

The Japanese School

87 Creffield Road, Acton, London W3 9PU

Inspection date

21 June 2018

Overall outcome

The school does not meet all of the independent school standards that were checked at the last inspection

Main inspection findings

Part 1. Quality of education provided

Paragraphs 2(2), 2(2)(d), 2(2)(d)(ii) and 5, 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 pay particular regard to the protected characteristics. The school's proposed action to implement the moral education programme provided insufficient information about how the school intended to cover all of the protected characteristics, as defined by the 2010 Equality Act.
- This inspection found that leaders have updated the school's moral education programme to cover all protected characteristics. Furthermore, the headteacher has provided teachers with additional lesson plans to promote actively pupils' understanding of different lifestyles. A recent parents' newsletter contains photographs and feedback from a Year 9 lesson on diversity. A quote in the school newsletter exemplifies students' learning from these lessons: 'I listen carefully, I share my own opinion, but I hear their opinion to understand the difference.'
- Leaders have ensured that this standard is now met.

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b)

- At the time of the previous inspection, the standard was not met because the safeguarding policy was not compliant with current guidance issued by the Secretary of State. It was deemed unhelpful for staff to be able to understand safeguarding in the school. The inspection also found there was no suitably trained designated safeguarding leader, because the previous leader with this responsibility had returned to Japan.
- The school's action plan outlines appropriate actions leaders have undertaken in relation to improve safeguarding practices.
- The safeguarding policy on the school's website is updated so that it now meets the requirements of the statutory guidance.
- The school has ensured that there are suitably trained designated people. Leaders have identified deputy designated leaders from those remaining in school next academic year.

Leaders' forethought mitigates against the risk associated with high staff mobility and ensures continuity of safeguarding information and practice.

- Leaders have ensured that these standards are now met.

Paragraph 11

- At the time of the previous inspection, this standard was not met because the school's health and safety policy did not comply with statutory advice. An external consultant had redrafted the policy, but it was neither approved nor implemented.
- The school's action plan indicated that swift action was taken following the last inspection to ensure that the policy was approved and available on the school's website.
- This inspection confirmed that those actions occurred within agreed timescales. Additionally, leaders commissioned an external health and safety audit to identify school priorities. The inspector assessed records of proprietors' board meetings, which confirm that the health and safety policy is being monitored and implemented.
- Leaders have ensured that these standards are now met.

Paragraph 9, 9(a) and 10

- At the time of the previous inspection, these standards were not met because the school did not set out the sanctions to be adopted in the event of pupils' misbehaviour. The anti-bullying policy did not refer to the different kinds of bullying, or how any incidents of bullying would be managed.
- The school's action plan stated that these policies were updated immediately following the previous inspection.
- This inspection confirms that both the behaviour and anti-bullying policies have been updated. They are available on the school's website. Each document has been revised to include action to be taken in the eventuality of bullying about a pupil's protected characteristics. The inspector spoke to pupils, who said that there was no bullying of any kind in school, but if there was they would speak to a teacher.
- Leaders have ensured that these standards are now met.

Part 5. Premises of and accommodation at schools

Paragraph 23(1), 23(1)(c), 28(1) and 28(1)(b)

- At the time of the previous inspection, these standards remained not met because leaders did not ensure that suitable changing accommodation or showers were available for pupils receiving physical education. There was only one shower for the entire school. The school's washing facilities did not have an adequate supply of hot and cold water.
- The school's action plan to ensure that these standards were met was assessed as vague and having timescales that lacked urgency.
- Leaders confirm that these standards are still not met. Proprietors have invested in a new boiler, which was being installed during this inspection. This upgrade is a prerequisite to the provision of hot water for the toilets. Nevertheless, pupils still have no access to hot water, as was the case in all previous inspections.
- Leaders have identified the location for an additional shower block, but proprietors have not committed funds for the completion of this facility. As a result, this standard remains

unmet, as was the case on all previous inspections.

- As a result, standards 23(1), 23(1)(c), 28(1) and 28(1)(b) are still not met.

Part 8. Quality of leadership in and management of schools

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

- Leaders have worked well to address the majority of unmet standards identified in previous inspections. Successful work has been achieved to address failings in safeguarding and health and safety. Consequently, the standard for 34(1)(c), actively to promote pupils' well-being, is now met. Standards for the provision of hot water are underway, but incomplete. Proprietors have no commitment to invest the school's funds in the provision of additional showers.
- As a result, 34(1), 34(1)(a), 34(1)(b) continue to be judged as not met.

Schedule 10 of the Equality Act 2010

- The school's revised accessibility plan on the school's website meets requirements.
- Leaders have updated school policies and curriculum plans to include an expectation that the curriculum and school policies pay due regard to all people whose characteristics are protected in law.
- As a result, the school meets 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 not to 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	10054975

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	361
Number of part-time pupils	None
Proprietor	The Japanese School Ltd
Chair	Hiroshi Nagamine
Headteacher	Tsuyoshi Nerome
Annual fees (day pupils)	£2,130
Telephone number	020 8993 7145
Website	www.thejapaneseschool.ltd.uk
Email address	takenaka-s@thejapaneseschool.ltd.uk
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.
- In July 2017, a full standard inspection of the school judged it to require improvement. The school submitted an action plan. Ofsted's view of this plan in October 2017 judged it not to be acceptable
- The first progress monitoring inspection, in January 2018, identified that Parts 1, 2, 3, 4, 5, 7 and 8 of the independent school standards were not met. In March 2018, the school submitted a second action plan. Ofsted's view of this plan in April 2018 judged it not to be acceptable.
- This inspection was the school's second progress monitoring inspection and was conducted without notice. This inspection focused on the school's progress against specific requirements within Parts 1, 2, 3, 5 and 8 of the independent school standards, and associated requirements.
- The inspector, accompanied by an interpreter, conducted the inspection in collaboration with the headteacher and the secretary general. The inspector toured the premises, scrutinised relevant documentation relating to safeguarding, health and safety, the curriculum and required policies. She spoke to pupils and briefly observed learning in classrooms.

Inspection team

Ann Debono, 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 unmet at this inspection

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.

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.

The school now meets the following requirements of the independent school standards

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 the principles are actively promoted which –
 - 5(b)(d)(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(a) arrangements are made to safeguard and promote the welfare of pupils at the school
 - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.
- 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.
- 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 8. Quality of leadership 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.

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Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 4234
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
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