

Advice note for a pre-registration inspection of a free school

School name	Sir Frederick Gibberd College
DfE registration number	881/4019
Unique reference number (URN)	143697
Inspection number	10115478
Inspection dates	27/08/2019
Reporting inspector	Paul Wilson HMI



Information about the inspection

This inspection was conducted by Ofsted at the request of the Secretary of State for Education. It was carried out under section 99(1) of the Education and Skills Act 2008.¹

In carrying out this type of inspection, inspectors assess the extent to which the school is likely to meet 'The Education (Independent School Standards) Regulations 2014' when it opens.²

The inspector met with the headteacher and held discussions with the member of staff responsible for maintaining the single central record of employment checks. The inspector reviewed a range of policies, including those related to safeguarding pupils. The inspector reviewed plans for permanent buildings for the school, and toured the temporary accommodation and facilities that will be shared with Burnt Mill Academy on the site that the school intends to use when it opens in September 2019.

Information about the registration

The school is seeking registration as a free school for:

Number of day pupils	1700 (initially 120 in 2019)
Age range	11–18
Gender of pupils	Mixed
Type of special educational needs	Not applicable

Context of the school

It is proposed that Sir Frederick Gibberd College will be a secondary school with sixth form in the town of Harlow, sponsored by Burnt Mill Academy Trust (BMAT). The trust consists of 10 schools located in Essex and London, in both the primary and secondary phases of education. It is anticipated that the first cohort of pupils will be admitted to Year 7 in September 2019. A further 120 pupils will be admitted to Year 7 in September 2020. Leaders intend to move into purpose-built accommodation, on a site formerly occupied by a school in Tendering Road, Harlow, in September 2021. At this time, in addition to 180 Year 7 pupils, 100 students will be admitted to Year 12.

The school will be located in temporary accommodation on the Burnt Mill Academy site between September 2019 and August 2021 and arrangements are in place to use some of Burnt Mill Academy's specialist facilities.

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

² www.legislation.gov.uk/uksi/2014/3283/schedule/made. Part 1 to Schedule 1 is not reported against because it does not apply to academies, free schools, studio schools and UTCs.

This is the school's second pre-registration inspection. The first pre-registration inspection, in May 2019, identified work that needed to be done to address some of the regulations in parts 3, 5 and 8.

Advice to the Secretary of State for Education

Overall outcome	The school is likely to meet all the relevant independent school standards when it opens.
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Compliance with The Education (Independent School Standards) Regulations 2014

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

The school is likely to meet all of the standards in this part.

Pupils' spiritual, moral, social and cultural development will be supported through religious education and citizenship lessons, but all curriculum areas will make a contribution towards this aspect of the school's work. A programme of assemblies, visiting speakers, 'drop-down days' and structured opportunities to discuss and reflect upon pertinent topics in form tutor periods will supplement and complement this work.

Monthly themes will be explicitly linked to one of each of the British values. There are also a variety of trips and visits planned to support pupils' understanding of others' beliefs and cultures, and the rule of law. The school's policies actively demonstrate promotion of respect for people with protected characteristics. Pupils will practise democracy through electing members of the school council. Timetabled enrichment activities will allow pupils to develop and pursue their personal interests. There will be opportunities for pupils to participate in sporting, musical and drama activities, including through joint activities with other schools in the trust.

Part 3. Welfare, health and safety of pupils

The school is likely to meet all of the requirements in this part.

The school's behaviour policy clearly sets out expectations of pupils' behaviour. It indicates how the system of rewards and sanctions will be used to promote positive behaviour. It is clearly linked to other policies and documents, such as the uniform and appearance policy, attendance and punctuality policy and home-school agreement, illustrating high expectations regarding behaviour and attitudes.

The anti-bullying policy gives guidance to staff on how to spot, address and reduce incidents of bullying. It identifies the different types of bullying, the harm that can be caused and covers the roles and responsibilities of staff.

Procedures and policies to ensure that pupils are kept safe from harm follow the most recent published guidance. The designated safeguarding lead and the headteacher have recent, appropriate training. All staff will have had appropriate training in safeguarding and the 'Prevent' duty prior to the school opening in September 2019.

A risk assessment policy is in place. There is also a trust health and safety policy and procedures to reduce risk from fire.

Part 4. Suitability of staff, supply staff and proprietors

The school is likely to meet all of the standards in this part.

Leaders know and understand their responsibilities to ensure that all staff, including volunteers and supply teachers, are vetted appropriately prior to appointment. All checks related to suitability to work in schools have been completed on the staff appointed to date and are recorded accurately on an electronic single central register.

Part 5. Premises of and accommodation at schools

The school is likely to meet all of the standards in this part.

The school will initially be situated in temporary accommodation on the same site as Burnt Mill Academy. The buildings supplied are planned to meet all current requirements including, for example, provision for first aid, toilets and medical facilities. Specialist art and design, technology, science and physical education facilities will be shared with Burnt Mill Academy. These facilities are suitable for their intended purpose. There is an appropriate outdoor area for pupils to use at break and lunchtime at this site.

Suitable arrangements are in place to ensure that the temporary accommodation and outside area that will be used by pupils are separate from Burnt Mill Academy, and that access to the Sir Frederick Gibberd site is appropriately controlled to ensure that pupils are kept safe.

Leaders provided detailed plans about the proposed layout for the permanent, purpose-built accommodation that is intended for the school to occupy from September 2021. The trust and school leaders are working closely with the Department for Education (DfE) to ensure that plans are fully compliant with regulations, regarding drinking water, toilets, first aid and medical facilities, outdoor space and physical education.

Part 6. Provision of information

The school is likely to meet all of the standards in this part. All required policies are in place and available to parents, upon request and/or on the school's website. The school's current website contains information about the potential opening of the school and policies covering admissions, behaviour, anti-bullying, child protection and complaints. A website has been constructed and will provide all of the relevant information required. Leaders know that they must provide regular reports on pupils' attainment and progress, and arrangements to do so are in place.

Part 7. Manner in which complaints are handled

The school is likely to meet all of the standards in this part. The published complaints procedure is appropriately detailed and clearly sets out the necessary steps and

timescales for efficiently handling complaints. The opportunity to address complaints initially on an informal basis is made clear in the policy.

Part 8. Quality of leadership in and management of schools

The school is likely to meet all of the requirements in this part.

The trust has appropriate and wide-ranging expertise in its membership, including experienced leaders of secondary schools. Trustees have recruited leaders and staff, including the headteacher and a project manager, to ensure that they have a good understanding of the regulations.

Schedule 10 of the Equality Act 2010

A suitable equalities policy is in place. The school has an accessibility plan and leaders intend to review this in October 2019 to ensure that it can be amended if required.

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