



Education and Training
Inspectorate

Newry EOTAS

Report of an inspection (Involving
Action Short of Strike) in
February 2017



The Education and Training Inspectorate
Promoting Improvement

Providing inspection services for:

Department of Education
Department for the Economy
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1. Context

Newry EOTAS Centre is situated in a former old residential house in Newry. The young people travel to the centre from Newry, Armagh and the surrounding areas. The centre is part of the Education Authority (EA) provision and provides education for up to 20 young people from key stage (KS) 3 and 4 with social, emotional and behavioural difficulties for three hours each day, although some of the young people in KS 4 may attend work experience for one or two days each week. A part-time EA advisory officer has management responsibility for the centre. At the time of inspection there was a senior teacher with management responsibility in post with four teachers and one classroom assistant, a behaviour assistant, youth worker and clerical officer. The C2k information management system has recently been installed in the centre.

Four of the teaching unions which make up the Northern Ireland Teachers' Council (NITC) have declared industrial action primarily in relation to a pay dispute. This includes non-cooperation with the Education and Training Inspectorate (ETI). Prior to the inspection, the organisation informed the ETI that all of the teachers including the senior teacher would not be co-operating with the inspectors. The ETI have a statutory duty to monitor, inspect and report on the quality of education under Article 102 of the Education and Libraries (Northern Ireland) Order 1986. Therefore, the inspection proceeded and the following evaluations are based on the evidence as made available at the time of the inspection.

2. Views of parents and staff

Seventy percent of parents (12) and all of the non-teaching staff responded to the questionnaires. The questionnaires were almost all positive and reflect strong support for the centre staff and management. The very small number of issues concerning safety and attendance were discussed with the EA officer with responsibility for governance and the senior teacher.

3. Focus of inspection

The inspection focused on:

- the outcomes for young people; in particular, how the organisation is addressing individual needs;
- the quality of provision in the organisation; and
- the quality of leadership and management.

As a result of the industrial action by the teachers, the ETI was unable to evaluate fully:

- the quality of the provision and the overall outcomes for the pupils;
- the quality of the provision for the care, welfare and support of the pupils.
- the centre's leadership and management and its capacity to effect and sustain improvement in its provision and outcomes.

Where it has been possible to evaluate aspects of the foci, they have been reported below.

4. Overall findings of the inspection

Overall effectiveness	Unable to assure the quality of education
Achievements and outcomes	No performance level available
Provision for learning	No performance level available
Leadership and management	No performance level available

5. Outcomes for Learners

- Most of the young people achieve accredited qualifications in literacy, numeracy, information communication technology, and personal and social education. However, there are insufficient opportunities, across subjects, for the young people to achieve a higher level qualification to enable them to transition more effectively to their next stage of learning.
- The baseline assessments are not sufficiently robust to inform the monitoring of the progression of the young people or to ensure that they are accessing the appropriate level of accreditation.
- In the three months prior to the inspection the attendance of the young people was 60%, and consequently is an important area for improvement.

The ETI was unable to evaluate fully:

- the progression in the young people's learning; and
- the young people's wider skills and dispositions.

6. Quality of provision

- The curriculum is not matched well to the individual needs and career aspirations of the young people. The centre does not provide opportunities for all of the young people in KS 4 to attend a planned programme of vocational education and none of the young people return to their school part-time to attend classes. The provision of one hour each week for numeracy and literacy is insufficient to meet the needs of the young people to cover appropriately the numeracy and literacy curriculum. The gap between lessons is too lengthy to provide opportunities for reinforcement and progression in the acquisition of numeracy and literacy knowledge, understanding and skills.
- The individual education plans (IEP's) are not effective and do not contain smart, achievable targets based on the learning needs of the young people. The baseline assessment systems are inadequate and information is not effectively transferred from the referring schools. The centre has just begun to use systems to assess the social and emotional development of the young people. There is no holistic assessment, monitoring and evaluation of the young people's progress which includes them in the process.

- The referring schools do not meet with the centre to plan the education programme for their young people and carefully monitor their progress. The schools do not engage sufficiently with the centre at the initial stage, limiting significantly the sharing of essential baseline assessments of the young people's needs; the joint planning of education programmes for their young people; and the provision of opportunities for them to return to school for part-time study in accordance with the EOTAS Guidance 2014/24.¹
- The building is not fit for purpose; it does not reflect the same standards for access, security, and health and safety required of a school building as set out in EOTAS Guidance 2014/24. (see Appendix A) The limitations of the building restricts the number of young people who can be accommodated in the centre at one time, therefore the provision does meet the minimum requirements as set out in the EOTAS guidance for the hours of attendance and the curriculum. The young people cannot avail of the free school meals service due to issues with the building.
- All of the windows in the building have metal grills and externally it is cold and uninviting. Despite the efforts of staff to brighten the rooms many are dark with little natural light and are unsuitable for groups of young people with social emotional and behaviour difficulties. There is no space for young people to walk in order to de-stress and to de-escalate.

The ETI was unable to evaluate fully:

- the effectiveness of guidance and support in bringing about high quality individual learning experiences;
- the effectiveness and impact of planning, engagement, teaching/training and assessment in promoting successful learning; and
- the impact of care and welfare on teaching, learning and outcomes for pupils

7. Leadership and management

- The senior management team is in transition with an EA advisory officer currently in a temporary part-time management role. The EA advisory officer has begun to review the provision and assist the centre manager and staff to produce a centre development plan. The plan has not been shared with all staff to enable collective ownership and commitment to the actions identified. Further collaborative work is required so that relevant priorities for improvement are identified, monitored and evaluated to ascertain their effectiveness.
- The centre is governed by officers from the EA. Based on the evidence available at the time of the inspection the parents and staff can have limited confidence in the aspects of governance evaluated. The governance group need to urgently address the serious deficiencies in the accommodation and associated health and safety issues to ensure the academic and pastoral needs of the young people can be met. Consideration should be given to relocating the centre to more suitable premises that comply with the EOTAS guidance 2014/24. The governance group need to provide accountability and challenge to the low level

¹ <https://www.education-ni.gov.uk/publications/circular-201424-education-otherwise-school-eotas-guidance>

outcomes attained by the young people. The EA should consider how to facilitate greater involvement of local referring schools, community representatives and parents in supporting the work of the centre with representation on the governance group.

- During the inspection, the organisation did not provide evidence that satisfactory arrangements are in place for safeguarding learners. The senior management team need to:
 - ensure the safeguarding team has a clear understanding of their roles and responsibilities and that all child protection and safeguarding policies, complaints procedures are updated and shared with parents/carers;
 - review the processes and procedures for risk assessments in conjunction with the safeguarding team; and
 - engage with relevant regulatory agencies to address the issues listed in Appendix A and ensure the building meets with current health and safety and building control regulations.

The ETI was unable to evaluate fully:

- the effectiveness and impact of the strategic leadership;
- the effectiveness and impact of the middle leadership; and
- the effectiveness of action to promote and sustain improvement, including self-evaluation and the development planning process.

8. Overall effectiveness

Owing to the impact of the action short of strike being taken by the teachers, the ETI is unable to assure parents/carers, the wider community and stakeholders of the quality of education and safeguarding being provided for the young people. The organisation is a high priority for future inspection with no further notice.

The ETI will return to the organisation within six weeks to evaluate and report on the arrangements for safeguarding.

Health and safety/accommodation

- The metal fire escape to the two upper floors at the rear of the building is rusted through in sections. The oil burner is located directly under the fire escape stairs. To ensure the safety of all using the building, management need to seek expert advice from a suitably qualified professional including a written health and safety report to ensure the building complies with health and safety and current building control regulations.
- The electrical appliances in the kitchen area continually trip the electrical circuits. The management need to have a health and safety report carried out to ensure the safety of all those using the building.
- The evacuation procedures especially the procedures for opening the large metal gate at side of the building need to be reviewed as a matter of urgency.
- The doors do not have vision panels fitted. Management need to ensure vision panels are installed as a matter of urgency to all doors.
- The heating system is inefficient and does not effectively heat the top floor of the building. Consequently electric portable heaters with trailing leads are used to heat the top floor of the building.
- All windows in the building have metal grills installed and the windows cannot be opened effectively. All windows in the building are single glazed wooden windows that are ill fitting and consequently the building can be cold and difficult to heat. One of the teaching rooms has no natural light except a small fanlight over a door way.
- The centre does not have an electronic door entry system or security camera systems installed. Staff therefore do not have controlled access and exit from the building.
- The centre is located on a busy street and it can very difficult for the young people to safely cross the road and access or exit taxi's safely when entering and leaving the building during times when traffic is extremely busy on the road outside.
- The centre is located over three floors and it is very difficult to supervise and manage the young people who have social and emotional and behavioural difficulties in premises that were not designed as a centre for the education young people with this profile.
- The building and the small rooms over three floors is placing severe constrictions on the number of young people who can access the building at one time.
- The free school meals service will not provide a service to the centre due to the design of the premises.

APPENDIX B

Newry EOTAS Centre	2013-14	2014-15	2015-16	2016-17
Enrolment	24	22	20	20
% Attendance	82	70	68	72
% FSME ²	INFORMATION NOT HELD			

Source: data as held by the organisation.

* fewer than 5

N/A not available

² The term 'FSME Percentage' refers to the percentage of young people entitled to free school meals.

Inspection method and evidence base

The ETI's Inspection and Self-Evaluation Framework which guides inspection and self-evaluation within EOTAS settings is available on the ETI website <https://www.etini.gov.uk/sites/etini.gov.uk/files/publications/isef-eotas.pdf>.

Inspectors scrutinised the centre development plan and available documentation and held formal discussions with young people in groups, and the EA officer with management responsibility for the centre and a small number of staff with specific responsibilities.

The arrangements for this inspection included a meeting with representatives from the governors and the opportunity for all parents, teaching and support staff to complete a confidential questionnaire.

Quantitative terms used by the Education and Training Inspectorate

In this report, proportions may be described as percentages, common fractions and in more general quantitative terms. Where more general terms are used, they should be interpreted as follows:

Almost/nearly all	-	more than 90%
Most	-	75%-90%
A majority	-	50%-74%
A significant minority	-	30%-49%
A minority	-	10%-29%
Very few/a small number	-	less than 10%

Performance levels

The Education and Training Inspectorate (ETI) use the following performance levels when reporting on Achievements and outcomes, on Provision for learning and on Leadership and management:

Outstanding
Very good
Good
Important area(s) for improvement
Requires significant improvement
Requires urgent improvement

Overall effectiveness

The ETI use one of the following inspection outcomes when evaluating the overall effectiveness of the organisation.

The organisation has a high level of capacity for sustained improvement in the interest of all the learners. The ETI will monitor how the organisation sustains improvement.
The organisation demonstrates the capacity to identify and bring about improvement in the interest of all the learners. The ETI will monitor how the organisation sustains improvement.
The organisation needs to address (an) important area(s) for improvement in the interest of all the learners. The ETI will monitor and report on the organisation's progress in addressing the area(s) for improvement. There will be a formal follow-up inspection.
The organisation needs to address urgently the significant areas for improvement identified in the interest of all learners. It requires external support to do so. The ETI will monitor and report on the organisation's progress in addressing the areas for improvement. There will be a formal follow-up inspection.

ADDENDUM TO THE REPORT ON THE INSPECTION OF EOTAS NEWRY IN FEBRUARY 2017

The ETI returned to the centre on 31 March 2017 to monitor and report on arrangements for safeguarding.

The purpose of the visit was to provide the centre with a further opportunity to provide evidence on its arrangements for safeguarding; owing to action short of strike, the centre did not provide evidence that satisfactory arrangements were in place at the time of the inspection on 7 February 2017.

Owing to the ongoing action short of strike, the ETI was unable to evaluate fully, on 31 March, the outworking of the arrangements for safeguarding in the centre.

The centre did not provide evidence that satisfactory arrangements are in place for safeguarding the young people.

The areas which continue to require improvement include:

- The need, in order to ensure the safety of all using the building, for management to seek expert advice from a suitably qualified professional to provide a written health and safety report to ensure the building complies with health and safety and current building control regulations.
- A fire safety report has been provided by a company employed by the landlord that has highlighted further deficiencies in the building requiring immediate action as a matter of urgency. The deficiencies include: issues with the use of portable heaters that have not been appliance tested since 2010; the fire exit door from the 1st floor landing; the lack of automatic door closers on fire doors; the need for the fire alarm to be serviced, or preferably a more up to date system installed; the need for additional staff to be trained to assist the manager with fire safety precautions; and the need for the emergency lighting systems to be tested and serviced, as a number of them are not compliant.
- An electrical installation condition report has been provided by a company employed by the landlord. The report states that the general condition of the installation (in terms of electrical safety) is satisfactory however a number of improvements are recommended.
- The internal doors throughout the building do not have vision panels fitted. Management need to ensure these are installed as a matter of urgency to all of the doors.
- The centre does not have an electronic door entry system or security camera systems installed. Staff do not have control over access and exit from the building to ensure the young people are safe.
- The centre is located on a busy street and it can very difficult for the young people to safely cross it and access or get out of taxis safely when the traffic is very busy.

- The centre is located over three floors; it is very difficult to supervise and manage the young people who have social and emotional and behavioural difficulties in premises that were not designed as a centre for the education of young people with such a profile.
- The inappropriate layout of the building over three floors, and in particular the small rooms within it, is placing severe constrictions on the number of young people who can attend classes in the building at one time.

Further action will be considered by the Department of Education.

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