

Shiras Devorah

Finchley Synagogue, Kinloss Gardens, London N3 3DU

Inspection dates

11 July 2018

Overall outcome

The school is likely to meet all the independent school standards when it opens

Main inspection findings

Part 1. Quality of education provided

Paragraphs 1, 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(1)(b)(ii), 2(2), 2(2)(a), 2(2)(b), 2(2)(d), 2(2)(d)(ii), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii), 2(2)(g), 2(2)(h), 2(2)(i), 3, 3(a) 3(b), 3(c), 3(d), 3(e), 3(f), 3(g) and 4.

- Leaders expect all pupils in the proposed school to achieve highly. They plan to implement the curriculum policy so that all pupils, particularly the most able, perform well in all subjects.
- Leaders plan that teaching will take into account pupils' aptitudes. The intended teaching programme includes a high adult-to-pupil ratio to facilitate individual, group and class teaching. Leaders expect that all pupils will receive appropriate support to demonstrate good knowledge and understand the subjects being taught.
- Schemes of work specify that pupils will study a wide range of subjects, linked to the national curriculum. The proposed curriculum emphasises science and technology, which leaders believe will assist girls attending the school to secure worthwhile future educational qualifications and careers.
- Leaders have prepared a detailed lesson schedule designed to develop pupils' basic skills in English and mathematics. The proposed programme is thorough. It includes detail about specific units of work and the resources required, which when implemented, are likely to ensure that all pupils will make progress and learn new skills during the year.
- Leaders intend that pupils will be assessed using a framework linked to national norms. Testing and assessing pupils' work will occur regularly, and at times weekly. Teachers will record and monitor pupils' outcomes using an online system. Leaders expect teachers to use this information to plan work ensuring that pupils make good progress from their prior attainment.
- Leaders have ensured that the standards in this part are likely to be met.

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

Paragraphs 5, 5(a), 5(b), 5(b)(i), 5(b)(ii), 5(b)(iii), 5(b)(iv), 5(b)(v), 5(b)(vi), 5(b)(vii), 5(c), 5(d), 5(d)(i), 5(d)(ii) and 5(d)(iii)

- The planned curriculum for pupils' personal, social, health and economic education is very detailed. It is fit for purpose. Leaders intend to augment the planned teaching programme with 'hands-on' visits within the local community so that pupils have first-hand experience of supporting others, for example, visiting senior citizens.
- Leaders propose a planned programme of visits and outings to help pupils understand life in modern Britain, such as visits to the Houses of Parliament. Additionally, they intend that pupils will visit theatres, museums and art galleries to enhance their cultural and aesthetic experiences.
- Leaders have a planned programme that aims to address potential bias or disrespect for anyone, including those with protected characteristics. Leaders will ensure that pupils understand and are tolerant of others. Resources and learning experiences have been carefully considered to address the criteria in the Equality Act 2010.
- Leaders have ensured that the standards in this part are likely to be met.

Part 3. Welfare, health and safety of pupils

Paragraphs 6, 7, 7(a), 7(b), 9, 9(a), 9(b), 9(c), 10, 11, 12, 13, 14, 15, 16, 16(a) and 16(b)

- The school's safeguarding policy is compliant with the independent school standards. The policy, when implemented, will promote the welfare of pupils at the school. These arrangements have regard to guidance issued by the Secretary of State.
- The headteacher and the proprietor are clear about what to do in the event of a child protection concern or an allegation against a member of staff, leaders or the proprietor.
- Two of the school's headteachers have completed local authority training to fulfil their nominated designated safeguarding roles. Leaders are well informed about all recommendations in 'Keeping Children Safe in Education' (2016) and the updates from September 2018.
- The school's behaviour policy promotes good behaviour. Leaders do not anticipate pupils' misbehaviour but they intend to work closely with parents and carers should misdemeanours occur. In the rare event of serious incidents, the policy indicates the range of appropriate sanctions that leaders will deploy.
- The school's anti-bullying policy is comprehensive. It covers all forms of bullying that pupils could encounter. This policy, when implemented, is likely to prevent bullying in so far as reasonably expected.
- The proposed school is situated inside the Finchley Synagogue, a large building and conference centre. Leaders have written a meticulous health and safety manual supported by relevant policies. They expect to implement health and safety policies robustly. The headteacher has received guidance from the synagogue's health and

safety officers and adapted this information, as appropriate, to the new school context.

- The inspector assessed health and safety records, which indicate that effective systems will be in place to check on fire equipment, school evacuation procedures and electrical appliance testing. Leaders have indicated how they intend to carry out risk assessments. They have developed this procedure from established practice in the synagogue and conference centre.
- The school's first-aid policy is compliant. Leaders have planned staff training prior to the school's proposed opening date in September 2018.
- Leaders understand how to maintain records of pupils' admission to school and their daily attendance. They are aware of the statutory requirement to meet the Education (Pupil Registration) (England) Regulations 2006.
- Leaders have ensured that the standards in this part are likely to be met.

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

Paragraphs 17, 18(1), 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(2)(f), 18(3), 21(1), 21(2), 21(3), 21(3)(a), 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), 21(4), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c), 21(6), 21(7), 21(7)(a) and 21(7)(b)

- Leaders have recruited 15 staff for the proposed school. The school's single central record was assessed by the inspector. This scrutiny confirms that leaders have secure procedures in place for the safe recruitment of staff.
- Most staff will transfer from the feeder primary school. Leaders intend to use community volunteers to assist in school. Leaders understand that new checks must be undertaken for all staff and volunteers joining the new school.
- Leaders have ensured that the standards in this part are likely to be met.

Part 5. Premises of and accommodation at schools

Paragraphs 22, 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 23(2), 24(1), 24(1)(a), 24(1)(b), 24(1)(c), 24(2), 24(3), 25, 26, 27, 27(a), 27(b), 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b), 29(1), 29(1)(a) and 29(1)(b)

- Leaders intend using premises within the Finchley Synagogue. The proposed classrooms are light and well ventilated. Although the site overlooks the busy North Circular Road, the rooms are sound-proofed. The rooms are of a suitable size to accommodate the small pupil numbers expected to attend the school.
- If registration is granted, the proprietor has planned work to upgrade classrooms with computer equipment, interactive whiteboards and storage for books and curriculum resources. A separate server will be installed for the school's use only. A ventilated cupboard has been identified for this equipment.
- Leaders plan to make labelled drinking water available to pupils with portable water coolers.
- The proposed girls' toilets are currently used by the conference centre. Leaders plan to isolate the corridor to ensure that access will be for the sole use of pupils during

school hours. The facilities are of a high standard, clean, hygienic and correctly labelled. Hot and cold water is ample and at a safe temperature. There are separate facilities for girls, and members of staff.

- The proposed site has suitable showers and changing accommodation. The room to accommodate the short-term care of sick or injured pupils is compliant with the independent school standards. It contains a separate toilet, cupboards and a bed.
- Leaders plan to use nearby leisure centres for the teaching of physical education.
- The premises are used extensively out of school hours. At points during the year, national conferences and symposiums are held for the Jewish community. A pre-school nursery operates from the site, which is separately registered by Ofsted. Leaders intend to carry out thorough risk assessments for the 'journey of a pupil' around the school premises during the school day. The outcome of this risk assessment will ensure that pupils have no access to delegates or members of the public. Leaders identify areas where keypads, gates and physical barriers will be installed.
- Leaders have ensured that the standards in this part are likely to be met.

Part 6. Provision of information

Paragraphs 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(e), 32(1)(f), 32(1)(g), 32(1)(h), 32(1)(i), 32(1)(j), 32(2), 32(2)(a), 32(2)(b), 32(2)(c), 32(2)(d), 32(3)(a), 32(3)(b), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(f), 32(3)(g), 32(4), 32(4)(a), 32(4)(b) and 32(4)(c)

- Leaders understand the information and required policies that they must make available to parents and carers. Leaders do not intend to use a school website. They propose to provide information packs for parents when they enrol their children to the school.
- Leaders expect to provide parents with termly and annual written reports on their children's learning in all areas of the curriculum.
- Leaders have ensured that the standards in this part are likely to be met.

Part 7. Manner in which complaints are handled

Paragraphs 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii) and 33(k)

- Leaders understand how complaints about the school should be managed. The policy contains clear guidance about the timescale to be adhered to, how parents can complain and action to be taken if they remain dissatisfied with the school's response.
- The complaints policy also indicates how parents can escalate their complaint further through an external independent panel hearing comprising headteachers and rabbis associated with other schools.
- Leaders have ensured that the standards in this part are likely to be met.

Part 8. Quality of leadership in and management of schools

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

- The proprietor has experience in providing education for Jewish pupils in other local primary and secondary schools. He has a strong vision for how the religious and cultural aspects of running a faith school will intertwine and comply with the independent school standards.
- The headteacher is also very experienced and she is knowledgeable about educating pupils in settings outside the local area. Together with the proprietor, the headteacher demonstrates a sound understanding of how to ensure that the independent school standards are met.
- Leaders' plans to prepare the premises, to carry out further risk assessments and to recruit suitably qualified staff are realistic in readiness for the school's proposed opening date in September 2018.
- Leaders have ensured that the standards in this part are likely to be met.

Schedule 10 of the Equality Act 2010

- Policy and documents indicate that the school is likely to meet the requirements of the Act if it is registered. The synagogue is fully accessible. The school uses the same facilities.

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.

Proposed school details

Unique reference number	145946
DfE registration number	302/6016
Inspection number	10055516

This inspection was carried out under section 99 of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards that are required for registration as an independent school.

Type of school	Jewish day school for girls
School status	Independent school
Proprietor	Mr Anthony Adler
Headteacher	Ms Miriam Reich
Annual fees (day pupils)	0
Telephone number	020 8381 4513
Website	Not applicable
Email address	reich@ic24.net
Date of previous standard inspection	Not previously inspected

Provider already operating

Number of pupils of compulsory school age	0
Number of pupils of compulsory school age for whom a statement is maintained under section 324, or who is looked after by a local authority	0
Total hours operating as a school per week	0
Total hours of teaching provided per week	0

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	0	11–12	11–12
Number of pupils on the school roll	0	20	20

Pupils

	School's current position	School's proposal
Gender of pupils	0	Girls
Number of full-time pupils of compulsory school age	0	11
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	0	0
Of which, number of pupils with a statement of special educational needs or an education, health and care plan	0	0
Of which, number of pupils paid for by a local authority with a statement of special educational needs or an education, health and care plan	0	0

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	0	0
Number of part-time teaching staff	0	15
Number of staff in the welfare provision	0	0

Information about this proposed school

- The school will be known as Shiras Devorah, an independent day school for girls of Jewish faith, aged from 11 to 12 years.
- The school intends to provide full-time education for up to 20 girls from September 2018.
- The proposed school will operate in the Finchley Synagogue at Kinloss Gardens, London N3 3DU. It will serve the Jewish Orthodox community of north-west London in the Borough of Barnet.
- The majority of pupils attending the new school will transfer from the proprietor's feeder primary school for girls, Beis Soroh Schneirer.
- Leaders do not anticipate that any pupils will have a statement of special educational needs or an education, health and care plan.
- The proposed school does not plan to make use of alternative provision for pupils.
- The proposed school does not have a website. Leaders intend that policies will be available from the school office on request.

Information about this inspection

- This inspection was conducted at the request of the registration authority to check whether the school is likely to meet the independent school standards if it is registered as a school.
- The inspector reviewed a range of documents, policies and curriculum plans. She evaluated the school's recruitment and vetting procedures and intended safeguarding procedures and practice.
- She toured the school's proposed accommodation and outdoor space with one of the headteachers and the synagogue's facilities manager. She also reviewed information on how leaders plan to adapt the premises to ensure that the new school is ready to open on time and that the facilities are suitable for pupils' needs.

Inspection team

Ann Debono, lead inspector

Ofsted Inspector

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