add additional assurances about the staff's suitability to work with pupils.
- These standards are likely to be met if the DfE approves the implementation of the material change.

Part 5. Premises and accommodation at schools

Paragraphs 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 24(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), 29(1), 29(1)(a), 29(1)(b)

- Leaders propose to open an additional site, 'New Ways College', situated just outside Bromsgrove. The additional school site will provide pupils with the opportunity to study vocational courses, such as hair and beauty, child development and hospitality and tourism. The site has been equipped with appropriate equipment and resources, for example a hair and beauty salon and a large kitchen. The classrooms are well equipped to accommodate the increase in pupil numbers.
- Leaders have consciously given the new building more of a 'college feel' opposed to a traditional school, with a well presented hub area for learning and socialising. This is to support the older students to transition from a more traditional school-based

setting to a college setting. The school has outdoor space for both physical education and social times.

- At the additional school site there is a well-equipped medical room available, with a sink and close proximity to a toilet facility. There are appropriate toilet and washing facilities available for the sole use of pupils. One of these contains a shower and a suitable changing space for pupils to use if required.
- Both of the school premises are clean, well maintained and welcoming for pupils. The sites are tidy and decorated appropriately. Classrooms are well lit with natural light. All classrooms have good acoustics.
- These standards are likely to be met if the DfE approves the implementation of the material change.

Part 8. Quality of leadership in and management of schools

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

- Leaders demonstrate a secure knowledge of how to cater for the wide and varied needs of pupils with SEND. They are ambitious for all pupils and have put in a curriculum and well-resourced premises to support these ambitions.
- Leaders have demonstrated a clear understanding of how to support 19-year-old students, both academically and pastorally.
- Leaders have plans in place to accommodate the proposed increase in pupil numbers to be ready if the proposal is granted. At the time of the material change inspection, there were places for 25 full-time pupils on roll. Leaders propose to increase this number to 65 full-time pupils. They propose to increase capacity steadily over time.
- The proprietor and school leaders demonstrate a good understanding of the independent school standards.
- These standards are likely to be met if the DfE approves the implementation of the material change.

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 that are relevant to the material change.

School details

Unique reference number	145417
DfE registration number	330/6036
Inspection number	10336164

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent special school
School status	Independent school
Proprietor	David Manson
Chair	Nicola Kelly
Headteacher	Michelle Woodward
Annual fees (day pupils)	£60,840 to £103,350
Telephone number	0121 451 2055
Website	www.keys-group.co.uk
Email address	admin.newways@keys-group.co.uk
Dates of previous standard inspection	7 to 9 March 2023

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	11 to 17	11 to 19	11 to 19
Number of pupils on the school roll	25	65	65

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed

Number of full-time pupils of compulsory school age	25	65
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	25	65
Of which, number of pupils with an education, health and care plan	25	65
Of which, number of pupils paid for by a local authority with an education, health and care plan	25	65

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	10	16
Number of part-time teaching staff	Not applicable	Not applicable

Information about this school

- New Ways School offers places to pupils with SEND and social and emotional difficulties.
- The school's most recent standard inspection took place in March 2023. The school was judged to be outstanding and the standards were met.
- The school does not make use of alternative provision.

Information about this inspection

- This inspection was commissioned by the DfE to consider the school's request for a material change. The purpose of the inspection was to establish whether the school is likely to meet the relevant independent school standards if the registration authority granted the requested material change.
- The Department of Education commissioned this additional inspection in response to a request from the proprietor to increase the number of pupils on the school roll from 25 to 65 and to increase the age range from 11 to 17 to 11 to 19. As part of this increase, the school has also bought an additional school site. Leaders plan to teach pupils from Year 10 to Year 13 in the new building. The DfE were seeking assurance that particular standards would likely continue to be met were the material change to be approved.
- As part of this inspection, the inspector held meetings with leaders, including the proprietor, the headteacher, two associate headteachers and the chair of governors.
- The inspector reviewed a range of school documentation, including curriculum plans and policies, and took a tour of the additional school premises and some of its grounds to check the facilities.
- The inspector 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.

Inspection team

Eve Morris, lead inspector

His Majesty's Inspector

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