

Menorah Grammar School

Abbots Road, Edgware HA8 0QS

Inspection dates

11 February 2016

Overall outcome

Independent school standards met

Context of the inspection

- This inspection was undertaken at the request of the registration authority for independent schools in order to monitor the progress the school has made in implementing its action plan.
- This was the first progress monitoring inspection following a full standard inspection in June 2015, which judged the school to be inadequate overall. The school subsequently submitted an action plan to the Department for Education (DfE) which was evaluated on 2 November 2015 and found to require improvement.
- During this inspection, a range of documentation was scrutinised including the school's revised action plan, safeguarding procedures and information about staff recruitment. Meetings were held with senior leaders, members of staff, pupils and an educational consultant working with the school. The inspector held a telephone conversation with the Chair of the Governing Body. She also toured the school.
- This inspection was conducted without notice.

Main findings

Welfare, health and safety of pupils

- Leaders have ensured that all requirements in relation to welfare, health and safety of pupils are now met.
- At the time of the last inspection, the school's safeguarding procedures did not meet requirements. In particular, the recording of safeguarding incidents was unclear; recruitment procedures did not include confirmation with referees that applicants were suitable to work with children; and statutory advice had not been followed when dealing with allegations made against members of staff.
- School leaders have reviewed all policies and procedures relating to safeguarding. The revised documents have been ratified by the governing body and are now in use. These policies include the safeguarding policy, procedures for managing allegations against staff, code of conduct for staff, safer recruitment policy and health and safety policy. These policies are appropriate and refer to the current guidance issued by the Secretary of State. The policies all align with each other and form a coherent suite of documentation.
- An appropriate number of leaders and governors have been trained in safer recruitment practices. This includes the headteacher and assistant headteacher. The designated leads for safeguarding are appropriately trained to undertake their roles. All staff have undergone recent training in safeguarding and child protection.
- Members of staff who have joined the school since the previous inspection have been appointed using safer recruitment practices. Elements to ensure safeguarding were included throughout the recruitment, induction and ongoing training processes. Records are kept of the checks made on the suitability of staff to work with children through the recruitment process. The new form used when requesting references for applicants places an appropriate emphasis on safeguarding. Scrutiny of staff files shows that any gaps in employment history have been followed up.

- The school has reviewed its procedures for recording safeguarding concerns. Records follow a prescribed format which is clear and easily understood. The profile of safeguarding has been raised within the school. Pupils know who the designated safeguarding lead persons are because this information is displayed prominently in corridors.
- Pupils are confident that leaders will take any worries they may have seriously. They say that incidents of bullying are rare but, if they do occur, are dealt with quickly and effectively by members of staff. They say the headteacher follows up after incidents to check that there have been no further incidents. Pupils pick out the headteacher as being particularly approachable and fair in his actions. They can describe actions taken by leaders to make the school a safer place to learn, such as increased fencing, new windows and CCTV.
- The school has reviewed its procedures for managing allegations against staff, including the management of any allegations against the headteacher. These procedures are fit for purpose and follow the statutory guidance issued by the Secretary of State.

Quality of leadership in and management of schools

- The requirements in relation to leadership and management are met.
- Leaders and governors took the findings of the June 2015 inspection seriously. They identified a lack of capacity in the leadership team for managing the safeguarding of pupils and the safer recruitment of staff. In order to address this shortcoming, they have appointed a full-time school business manager and increased the working hours of another senior leader. This additional capacity has resulted in a rapid and significant improvement in the school's policies and practices.
- Leaders and governors have appointed an education consultant to work alongside them as they seek to improve the school. The consultant has provided advice and support as leaders have revised and successfully implemented their action plan. As a result, the unmet independent school standards identified at the time of the full standard inspection in June 2015 are now met, including those relating to the leadership and management of the school.

Compliance with regulatory requirements

The school meets The Education (Independent School Standards) Regulations 2014 and associated requirements

Inspection team

Gaynor Roberts, lead inspector

Her Majesty's Inspector

Information about this school

- Menorah Grammar School is a secondary school for orthodox Jewish boys. The school includes sixth form provision.
- The school is registered for up to 219 pupils; there are currently 213 on roll, 23 of whom are in the sixth form.
- The school has a specialist unit catering for the needs of 35 pupils with statements of special educational needs or education, health and care plans. This unit is known as the Darchei Noam Centre. Pupils placed in the unit are funded by their local authority.
- The school aims 'to educate the whole child and to provide a secure and nurturing environment where students learn tolerance, consideration and respect for others'. There are two distinct strands to the curriculum; *Kodesh* (Jewish studies) and *chol* (secular studies).
- The school was last inspected in June 2015 when it was judged to be inadequate overall. The quality of teaching and achievement of pupils were judged to be good.
- The school does not place pupils in alternative provision.

School details

Unique reference number	101387
Inspection number	10011589
DfE registration number	302/6089

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 109(1) and (2) of the Education and Skills Act 2008.

Type of school	Jewish faith school
School status	Independent school
Age range of pupils	11–18
Gender of pupils	Boys
Gender of pupils in the sixth form	Boys
Number of pupils on the school roll	213
Of which, number of pupils in the sixth form	23
Number of part time pupils	0
Proprietor	RABG Memorial Ltd
Chair	Allan Becker
Headteacher	Kevin Brown
Date of previous school inspection	23–25 June 2015
Annual fees (day pupils)	£6,000
Telephone number	020 8906 9756
Fax number	020 8959 1557
Email address	office@menorahgrammar.barnet.sch.uk

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