

The Complete Works

1st Floor, Universal House, 88-94 Wentworth St, London E1 7SA

Inspection date

20 February 2025

Overall outcome

The school is likely to meet the relevant independent school standards if the material change relating to the school provision is implemented

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 16, 16 (a) and 16 (b)

- The school proposes to increase the age range of pupils attending the school. It would like to admit students up to the age of 25. The submitted risk assessment policy includes appropriate actions to identify and mitigate all potential risks.
- There is a separate admissions policy for students over 18, which includes clear, appropriate criteria. These eligibility requirements are appropriate, providing assurance that the school is committed to meeting students' needs. The school plans to carry out thorough individual risk assessments before allowing students to join. Additionally, the school intends to carefully consider students' educational backgrounds and any safeguarding issues.
- The school's safeguarding policy states that all staff undergo safeguarding training at induction and regular updates several times per year. 'Training at induction includes working with post-18 students including developmental and social differences between younger pupils and those up to 25 years old and the importance of recognising a post-18 student's age.' The school has identified that all staff will receive training on the additional safeguarding protocols and legislation that applies when working with adult students on the same site as younger pupils.
- In addition to safeguarding training, the school has identified that staff will need ongoing training on age-specific vulnerabilities, boundaries and behaviours. They will be trained to recognise signs of power imbalance and reinforce anti-bullying policies.
- The school intends to provide students over the age of 18 with clear guidelines and support in how to interact with younger pupils. They will offer regular workshops or discussions for older students about their role in fostering a positive school culture.
- They aim to promote an inclusive and respectful school culture through regular assemblies, discussions and staff training.

- Where spaces are communal and potentially used by older and younger pupils, the school aims to prioritise separate spaces and events and provide designated supervision for over 18-year-old students at group events.
- All student toilets are individual rooms with their own toilet and sink. Staff will regularly check the toilet facilities.
- The school has identified all the potential risks of admitting students over the age of 18. They have considered all the preventative control measures to mitigate those risks.
- The standards in this part are likely to be met.

Compliance with regulatory requirements

The school is likely to meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that are relevant to the material change.

School details

Unique reference number	139601
DfE registration number	211/6006
Inspection number	10390719

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent school
School status	Independent school
Proprietor	The Complete Works Ltd
Chair	Regi Vettasseri
Headteacher	Dean Phillips-Smith
Annual fees (day pupils)	£11,983 to £47,430
Telephone number	020 7377 0280
Website	www.tcw.org.uk
Email address	headteacher@tcw.org.uk
Date of previous standard inspection	22 to 24 November 2022

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	5 to 18	5 to 25	5 to 25
Number of pupils on the school roll	90	No change	No change

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Not applicable

Number of full-time pupils of compulsory school age	90	Not applicable
Number of part-time pupils	unknown	Not applicable
Number of pupils with special educational needs and/or disabilities	unknown	Not applicable
Of which, number of pupils with an education, health and care plan	82	Not applicable
Of which, number of pupils paid for by a local authority with an education, health and care plan	Not applicable	Not applicable

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	Not applicable	Not applicable
Number of part-time teaching staff	Not applicable	Not applicable
Number of staff in the welfare provision	Not applicable	Not applicable

Information about this school

- This is an independent school that provides alternative provision for boys and girls aged between 5 and 18 years. These pupils are placed at the school by a variety of local authorities and schools. Most pupils have special educational needs and/or disabilities and are supported with an education, health and care plan.
- The school operates from five sites, organised as a north or south 'hub'. The north hub comprises three sites at Ground Floor, Universal House, 88–94 Wentworth Street, London E1 7SA; 38 Commercial Street, London E1 6LP and 5 Thrawl Street, London E1 6RT. The south hub comprises two sites at 43 Old Jamaica Road, London SE16 4TE and Adana Building, Conington Road, London SE13 7FD.
- Pupils attend school at either the north hub or the south hub for up to three days a week. On days when they are not in school, pupils' learning takes place in local libraries or in pupils' homes, depending on their needs. All pupils have an individual

curriculum plan and timetable. Pupils are usually taught one-to-one, with some small-group lessons.

- The previous standard inspection took place in November 2022 when the independent school standards were met and Ofsted judged the school to be good for overall effectiveness. At that time, the school used one unregistered alternative provision for part-time education.

Information about this inspection

- The Department for Education commissioned the inspection because the school requested to make a material change to its registration. The school proposes to increase its upper age range to admit students up to 25 years old.
- This was the second material change inspection in respect of this change that the school has applied to make since its previous standard inspection.
- The inspector examined the risk assessment policy submitted by the school. The inspector also reviewed other relevant policies on the school website. The inspection was carried out as a desk-based exercise.

Inspection team

Aliki Constantopoulou, lead inspector

His Majesty's Inspector

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