

# The Japanese School

87 Creffield Road, Acton, London W3 9PU

**Inspection dates**

15 January 2018

**Overall outcome**

**The school does not meet all of the independent school standards that were checked during this inspection**

## Main inspection findings

### Part 1. Quality of education provided

*Paragraphs 2(2), 2(2)(d), 2(2)(d)(ii) and 5, 5(b), 5(b)(vi)*

- At the time of the previous inspection, these standards were not met because the school's personal, social, health and economic education programme and its approach to pupils' spiritual, moral, social and cultural development did not actively promote and encourage respect for other people, paying particular regard to the protected characteristics.
- The school's action plan refers to the moral education programme. An exemplar lesson plan submitted with the action plan provided an example of the teacher exploring cultural differences between countries, and girls' education in Pakistan. However, the actions did not provide sufficient information about how the school intends to cover the full range of the protected characteristics as defined by the 2010 Equality Act, such as marriage and civil partnership.
- This inspection found that leaders are committed to actively promoting and encouraging respect for other people in relation to all of the protected characteristics. However, this is not reflected explicitly enough in the moral education programme. Leaders agreed that the school's approach to encouraging respect for other people is currently generic and does not pay particular regard to all of the protected characteristics.
- As a result, the related standards are still not met.

### Part 3. Welfare, health and safety of pupils

*Paragraphs 7, 7(a), 7(b) and 32(1), 32(1)(c)*

- At the time of the previous inspection, standard 7(b) was not met because the school's safeguarding policy was not updated and did not have due regard to guidance issued by the Secretary of State.
- The school's action plan confirmed that the safeguarding policy had been updated. However, the policy was confusing and lacked clarity. It did not help staff in understanding how the leadership and management of safeguarding works at the school. The policy did not meet the requirements of the statutory guidance.
- This inspection found the same safeguarding policy in place as that reviewed as part of

Ofsted's action plan evaluation in October 2017 to be available on the school's website. Leaders are in the process of redrafting the policy. The proposed revised policy presented to the inspector still does not meet statutory requirements. For example, it refers on multiple occasions to national guidance such as 'Working together to safeguard children' as having been updated in 2016 (when it was actually updated in 2015) and is still unclear as to the exact process for the management of allegations against the headteacher.

- The inspector also found there to be no suitably trained designated safeguarding leader in the school, as the previous leader with this responsibility has returned to Japan. There are plans to allocate safeguarding responsibilities to new staff and to train them in February 2018. At the time of this inspection, however, there was no suitably-trained leader with responsibility for safeguarding. This puts pupils at risk.
- As a result, standard 7(b) continues to be not met and 7(a) is additionally not met.

#### *Paragraph 11*

- At the time of the previous inspection, this standard was not met because the school had not drawn up and effectively implemented a written health and safety policy.
- The school's action plan outlines appropriate activities that the school had undertaken in relation to health, safety and risk assessment. However, the school's new policy, which accompanied the action plan, did not demonstrate compliance with statutory advice to schools on their health and safety obligations. The policy did not include, for example, who is responsible for different aspects of health and safety and the arrangements to establish, monitor and review measures needed to meet satisfactory health and safety standards.
- This inspection found the school's health and safety policy to be unchanged. It is currently being redrafted with support from an external consultant. However, it has not yet been agreed, published and implemented.
- As a result, the standard continues to be not met.

#### *Paragraphs 9, 9(a) and 10*

- As part of the inspection's consideration of a complaint made to Ofsted, the inspector scrutinised the school's behaviour management and preventing bullying policies.
- The school's behaviour management policy does not set out the sanctions adopted in the event of pupils' misbehaviour. The preventing bullying policy does not identify different types of bullying and the process for the management of bullying incidents lacks clarity.
- As a result, standards 9, 9(a) and 10 are additionally judged as not met.

### Part 4. Suitability of staff, supply staff, and proprietors

#### *Paragraphs 18(2), 18(2)(c), 18(2)(c)(ii) and 18(3)*

- At the time of the previous inspection, these standards were not met because the school did not ensure that checks on the medical fitness of staff were carried out prior to their employment.
- The school's action plan stated that the school asks candidates to submit a doctor's note prior to employment. It also stated that all staff have to attend an annual health check.
- This inspection confirmed that all new staff must now provide evidence of a health check

from their general practitioner before taking up their position. These are kept on staff members' personnel files.

- Leaders have ensured that these standards are now met.

#### Part 5. Premises of and accommodation at schools

*Paragraphs 23(1), 23(1)(c), 28(1), 28(1)(b) and 28(1)(c)*

- At the time of the previous inspection, these standards were not met because the school did not ensure that suitable changing accommodation and showers were available for pupils who receive physical education. The school also did not ensure that washing facilities had an adequate supply of hot and cold water. The cold water supplies that were suitable for drinking were not clearly marked as such.
- This inspection confirmed, as identified in the school's action plan, that drinking water is now appropriately labelled. As a result, 28(1)(c) is now met.
- However, there are only changing facilities for secondary-aged girls. All other pupils are expected to change for physical education in their classrooms, which is not appropriate. There is only one shower in the medical room facility for the entire school. There is still no hot water supply in the pupils' toilets.
- As a result, 23(1), 23(1)(c) and 28(1), 28(1)(b) are still not met.

#### Part 7. Manner in which complaints are handled

*Paragraph 33, 33(f)*

- At the time of the previous inspection, the school's complaints policy was incomplete. There was no provision, in the event of a parent not being satisfied with the school's response to a complaint, for a hearing before a panel of at least three people not involved in the complaint.
- The revised complaints policy now includes provision for a hearing before a panel of at least three people not involved in the complaint from the school's running committee.
- Leaders have ensured that this standard is now met.

#### Part 8. Quality of leadership in and management of schools

*Paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)*

- Leaders have not worked diligently or rapidly enough to make the necessary improvements. The majority of unmet independent school standards identified at the previous inspection continue to be judged as not met.
- As a result, 34(1), 34(1)(a) and 34(1)(b) continue to be judged as not met. In addition, 34(1)(c) is also now judged as not met because of the safeguarding failings identified in Part 3.

#### Schedule 10 of the Equality Act 2010

- The accessibility plan on the school's website outlines actions being taken by the school only up until 2018. It also lacks detail and costings of proposed improvements.
- As a result, the school's accessibility plan does not meet the requirements of Schedule 10 of the Equality Act 2010.

## **Compliance with regulatory requirements**

The school does not meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection, as set out in the annex of this report. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	101958
DfE registration number	307/6070
Inspection number	10044930

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Other independent school
School status	Independent school
Age range of pupils	6 to 15
Gender of pupils	Mixed
Number of pupils on the school roll	355
Number of part-time pupils	None
Proprietor	The Japanese School Ltd
Chair	Hiroshi Nagamine
Headteacher	Tsuyoshi Nerome
Annual fees (day pupils)	£2,040
Telephone number	020 8993 7145
Website	<a href="http://www.thejapaneseschool.ltd.uk">www.thejapaneseschool.ltd.uk</a>
Email address	<a href="mailto:takenaka-s@thejapaneseschool.ltd.uk">takenaka-s@thejapaneseschool.ltd.uk</a>
Date of previous standard inspection	4–6 July 2017

## Information about this school

- The Japanese School is an independent day school. It is a Japanese-speaking school that follows the Japanese national curriculum and receives some of its funding from the Japanese government.
- Pupils are typically the children of expatriates on secondment from their employers in Japan. Many staff are seconded from Japan.
- The school's previous inspection was a full standard inspection in July 2017.
- The school makes no use of alternative provision.

## Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- This inspection was the school's first progress monitoring inspection and was conducted without notice.
- In July 2017, a full standard inspection of the school judged it to require improvement. The school submitted an action plan. Ofsted's review of this plan in October 2017 judged it to be not acceptable. As a result, the Department for Education wrote to the school to confirm the action plan had been rejected.
- This inspection focused on the school's progress against specific requirements within Parts 1, 2, 3, 4, 5, 7 and 8 of the independent school standards and associated requirements. The inspector also considered the issues arising from a complaint made to Ofsted.
- The inspector, accompanied by an interpreter, conducted the inspection in collaboration with the headteacher and secretary general.
- The inspector toured the premises and scrutinised relevant documentation related to the curriculum, safeguarding, health and safety and other aspects of the independent school standards. He also briefly observed learning in classrooms and observed pupils during lunchtime.
- The inspector considered the 20 responses to Ofsted's online survey, Parent View.

## Inspection team

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James Waite, lead inspector

Ofsted Inspector

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## **Annex. Compliance with regulatory requirements**

### **The school does not meet the following independent school standards**

*Standards that were not met at the previous inspection and remain not met at this inspection*

#### **Part 1. Quality of education provided**

- 2(2) For the purposes of paragraph (2)(1)(a), the matters are–
  - 2(2)(d) personal, social, health and economic education which–
  - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

#### **Part 2. Spiritual, moral, social and cultural development of pupils**

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor–
  - 5(b) ensures that principles are actively promoted which–
  - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

#### **Part 3. Welfare, health and safety of pupils**

- 7 The standard in this paragraph is met if the proprietor ensures that–
  - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.
- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.

#### **Part 5. Premises of and accommodation at schools**

- 23(1) Subject to sub-paragraph (2), the standard in this paragraph is met if the proprietor ensures that–
  - 23(1)(c) suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the school year who receive physical education.
- 28(1) The standard in this paragraph is met if the proprietor ensures that–
  - 28(1)(b) toilets and urinals have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water.

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## **Part 8. Quality of leadership in and management of schools**

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school–
  - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
  - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently.

*Standards that were met at the previous inspection, but are now judged to not be met at this inspection*

## **Part 3. Welfare, health and safety of pupils**

- 7 The standard in this paragraph is met if the proprietor ensures that–
  - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school.
- 9 The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that–
  - 9(a) a written behaviour policy is drawn up that, amongst other matters, sets out the sanctions to be adopted in the event of pupil misbehaviour.
- 10 The standard in this paragraph is met if the proprietor ensures that bullying at the school is prevented in so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy.

## **Part 8. Quality of leadership in and management of schools**

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school–
  - 34(1)(c) actively promote the well-being of pupils.



## **The school now meets the following independent school standards**

### **Part 4. Suitability of staff, supply staff, and proprietors**

- 18(2) The standard in this paragraph is met if–
  - 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person–
  - (18)(2)(c)(ii) the person’s medical fitness.
- 18(3) The checks referred to in sub-paragraph (2)(c) must be completed before a person’s appointment.

### **Part 5. Premises of and accommodation at school**

- 28(1) The standard in this paragraph is met if the proprietor ensures that–
  - 28(1c) cold water supplies that are suitable for drinking are clearly marked as such.

### **Part 7. Manner in which complaints are handled**

- 33 The standard about the manner in which complaints are handled is met if the proprietor ensures that a complaints procedure is drawn up and effectively implemented which deals with the handling of complaints from parents of pupils and which–
  - 33(f) where the parent is not satisfied with the response to the complaint made in accordance with sub-paragraph (e), makes provision for a hearing before a panel appointed by or on behalf of the proprietor and consisting of at least three people who were not directly involved in the matters detailed in the complaint.

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