

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

School name	Harris Invictus Academy Croydon
DfE registration number	306/4002
Unique reference number (URN)	1651
Inspection number	446868
Inspection dates	20 June 2014
Reporting inspector	Clementina Olufunke Aina

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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

Harris Invictus Academy Croydon is a free school operating as part of the Harris Federation. Harris Invictus Academy Croydon is the outcome of a close collaboration between Harris Federation and the Invictus parent group to bring a new secondary school to serve both north and west Croydon. As a non-denominational school, it operates an open admission policy and welcomes students with special educational needs and students from all faiths. It plans to open on 1 September 2014, with 180 Year 7 students, and 180 students have been registered for enrolment. The academy has applied to register 1,150 boys and girls between the age of 11 to 18. The academy will initially be operating from temporary accommodation on part of the London Road site (the former general hospital) in central Croydon, while construction of the academy's permanent building proceeds. The academy is sponsored financially by its chairman Lord Harris, whose successful entrepreneurship will be an inspiration to the academy's students. The new academy will maintain the Harris federation values of tradition, good behaviour and respect for others.

Compliance with the regulations

Spiritual, moral, social and cultural development of pupils

The academy is likely to meet all of the regulations, but implementation could not be seen. The academy's behaviour and anti-bullying policy provides a framework for students to learn and enjoy their education in a calm and purposeful environment. The behaviour policy emphasises that students will be expected to follow the code of conduct and safety rules. The policy for spiritual, moral and social development sets out a vision for students to be 'highly employable, self-confident citizens and entrepreneurs of the future'. It places an emphasis on students learning and demonstrating skills such as problem solving, risk taking and decision making. The programme will encourage students to develop their understanding and tolerance of the beliefs and cultures of others. Students' learning will be closely linked to the academy's core values of resilience, resourcefulness, responsibility, reasoning and reflection. Students will be encouraged to develop and recognise these values in themselves and others, as part of their preparation for their future and careers. The academy's specialisms of enterprise and sports will place emphasis on students' development of entrepreneurship and sportsmanship based on healthy competition. The academy aims to create a vibrant learning community through the enterprise

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

and sports community. The academy's plans for citizenship education ensure that students will learn about local and national institutions and the working of the civil and criminal law. The curriculum makes provision for students to participate in a scheme of projects, undertake visits to local businesses and entrepreneurs to extend their learning experiences. The academy is ensuring that the planned curriculum is free from partisan and political views and that, when issues are discussed, balanced views are presented.

Welfare, health and safety of pupils

Documentary evidence indicates that most of the requirements are likely to be met. Most of the required policies have been produced, including policies for safeguarding, safer recruitment, behaviour management, anti-bullying and health and safety. There is a suitable policy for first aid, and courses are booked to ensure that sufficient first aiders will be trained before the academy opens, so that requirements are likely to be met. The headteacher has been trained in safe recruitment. Providers have been identified for the training of staff in child protection. Training has been booked to take place before the academy opens, so that requirements are likely to be met. Some of the required checks on staff and volunteers with regard to their previous employment history, character references and professional references have been completed, while checks on recently recruited staff are ongoing. Suitable policies have been prepared for most of the required aspects of health and safety. However, as building works are yet to commence, the academy has been unable to plan or complete the required fire risk assessment of the academy site. Admission and attendance registers will be maintained locally and the format meets requirements. The academy's three-year plan makes a commitment to provide equality of access for disabled students and to increase accessibility in line with the requirements of the Equality Act 2010.

In order to meet requirements in full, the academy should:

- comply with the Regulatory Reform (Fire Safety) Order 2005 by producing a fire risk assessment (paragraph 13).

Suitability of staff, supply staff, and proprietors

The academy's planning for checking the suitability of all staff indicates that all requirements are likely to be met. The required checks for the proprietor and some of the staff have been completed and others are being processed. The outcomes of the checks are being updated on a single central register which meets the latest requirements. The academy does not intend to employ supply staff, but is aware of its responsibilities should supply staff be employed in the future.

Premises of and accommodation at the school

The academy is likely to meet most of the regulations, although the implementation could not be seen. The academy is to be located in a temporary structure from

September 2014 to September 2015. This meets requirements for the intended initial intake. The academy is due to move into a new permanent building by September 2015, which will have all the required specialist rooms, including a large sports hall. Whilst the students are in the temporary building, they will have an adequate number of classrooms and specialist rooms. There are adequate toilets, sinks and wash facilities, a suitable medical room and a student information centre. There are appropriate facilities for the serving and preparing food, A room is dedicated to support students with special needs. There is a staff room, a reception office, and offices for the headteacher and senior management staff. Supplies of hot water and drinking water are likely to meet requirements. The academy will have adequate outdoor play facilities, although sports sessions will be held off site. The academy anticipates making use of off-site physical education facilities at the nearby Harris Academy in Purley, located in Croydon. This is because sports provision will not be available whilst the academy is in temporary accommodation. Sports and appropriate changing facilities will also be accessed at Harris Academy in Purley until the permanent academy building is officially open.

Provision of information

The provision is likely to meet all the regulations.

Manner in which complaints are to be handled

The provision is likely to meet all the regulations.

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:**
- comply with the Regulatory Reform (Fire Safety) Order 2005 by producing a fire risk assessment (paragraph 13).

Recommended number of day pupils: 1,150

Recommended number of boarders: 0

Recommended age range: 11–18

Recommended gender of pupils: Mixed

Recommended type of special educational needs: N/A.