

# Kensington Park School

59 Queen's Gate, London SW7 5JP

## Inspection dates

13 March 2018

### Overall outcome

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

## Main inspection findings

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

#### *Paragraph 7, 7(a), 7(b), 8, 8(a) and 8(b)*

- At the time of the previous inspection, leaders did not take sufficient actions to safeguard pupils, including those who also board. Recruitment processes for staff were not effective because some vetting checks had not been completed in accordance with statutory guidance. The single central record (SCR) of staff recruitment checks was incomplete, with omissions and mistakes in the recording of checks.
- Concerns were also reported in the level of safeguarding awareness of boarding staff and the lack of a central safeguarding log. This undermined the monitoring of potential child protection concerns, particularly in the boarding provision, and the quality of the school's responses to these concerns.
- The action plan stated that the safeguarding policy had been reviewed, additional staff training had taken place and a safeguarding governor had been appointed to undertake regular safeguarding checks. It also stated that a full-time recruitment manager would be employed from January 2018. In the interim, specialist consultants would be employed to ensure that all the required recruitment checks comply with statutory requirements.
- In line with the planned actions, new systems for child protection information sharing and recording are now in place. Additional training for both boarding and school staff, as well as governors, has taken place. Staff viewed this as helping them to be more aware of potential safeguarding issues, such as in the prevention of radicalisation and extremism. Scrutiny of the new safeguarding log indicates improvements in reporting, recording and acting on concerns raised, including those that are relatively minor. Regular information-sharing between boarding and school staff ensures that any pupils of concern are monitored and receive any support they may need. However, leaders have yet to look across the safeguarding log for patterns to inform future actions.
- The review of staff recruitment has proved a considerable task, with a significant number of gaps in staff checks, including for boarding staff, identified by the specialist consultants. They are working with diligence to rectify this but have yet to finish the rechecking of staff and as a result, the SCR remains incomplete. Other checks are still in process, including the collation, verification and recording of checks on contracted staff and checks in respect of the suitability of governors and members of the proprietorial

body.

- Rigorous procedures are now in place for the recruitment of any new staff to the school. Details of checks are kept in the well-organised staff files, with dates of each check recorded in the recruitment summary sheet and then recorded in the SCR. Any gaps in employment are checked and suitable references obtained.
- The safeguarding and safer recruitment policies published on the school's website are compliant with statutory requirements.
- These standards remain unmet.

*Paragraph 11, 12, 16, 16(a) and 16(b)*

- At the time of the previous inspection in September 2017, there was no health and safety policy in place. Leaders had not ensured compliance with the Regulatory Reform (Fire Safety) Order 2005 and had not drawn up or implemented a written risk assessment policy.
- The plan indicated that the health and safety policy would be revised, published on the school's website and implemented. It also stated that a review of fire procedures and risk assessments, including school trips, would be undertaken. In addition, leaders planned to appoint an educational visit coordinator to oversee the planning and risk assessment of trips.
- Staff now feel confident in the new procedures for planning educational trips and in undertaking risk assessments. A review of these indicates they are thorough with appropriate consideration of risk through the trip, including travel and actions to mitigate risk. An educational visit coordinator is now in post and has undertaken suitable training. Further, closer oversight of trips by senior leaders ensures that staff have followed the new planning and risk assessment requirements. However, the school have yet to include formal review of trips in relation to what worked well or possible lessons learned for next time.
- Comprehensive and suitable policies for risk assessment policy and health and safety are now in place. Appropriate risk assessments have been drawn up for most areas of school life. Fire procedures have been reviewed, along with procedures to ensure that fire alarms are routinely tested and fire drills are undertaken. As a result, the school is now compliant with the Regulatory Reform (Fire Safety) Order 2005. New arrangements and links with representatives from the additional premises are also helping to ensure the health and safety of staff and pupils as well as compliance with fire safety requirements.
- The standards for these paragraphs are now met.
- The standards for this part are not met.

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

*Paragraph 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(2)(f), 18(3), 21(1), 21(3), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b) and 21(4)*

- At the time of the previous inspection in September 2017, recruitment processes for staff were not effective. This was because some checks on the suitability of staff to work with children had not been completed in accordance with statutory guidance.

- The plan stated that a full review of recruitment processes would be undertaken to rectify any omissions or errors.
- Specialist consultants are in the process of checking the employment details for each member of staff and ensuring that all the required checks have been made. They are in the process of undertaking the checks for the identified gaps and ensuring that each check is backed up by robust evidence, including for qualifications.
- Some checks have been completed. A Disclosure and Barring Service list check (DBS) is now in place for each member of staff. However, in one instance where a DBS was used from a previous employment the required barred list check has not been undertaken. Checks on staff prohibited from teaching or holding management positions in schools have been undertaken.
- For currently employed staff the confirmed checks are all recorded in the SCR, this includes the DBS and prohibition checks. Scrutiny of the record indicates the gaps in checks which the specialist consultants are working to address. Consequently, the single central record remains incomplete.
- These standards remain unmet with the exception of 18(2)(b), 18(2)(d), 23(3)(a)(iii) and 21(3)(b) which are met and 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(vi) and 21(3)(a)(vii) and 21(3)(a)(viii) which are no longer met.

*Paragraph 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii) and 21(b)*

- These standards were not failed at the time of the last inspection.
  - The school makes use of up to 30 contract staff who are employed in a range of jobs, such as catering or maintenance, from several different organisations. The school were not able to demonstrate that these staff have all been checked for their suitability to work with pupils and boarders. Further, the details of checks are not recorded on the single central record, as required.
  - These standards are no longer met.
- Paragraph 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c), 21(6), 21(7), 21(7)(a) and 21(7)(b)*

- These standards were not failed at the time of the last inspection.
- Not all the members of the school's governing body or members of the Astrum Education proprietorial body of directors have been checked for their suitability as required. These checks are in the process of being undertaken. While the details of checks for some governors are on the single central record, there are omissions because not all the checks have been completed.
- These standards are no longer met.
- Not all standards are met for this part.

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

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

- At the time of the previous inspection it was found that leadership and management

were inadequate due a legacy of disorganisation and lack of attention to detail. Leaders had failed to keep abreast of changes in statutory guidance since the previous inspection. It was also viewed that fragmented record-keeping impaired the robustness of the governing body's oversight and monitoring. Furthermore, that failures in safeguarding and weak risk assessment arrangements compromised pupils' safety, including for those who boarded.

- Leaders have worked with determination to make improvements in line with their action plan. Some actions, such as those for checking the suitability of staff, are not due for completion until 10 April 2018. They have made significant and recognisable progress against all areas of the action plan. For example, actions to improve the arrangements for ensuring pupils' health and safety on the main site and in the additional classrooms at the nearby Baden Powell House have successfully been completed.
- As at the time of the previous inspection the school's new leaders understand the requirements of the independent school standards. They are using this knowledge, and seeking additional specialist advice, to bring about the required improvements in a systematic way. In line with their action plan leaders are routinely meeting to consider the progress of the school's action plan to meet the standards, although they have yet to evaluate fully the effectiveness of the changes they have made.
- Leaders have been too slow to meet the requirements for suitability of staff, supply staff and proprietors. Consequently, despite improvements in staff training, record-keeping and oversight of safeguarding, the school's overall safeguarding arrangements remain ineffective.
- The standards in this part remain unmet.

## **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	100526
DfE registration number	207/6262
Inspection number	10049084

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	Independent school
School status	Independent boarding school
Age range of pupils	13 to 20
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	124
Of which, number on roll in sixth form	123
Number of part-time pupils	None
Number of boarders	30
Proprietor	Astrum Education
Chair	Mark Labovitch
Headteacher	Marwan Mikdadi
Annual fees (day pupils)	£16,000 to £24,000
Annual fees (boarders)	£43,000 to £47,000
Telephone number	020 7225 0577
Website	<a href="http://www.kps.co.uk">www.kps.co.uk</a>
Email address	<a href="mailto:m.mikdadi@kps.co.uk">m.mikdadi@kps.co.uk</a>
Date of previous standard inspection	26–28 September 2017

## Information about this school

- Kensington Park School, previously known as Duff Miller College, is an independent, coeducational boarding school for up to 360 pupils aged 13 to 20 years. At the time of the

inspection, 123 of the 124 pupils on roll were students of sixth-form age.

- The school's main premises are located in South Kensington, London. The school also makes use of leased classrooms in an adjacent building at Baden Powell House, 65–67 Queen's Gate, South Kensington, London SW7 5JS.
- The school's boarding provision, shared with other schools under the ownership of the proprietor, Astrum Education, is located nearby in Earl's Court, London.
- Sixth-form students have optional access to off-site sports facilities at Imperial College London's Ethos gym, in nearby Knightsbridge, London. The school does not make use of any other alternative provision.
- The school's last full inspection took place in September 2017. This was an integrated education and boarding inspection with the overall effectiveness of both aspects judged to be inadequate.
- There were 10 responses to the Ofsted online survey (Parent View), all recorded at the time of the last inspection.
- From September 2018, the school intends to provide education for 11- to 16-year-olds at the site of the former Lansdowne College in Bayswater, and owned by Astrum Education. It is intended that the two sites will operate as a single provision under the name of Kensington Park School.
- A new headteacher has been appointed and will take up post in April 2018.

## 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 that were not met at the previous inspection.
- This is the school's first progress monitoring inspection since the September 2017 full and integrated inspection. The inspection was unannounced and aligned with a social inspection of boarding which is reported on separately.
- The school submitted an action plan to show how it intended to meet the identified unmet independent school standards and national minimum standards. The plan was evaluated on 15 February 2018 and judged to be acceptable.
- The inspection focused on the school's progress against specific requirements within Parts 3, 4 and 8 of the independent school standards.
- During the inspection, the inspectors met jointly with the executive headteacher, the designated safeguarding and with the specialist consultants currently responsible for the administration of recruitment.
- The education inspector also met with the head of sixth form, the chief executive officer of Astrum Education and the facilities manager. The education inspector also met with a group of teachers and a group of pupils. Information was provided by email by the local authority's designated safeguarding officer.
- The education inspector toured both main school site and the classrooms used at Baden Powell House, accompanied by the executive headteacher and the facilities manager. She scrutinised a range of documentation relating to safeguarding, health and safety and risk assessment; this included the school's single central record of staff recruitment checks.

## Inspection team

Angela Corbett, lead inspector

Ofsted Inspector



## 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 un-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; and
  - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.
- 8 Where section 87(1) of the 1989 Act applies in relation to a school the standard in this paragraph is met if the proprietor ensures that—
  - 8(a) arrangements are made to safeguard and promote the welfare of boarders while they are accommodated at the school; and
  - 8(b) such arrangements have regard to the National Minimum Standards for Boarding Schools or, where applicable, the National Minimum Standards for Residential Special Schools or the National Minimum Standards for Accommodation of Students under Eighteen by Further Education Colleges.

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

- 18(2) The standard in this paragraph is met if—
  - 18(2)(a) no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act;
  - 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person—
  - 18(2)(c)(iv) where appropriate, the person's qualifications;
  - 18(2)(f) in the case of staff who care for, train, supervise or are in charge of boarders, in addition to the matters specified in paragraphs (a) to (e), the proprietor checks that Standard 14 of the National Minimum Standards for Boarding Schools or, where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools, is complied with,
- 18(3) The checks referred to in sub-paragraphs (2)(c) and (except where sub-paragraph (4) applies) (2)(e) must be completed before a person's appointment.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(3) The information referred to in this sub-paragraph is—
  - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007,

whether—

- 21(3)(a)(i) S's identity was checked;
  - 21(3)(a)(ii) a check was made to establish whether S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act;
  - 21(3)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
  - 21(3)(a)(v) an enhanced criminal record certificate was obtained in respect of S;
  - 21(3)(a)(vi) checks were made pursuant to paragraph 18(2)(d);
  - 21(3)(a)(vii) a check of S's right to work in the United Kingdom was made; and
  - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e),
- 21(4) The information referred to in this sub-paragraph is, in relation to each member of staff in post on 1st August 2007 who was appointed at any time before 1st May 2007, whether each check referred to in sub-paragraph (3) was made and whether an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained.

## **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; and
  - 34(1)(c) actively promote the well-being of pupils.

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

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

- 18(2) The standard in this paragraph is met if—
- 18(2)(e) in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person's suitability to work in a school, such further checks are made as the proprietor considers appropriate, having regard to any guidance issued by the Secretary of State; and
- 19(2) The standard in this paragraph is met if—
- 19(2)(a) a person offered for supply by an employment business to the school only begins to work at the school if the proprietor has received—
  - 19(2)(a)(i) written notification from the employment business in relation to that

person—

- 19(2)(a)(i)(aa) that the checks referred to in paragraph 21(3)(a)(i) to (iv), (vii) and (b) have been made to the extent relevant to that person;
  - 19(2)(a)(i)(bb) that, where relevant to that person, an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check; and
  - 19(2)(a)(i)(cc) if the employment business has obtained such a certificate before the person is due to begin work at the school, whether it disclosed any matter or information; and
  - 19(2)(a)(ii) a copy of any enhanced criminal record certificate obtained by an employment business before the person is due to begin work at the school;
  - 19(2)(b) a person offered for supply by an employment business only begins work at the school if the proprietor considers that the person is suitable for the work for which the person is supplied;
  - 19(2)(c) before a person offered for supply by an employment business begins work at the school the person's identity is checked by the proprietor of the school (irrespective of any such check carried out by the employment business before the person was offered for supply);
  - 19(2)(d) the proprietor, in the contract or other arrangements which the proprietor makes with any employment business, requires the employment business to provide—
  - 19(2)(d)(i) the notification referred to in paragraph (a)(i); and
  - 19(2)(d)(ii) a copy of any enhanced criminal record certificate which the employment business obtains,
  - 19(2)(e) except for those persons to whom sub-paragraph (4) applies, in the case of supply staff who care for, train, supervise or are in charge of boarders, the proprietor checks that the relevant parts of Standard 14 of the National Minimum Standards for Boarding Schools or where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools are complied with.
- 19(3) Except in the case of a person to whom sub-paragraph (4) applies, the certificate referred to in sub-paragraph (2)(a)(i)(bb) must have been obtained not more than 3 months before the date on which the person is due to begin work at the school.
- 20(6) The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if—
- 20(6)(a) MB—
  - 20(6)(a)(i) is not barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that individual is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 of that Act; and
  - 20(6)(a)(ii) does not carry out work, or intend to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in either

such direction;

- 20(6)(b) subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to MB—
  - 20(6)(b)(i) where relevant to the individual, an enhanced criminal record check;
  - 20(6)(b)(ii) checks confirming MB's identity and MB's right to work in the United Kingdom; and
  - 20(6)(b)(iii) where, by reason of MB's living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish MB's suitability to work in a school, such further checks as the Chair of the school considers appropriate, having regard to any guidance issued by the Secretary of State;
  - 20(6)(c) subject to sub-paragraph (8), where the Secretary of State makes a request for an enhanced criminal record check relating to MB countersigned by the Secretary of State to be made, such a check is made.
- 21(5) The information referred to in this sub-paragraph is, in relation to supply staff—
- 21(5)(a) whether written notification has been received from the employment business that—
  - 21(5)(a)(i) checks corresponding to those referred to in sub-paragraph (3)(a)(i) to (iv), (vi) and (vii) have been made to the extent relevant to any such person; and
  - 21(5)(a)(ii) an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check,
  - 21(5)(b) whether a check has been made in accordance with paragraph 19(2)(e) together with the date the check was completed; and
  - 21(5)(c) where written notification has been received from the employment business in accordance with a contract or other arrangements referred to in paragraph 19(2)(d) that it has obtained an enhanced criminal record certificate, whether the employment business supplied a copy of the certificate to the school.
- 21(6) The information referred to in this sub-paragraph is, in relation each member ("MB") of a body of persons named as the proprietor appointed on or after 1st May 2007, whether the checks referred to in paragraph 20(6)(b) were made, the date they were made and the date on which the resulting certificate was obtained.
- 21(7) The information referred to in this sub-paragraph is, in relation to each member of a body of persons named as the proprietor in post on 1st August 2007 who was appointed at any time before 1st May 2007—
- 21(7)(a) whether each check referred to in sub-paragraph (6) was made; and
  - 21(7)(b) whether an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained.

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

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

- The proprietor ensures that relevant health and safety laws are complied with by drawing up and effectively implementing a written health and safety policy (paragraph 11).
- The proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- The proprietor ensures that the welfare of pupils is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and appropriate action taken to reduce risks that are identified (paragraphs 16, 16(a) and 16(b)).

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

- The proprietor ensures that no such person carries out, or intends to carry out work at the school in contravention of a prohibition order, an interim prohibition order or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act, or any disqualification, prohibition or restriction (paragraph 18(2)(b)).
- The proprietor ensures that, where relevant, an enhanced criminal record check is made and the certificate obtained (paragraph 18(2)(d)).
- The proprietor ensures that the information referred to in sub-paragraph 21(1) shows, in relation to each member of staff appointed on or after 1st May 2007, whether:
  - a check was made to establish whether the member of staff is subject to any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in such a direction (paragraph 21(3)(a)(iii))
  - in relation to each member of staff, whether a check was made to establish whether the member of staff is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed (paragraph 21(3)(b)).

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