

Advice note for a pre-registration inspection of an academy/free school/studio school/university technical college (UTC)

School name	Beal Business Innovation Hub
DfE registration number	317/1102
Unique Reference Number (URN)	141006
Inspection number	446719
Inspection dates	21 July 2014
Reporting inspector	Colin Mackinlay

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Information about the inspection

This inspection was conducted by Ofsted at the request of the registration authority for independent schools. It was carried out under section 99 of the Education and Skills Act 2008.¹

Context of the school

The proposed Beal Business Innovation Hub will be a 14–19 Alternative Provision Free School located on the Beal Academy Campus in Ilford. It will open initially in refurbished accommodation which is part of the upper school site and relocate in September 2015 to purpose-built accommodation on the same site. The school is part of the Beal Multi-Academy Trust and sets out to be 'a high performing, aspirational, alternate provision with young people's interests at the heart of their own vision and futures'. It will admit a small number of students to Years 10, 11 and 12 in its first year and fill to its capacity after it has moved into its new building. There are 23 students currently registered for enrolment; four of these students have a statement of special educational needs.

Compliance with the regulations

Spiritual, moral, social and cultural development of pupils

The school is likely to meet most of the regulations, but implementation could not be seen. The school has a clear and comprehensive 'student engagement' policy and implementation plan. These set out a framework within which students will be encouraged to develop an understanding of right and wrong and the consequences of personal decisions. There is a detailed curriculum programme that will take place on Fridays that makes provision for personal, social and health education and religious education. This integrates with the school's 'personal learning coaching' system that gives all students daily individual time with their assigned coach. However, there are no formal plans for students to contribute positively to the lives of those living and working in the locality.

The school's policies and curriculum plans promote the students' appreciation of their own and others' cultures, and respect and tolerance of different faiths and beliefs. If implemented effectively, they will ensure that students develop an insight into the workings of civil law and into the nature of local and national institutions. The school policies do not require explicitly that partisan political views are not promoted. They also do not require explicitly that balanced accounts of opposing views are presented where political issues are brought to the attention of students beyond occasions while they are in attendance at school or when material is distributed.

In order to meet the regulations in full, the school should:

¹ www.legislation.gov.uk/ukpga/2008/25/section/99

- ensure that there are plans for students to contribute positively to the lives of those living and working in the locality (paragraph 5(a)(iii))
- ensure that policies, the staff handbook and the code of conduct are amended to make it clear that partisan political views are not promoted (paragraph 5(b))
- ensure that policies, the staff handbook and the code of conduct are adapted to make it clear that where political issues are brought to the attention of pupils, beyond occasions while they are in attendance at school, or when material is distributed, reasonably practical steps are taken to offer a balanced presentation of opposing views (paragraphs 5(c)(ii) and (iii)).

Welfare, health and safety of pupils

Documentary evidence indicates that the majority of regulations are likely to be met, but implementation could not be seen. Most required policy documents have been produced, including policies for safeguarding, safer recruitment, behaviour management and anti-bullying. The school is completing the production of a written first-aid policy. Sufficient staff are already trained in first aid; more will be trained when the school opens. Senior staff have not yet been formally trained in safer recruitment but the principles have been applied to the recruitment process to date through the Beal Multi-Academy Trust.

A provider and dates have been identified for the training of all staff in child protection and the training has been booked so that basic requirements are likely to be met. However, no member of staff has yet been trained to the level required to be the designated person for child protection nor has such training been scheduled. Suitable policies have been prepared for all required aspects of health and safety and for fire safety, and a fire safety risk assessment for the temporary accommodation has been completed. The required report from the fire authority for the new building will be produced as part of building control assessment when construction is complete. The school has planned in detail how staff will be deployed to ensure proper supervision of pupils at all times of the day, not just during breaks. Admission and attendance registers will be maintained electronically and their formats meet requirements. The school's three-year plan to develop access is in place.

In order to meet the regulations in full, the school should:

- ensure that key staff are trained in safer recruitment and as designated persons for child protection (paragraph 7)
- complete the process of preparing a written policy on first aid (paragraph 14).

Suitability of staff, supply staff, and proprietors

The school's planning for the completion of all required checks on the suitability of staff and implementation to date indicates that most but not all regulations are likely to be met. The full range of checks have been carried out on staff appointed,

including checks to confirm each member of staff's medical fitness and whether any members of staff are subject to a prohibition. Disclosure and Barring Service checks for the proprietors have been completed but the details of their identity checks and right to work in the United Kingdom have not been recorded appropriately so that they can be verified. Checks in respect of British citizens who have lived abroad have not been required but the single central record does not record this. Checks on staff from employment businesses such as contract cleaners and supply staff are complete and fully recorded.

In order to meet the regulations in full, the school should:

- check and record each individual member of the proprietorial body's right to work in the United Kingdom as well as details of their identity checks (paragraph 21(6)(b))
- complete the single central register and ensure that it contains all the required records (paragraphs 22(3) and (6)).

Premises of and accommodation at the school

The school is likely to meet all of the regulations. The school is to be located in extensively refurbished temporary accommodation which is still under construction. The site was visited and the work is scheduled to be finished in time for the school to open. Detailed plans for the permanent premises and accommodation were also scrutinised. The Education Funding Agency, the Department for Education's (DfE) delivery agent, is managing the preparation and refurbishment process on behalf of the school. The DfE will wish to continue to monitor progress with the premises directly with the agency.

Classrooms are sufficient in number for the planned number on roll and of adequate size. There are sufficient washrooms and toilets for students. Changing facilities and showers are provided by Beal Academy on the same site and are sufficient and appropriate. In both the temporary and permanent accommodation there are suitable disabled toilet facilities and all areas of the building are fully accessible. There is a medical room with washing facilities located close to suitable toilet facilities in the temporary accommodation and planned for in the permanent accommodation. There is safe outside space for recreation and the buildings and access points to the grounds are fully secure.

Provision of information

The provision meets all regulations.

Manner in which complaints are to be handled

The school meets most of the regulations, but does not make it clear that members of the panel that hears a complaint will not have been directly involved in the matters detailed in the complaint. The policy also does not make explicit provision

that one person on the panel should be independent of the management and running of the school or that any complainant, including parents, may attend the hearing and be accompanied.

In order to meet the regulations in full, the school should:

- amend the complaints policy to clarify that the members of the panel that hears a complaint will not have been directly involved in the matters detailed in the complaint (paragraph 25(f))
- make explicit provision in the complaints policy that one person on the panel is independent of the management and running of the school (paragraph 25(g))
- make provision in the complaints policy for any complainant, including parents, to attend the hearing and to be accompanied (paragraph 25(h))

Recommendation to the Department for Education

Registration

- **YES. The school can be registered and allowed to open on receipt by DfE of evidence of improvement in relation to the following matters.**
- Ensure that there are plans for students to contribute positively to the lives of those living and working in the locality (paragraph 5(a)(iii)).
- Ensure that policies, the staff handbook and the code of conduct are amended to make it clear that partisan political views are not promoted (paragraph 5(b)).
- Ensure that policies, the staff handbook and the code of conduct are adapted to make it clear that where political issues are brought to the attention of pupils, beyond occasions while they are in attendance at school or when material is distributed, reasonably practical steps are taken to offer a balanced presentation of opposing views (paragraphs 5(c)(ii) and (iii)).
- Ensure that key staff are trained in safer recruitment and as designated persons for child protection (paragraph 7).
- Complete the process of preparing a written policy on first aid (paragraph 14).
- Check and record each individual member of the proprietorial body's right to work in the United Kingdom as well as details of their identity checks (paragraph 21(6)(b)).
- Complete the single central register and ensure that it contains all the required records (paragraphs 22(3) and (6)).

- Amend the complaints policy to clarify that the members of the panel that hears a complaint will not have been directly involved in the matters detailed in the complaint (paragraph 25(f)).
- Make explicit provision in the complaints policy that one person on the panel is independent of the management and running of the school (paragraph 25(g)).
- Make provision in the complaints policy for any complainant, including parents, to attend the hearing and to be accompanied (paragraph 25(h)).

Recommended number of day pupils: 100

Recommended age range: 14–19

Recommended gender of pupils: mixed

Recommended type of special educational needs: N/A.