

Advice note for pre-registration inspections of all types of academies and free schools/studio schools/university technical colleges (UTC)

School name	Nishkam School West London
DfE registration number	313/4002
Unique reference number (URN)	139720
Inspection number	422391
Inspection dates	9 July 2013
Reporting inspector	David Scott

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

Nishkam School West London is a free school and will be initially located on the site of a three-storey former office block which is currently undergoing refurbishment, due to be completed by the end of August. The school is sponsored by the Nishkam School Trust and is due to open on 9 September 2013. The school has applied to be registered to admit 1,400 boys and girls from ages 4 to 19. It will admit children aged 4 to 6 in its first year. At present, there are 100 children registered for enrolment. It is not yet known how many children have special educational needs or who will be in receipt of a statement of special educational needs. In September 2013, phase 1 of the school building programme will open for classes in the Early Years Foundation Stage and Year 1, with phase 2 culminating in the completion of a purpose-built all-through school on a proposed site located about one mile away and due to open in September 2015. The school's mission, based on the Sikh ethos, aims to 'nurture the infinite potential in children to become examples in society that shape communities for the common good'.

Compliance with the regulations

Spiritual, moral, social and cultural development of pupils

The school is likely to meet all of the regulations, but implementation could not be seen. The school's aspirations will be based on the faith-inspired values of 'humility, service, compassion, self-discipline, forgiveness, love and creativity'. The school is committed to 'academic excellence grounded in a self-less approach to life (nishkam)'. The planned personal, social, and health education (PSHE) curriculum and collective worship programme will reflect this ethos, and will 'nurture the personal faith journey of every pupil', together with building inter-faith understanding. The prospectus states that the *Sikh dharam* (faith) is 'emphatic in respecting all faiths and not seeking converts'. The school intends to seek 'the involvement and collaboration' of the whole community working together to support families. The school intends to create opportunities for the wider community to contribute important skills and attributes to school life, so that each child will develop the mind-set 'to serve others without expectation or recognition' (*nishkam sewa*), in order to become responsible citizens, also developing an understanding of civil law, public institutions and services in England. The planned 'broad and visionary

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

curriculum' will draw upon the framework of '24 moral and spiritual dispositions', and will be grouped around the six themes of: 'compassion, contemplation, commitment, creative, community and choice'. These will form a key part of each child's educational experience. The school and sponsor are committed to forming partnerships that will provide children with 'direct experience of civic institutions, industry and commerce', and will engage 'Community Experts' and 'Experts in Residence', in order to give greater insight to the planned curriculum. The equal opportunities policies for staff and students, together with the staff handbook, give details to ensure that planned lessons and activities will be free from partisan political or religious views and that, where any political issues are discussed, a balanced view is always presented.

Welfare, health and safety of pupils

Documentary evidence indicates that all regulations are likely to be met. The school has prepared all the required policy documents, including those for safeguarding children and safer recruitment, promoting good behaviour, anti-bullying and first aid. Senior staff and governors have been trained in safe recruitment, safeguarding and child protection. All staff appointed to date have been trained in child protection and safeguarding. For those staff still to be appointed providers and dates have been identified for them to complete the required safeguarding and child protection training before the school opens. The behaviour policy sets out detailed expectations of staff and students and includes a code of conduct and appropriate rewards and sanctions procedures. Suitable policies have been prepared for all required aspects of health and safety, including a fire safety risk assessment before the school opens and a planned report from the fire authority. Admission and attendance registers will be maintained electronically and their formats meet requirements. The school's three-year 'equality plan' provides details to review and improve equality of access for disabled students.

Suitability of staff, supply staff, and proprietors

All the required vetting checks on all appointed staff and members of the governing body are captured in a single central record. The school does not intend to employ supply staff but, if the need arises, has appropriate procedures in place to conduct the checks on such staff.

Premises of and accommodation at the school

Scrutiny of the architect's plans and a tour of the site confirm that the refurbishment of the building is likely to meet the regulations in readiness for opening in September. Orders for furniture, fixtures and fittings have been placed (orders seen) to provide appropriate and stimulating learning resources for children in the Early Years Foundation Stage. Heating, lighting and air-conditioning systems are likely to meet requirements. The accessibility plan details arrangements for disabled children to be admitted to the school. An appropriate number of washrooms will be available for the proposed number of children on roll, including three disabled toilets and a lift

to all three floors. A labelled supply of drinking water will be accessible to children. The planned medical room will be located on the ground floor, adjacent to the reception area, with toilets located nearby. The outside areas to the Early Years Foundation Stage are adequate for learning and recreation, and plans are in place to install a canopied area to provide a safe and secure environment for children to learn through play. In addition, the school has secured permission to use the playing field facilities of a nearby local rugby club for physical education. Risk assessments have been completed to ensure that children will be safely chaperoned to and from the venue. Planning for the proposed new all-through school building is at an embryonic stage of development and currently no architects' plans are available.

Provision of information

The provision is likely to meet all the regulations.

Manner in which complaints are to be handled

The school is likely to meet all the regulations.

Recommendation to the Department for Education

Registration

Is registration recommended?

YES. This school is likely to meet all regulations when it opens and is recommended for registration.

Recommended number of day pupils: 1,400

Recommended age range: 4–19 years

Recommended gender of pupils: Mixed

Recommended type of special educational needs: N/A.