

The OFSTED inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008 on 8<sup>th</sup> to 10<sup>th</sup> March 2022. This was the first routine inspection of the school. The school met the independent school standards. These are the requirements set out in the schedule to the Education (Independent School Standards) Regulations 2014.

Overall effectiveness Requires improvement.

## Post Ofsted Action Plan

### **What does the school need to do to improve?**

- In some subjects, subject leaders have not thought carefully enough about the knowledge pupils should learn. This means that teachers do not have the information they need about what should be taught. This hinders pupils' progress. Leaders should ensure that they finalise their curriculum thinking so that teachers are clear about what they should be teaching and when this should take place.
- In some subjects, teachers do not use assessment strategies well enough to check on pupils' understanding of previous knowledge. This means that they move on to new topics without knowing how much knowledge pupils know and remember. This hampers pupils' achievement. Leaders should ensure that teachers use assessment strategies effectively to identify pupils' misconceptions, so that they can build their knowledge over time.
- Some aspects of the PSHE education curriculum are not implemented consistently well. This limits how well pupils are prepared for their future lives. Leaders should ensure that the PSHE education curriculum is coherently designed and implemented, so that pupils are better prepared for life in modern Britain.
- Sometimes, pupils do not behave as well as they should. They occasionally use unacceptable language. This is upsetting for some pupils, and it disrupts learning. Leaders should ensure that staff apply the school's behaviour policy in a consistent manner, so that pupils' behaviour matches leaders' expectations.

## Action plan S.114 of Education and Skills Act 2008

**School Name: PIONEER TEC**

**School Number:148056**

Standard No	Objective	Action proposed	To be completed by	Responsible person	Expenditure and resources	Success criteria or outcome
1 Quality of Education	The school curriculum to be further defined	SOW to be updated. RMP, IEPs, Curriculum Policy and subject policies shared with all staff and reviewed. Explore the use of sessional tutors for more specialised subjects.	SR/LE	SR	£25 per hour for sessional tutor	The curriculum has been further defined so Teachers have the information they need about what should be taught. A Psychological formulation, risk management plan, behaviour plan, IEP are shared with teachers, and these are discussed during supervisions and updated as and when required. SOW iare in place for all subjects delivered with detailed planning, resources for teachers to deliver. The school is now a registered NCFE exams centre and all students have achieved a functional skills qualification. NCFE Occupational Standards in the workplace This qualifications consist of 81 optional units across 11 occupational areas providing the student with a greater choice.
1 Quality of Education	Teachers to use assessment strategies effectively to identify pupils' misconceptions, so that they can build their knowledge over time.	Explore BKSB, Teachers to ensure summative assessment are completed at the end of each module to evaluate student learning by comparing it against some standard or benchmark.	All staff	SR/LE	£850 BKSB GL Assessments £40 per student	Teachers are now using assessment strategies well enough to check on pupils' understanding of previous knowledge. Summative assessments are completed at the end of modules to identify students' knowledge, skills and understanding and build upon these. Baseline assessments have now moved away from paper based and are online. These assessments were introduced in April 2023 (Termly Progress Tests in English, Maths & Science, National Group Reading & Spelling Tests).
1 Quality of Education	PSHE education curriculum is coherently designed and implemented	Review SOW. Explore ASDAN Short course Explore the SCARF programme. Increase sessions to 2 per week as a minimum. Guest visitors to deliver workshops around sexual health, substance misuse,	SR/LE	LE	Guest speakers/workshops £200	New PSHE SOW in place. PSHE SCARF online platform to be rolled out. Guest speakers delivering sexual health and substance misuse have completed workshops with the students. The fire brigade and Police have also carried out workshops around health & Safety, online safety and prevent. Work experience has been completed with Signature Garage and CADENT Gas preparing students for future lives. The students have access to Votes for School platform which is a

						weekly current affairs platform, which supports discussions on challenging topical issues, empowering our students to have their voices heard by voting and commenting on a key question relating to political and social issues.
1 Quality of Education	The school's behaviour policy to be applied in a more consistent manner	Behaviour Policy to be reviewed and shared with all staff. Toolbox talks to be more frequent to keep staff knowledge and skill set up to date. CPI refresher to take place annually. BERRI assessment to be completed by staff for each student.	All staff	SR	N/A	Relationships Behaviour Policy reviewed and shared with staff. Crisis Prevention Institute training is completed for all staff on induction and a refresher course completed annually. Student behaviour plans, IEPs & risk management plans are shared with all staff. Pioneer TEC staff work alongside BERRI Clinical Psychologist. BERRI is a clinical evaluation tool for identifying, tracking and improving the outcomes of children with complex needs which is shared with staff to support them. This psychological formulation will support staff to have a more consistent approach to managing behaviours.

Any other relevant information:

This was the school's first standard inspection. The school was registered by the Department for Education on 28 January 2021.

The school opened to pupils on 1 November 2021. The school aims are to re-engage pupils who are not able to attend mainstream schools