

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

School name	The Workplace
Department for Education (DfE) registration number	845/1101
Unique reference number (URN)	147855
Inspection number	10148525
Inspection dates	22/06/2020 to 25/06/2020
Reporting inspector	Andrew Hemmings



Information about the inspection

This inspection was carried out 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 inspection was carried out during the COVID-19 (coronavirus) pandemic. As a result, we could not visit the school site or meet with the proposer in person. The inspector held telephone discussions with the headteacher, the deputy headteacher (designate), the chief executive officer (CEO), other trust leaders and the chair of trustees. The inspector reviewed plans for, and viewed a virtual tour of, the permanent school site. The inspector scrutinised information available on the school's website and reviewed a range of policies and procedures. Using the available information, the inspector is able to give sufficient assurance that the school is likely to meet the independent school standards.

Information about the registration

The school is seeking registration as a free school for:

Number of day pupils	94
Age range	11 to 16
Gender of pupils	Mixed
Type of special educational needs	Not applicable

Context of the school

The Workplace intends to open in September 2020 to 74 pupils in Years 10 and 11. It plans to increase the numbers on role by taking pupils in key stage 3 from September 2021, growing to a capacity of 94 pupils.

The Workplace will provide vocational education for pupils who struggle in mainstream schools. Pupils will be dual registered, remaining on roll at their home school. The Workplace will be the subsidiary provider.

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.

The Workplace will be part of the Sabden Multi-Academy Trust. Sabden currently provides specialist education for pupils who demonstrate challenging behaviour and may have social, emotional and mental health difficulties.

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 proposed school is likely to meet the requirements for this part. There will be a particular emphasis in lessons on helping pupils to develop the social skills they will need in the world of work. Staff will promote and model the behaviours they expect of pupils. Pupils will receive two lessons of personal, social and health education each week. This will be enhanced by regular, themed assemblies to support the spiritual, moral, social and cultural development of pupils.

Part 3. Welfare, health and safety of pupils

The proposed school is likely to meet all the standards for this part. The school will use a combination of trust-wide and school-specific policies. For example, the behaviour policy will be bespoke to the school. It has been specifically designed to reflect the standards of conduct appropriate to a workplace. The trust's health and safety policy will be supplemented with a critical incident plan written for the context of the school.

Leaders have commissioned a fire risk assessment. This is due to take place once the building has been handed over to the trust, before the school opens.

Part 4. Suitability of staff, supply staff and proprietors

The proposed school is likely to meet all the requirements for this part. The school has an appropriate template for its single central register of recruitment and vetting checks. Leaders are in the process of completing appropriate checks as new staff are appointed. Leaders have a secure understanding of the checks that are required for supply staff and will record these on the single central register if and when supply staff are employed.

Part 5. Premises of and accommodation at schools

The proposed school is likely to meet all the standards for this part. The refurbished premises are due to be handed over to the trust in August 2020. Teaching spaces will be appropriately lit and have suitable acoustics. There will be sufficient toilet facilities and one room on each floor to cater for the medical needs of pupils. Labelled drinking water for pupils will be available throughout the day.

Part 6. Provision of information

The proposed school is likely to meet all the requirements for this part. Some information, such as the name of the headteacher, is already available on the school's website. Leaders have determined their strategy for reporting to parents. Key policies, such as those relating to the arrangements to safeguard and promote the welfare of pupils at the school, are in place. There are firm plans to have a more

comprehensive website fully operational by September 2020. All required information will be available through the website or other appropriate channels.

Part 7. Manner in which complaints are handled

The proposed school is likely to meet all the requirements for this part. The school will adopt the trust-wide complaints policy. This provides for parents to follow several different stages of complaint, including having the complaint considered on an informal basis. It sets out clear timescales and establishes what parents should expect at each stage.

Trust leaders have committed to amending the policy to ensure that, where there is a panel hearing of a complaint, one panel member is independent of the management and running of the school.

Part 8. Quality of leadership in and management of schools

The trust already runs several other, successful, specialist education providers in East Sussex. It has the infrastructure, practices and policies in place to support the new school as it grows.

Experienced trust leaders have appointed knowledgeable school leaders in preparation for the opening of The Workplace. Together, they demonstrate the skills and knowledge to ensure that the school consistently meets the independent school standards.

Schedule 10 of the Equality Act 2010

The school is likely to meet the requirements of the Equality Act 2010. It has an up-to-date accessibility plan in place to enhance pupils' access to the curriculum, their physical access to the building and their access to information.

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