

Khalsa College London

35 Pinner Road, Harrow, London HA1 4ES

Inspection dates

4 October 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(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(2), 2(2)(a), 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii) and 2(2)(e)(iii)

- At the time of the previous inspection, leaders did not ensure that there was a written policy on the curriculum, supported by plans and schemes of work, drawn up and implemented effectively to provide a planned programme of study for each subject. The school's curriculum was neither broad nor balanced and did not provide pupils with a programme of personal, social, health and economic (PSHE) education or careers guidance and support. The school's curriculum was found to be constrained by the very few pupils on roll. The curriculum did not offer opportunities for human and social, physical, aesthetic and creative education; pupils only studied for their chosen examination courses.
- Leaders did not offer pupils any enrichment activities to enhance their learning and personal development.
- This inspection found that leaders have a written policy on the curriculum with written schemes and plans for different subjects. Teachers take into account pupils' aptitudes and needs. For example, teachers were able to explain how they meet the needs of higher attainers through individual support and challenging work. However, it remains the case that the curriculum does not give pupils experience of physical and aesthetic and creative education. Pupils said that there is currently a lack of opportunity to participate in physical education and sports.
- Leaders have reviewed the programme for PSHE education. However, although the PSHE education programme encourages respect for other people, it does not give sufficient emphasis to the protected characteristics set out in the 2010 Act.
- There have been some improvements in the careers advice provided for pupils; for example, the school has planned a visit to give pupils external careers advice on banking. However, pupils do not have access to up-to-date careers guidance to enable them to make informed choices about a broad range of career options.
- As a result of the school's actions, the standards in paragraphs 2(1), 2(1)(a), 2(1)(b) and 2(1)(b)(i) are now met. However, all the other standards in this part continue to be not met.

- Leaders have not ensured that all the standards in this part are met.

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

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

- At the time of the previous inspection, leaders did not provide pupils with a programme of PSHE education. As a result, pupils' spiritual, moral, social and cultural development was limited. Pupils did not gain a good understanding of fundamental British values and were not prepared well for life in modern Britain.
- This inspection found that leaders have a scheme of work and a weekly timetable for PSHE education. This includes, for example, learning about British values, respecting others, cultural and religious diversity, staying healthy and keeping safe. Pupils are taught to distinguish between right and wrong and to take responsibility for their own behaviour. Pupils also have weekly debates on current issues including, for example, Brexit, lowering the age for voting and empowerment of women.
- However, there is insufficient emphasis on encouraging respect for other people in relation to the protected characteristics set out in the 2010 Act. As a result, paragraph 5(b)(vi) remains unmet. All other paragraphs of this standard are met.
- Leaders have not ensured that all the standards in this part are met.

Part 3. Welfare, health and safety of pupils

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

- At the previous inspection, leaders had ensured that the school's safeguarding policy met the statutory guidance and was available to parents on the school's website. However, the safeguarding policy was judged as 'not fit for purpose' because it was based on out-of-date guidance and lacked full details of designated safeguarding leaders.
- Since the previous inspection, staff have received training on safeguarding and child protection procedures.
- However, leaders have not updated the school's safeguarding policy to reflect the most recent statutory guidance issued by the Secretary of State, 'Keeping children safe in education', September 2018. The updated policy is not made available to parents on the school's website. Staff have not received training on safeguarding based on the latest statutory guidance and, therefore, have a limited understanding of the latest requirements for safeguarding.
- Leaders have not ensured that this standard is met.

Paragraph 13

- In the previous inspection, there was no qualified first aider and the school did not have a written first-aid policy that was implemented effectively.
- Since the previous inspection, leaders have drawn up and effectively implemented a first-aid policy. The headteacher is now a trained and qualified first aider. There have been no recorded incidents where first-aid treatment has been administered since the

previous inspection.

- This standard is now met.

Paragraph 15

- In the previous inspection, leaders had not ensured that the admission register included all the necessary information.
- Leaders have made improvements in recording admission and attendance information, but the admission register still does not meet all of the requirements. There is some missing information for a very few pupils on their previous schools and parent and carer details are not recorded in full.
- Therefore, this standard is not met.
- Leaders have not ensured that all the standards in this part are met.

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

Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(d), 18(2)(e), 18(3), 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), 21(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(iii), 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, the school did not have an up-to-date and compliant single central register (SCR) of recruitment checks on staff. Some members of staff were allowed to start working at the school without the necessary vetting checks. None of the school leaders had undertaken training in the safer recruitment of staff.
- This inspection found that leaders have made limited progress in meeting these standards.
- This inspection confirmed that the SCR continues to be incomplete and non-compliant. Checks on a few staff are missing, including checks on their medical fitness, barred list, prohibition from teaching and management checks. Checks are not consistently dated.
- However, there have been some improvements in the SCR, with Disclosure and Barring Service (DBS) checks on the headteacher, who is also the proprietor, and governors. Paragraph 20(6)(b)(i) of this standard has now been met. The headteacher has also undertaken training in the safer recruitment of staff.
- Leaders have not ensured that all the standards in this part are met.

Part 6. Provision of information

Paragraphs 32(1) and 32(1)(c)

- In the previous inspection, the school met this standard. However, in this inspection the Department for Education (DfE) required the inspector to check compliance with the requirement to publish the school's safeguarding policy on its website.
- Leaders have not ensured that the safeguarding policy is published on the school's website. The current policy on safeguarding is in a booklet form with other policies. However, it has not been updated to take into account the current statutory guidance based on 'Keeping children safe in education', September 2018. Parents or interested

parties are not informed that the policy on safeguarding is available from the school office on request.

- Leaders have not ensured that this standard continues 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)

- In the previous inspection, leaders and managers had failed to ensure that the independent school standards were consistently met. Leaders had not kept abreast of the requirements of the independent school standards and other updated statutory guidance, including on safeguarding pupils.
- The action plan that leaders had written to address the unmet standards in the previous inspection was judged to be unacceptable in July 2018. Leaders have not subsequently produced a revised action plan to address the unmet standards. Leaders have not focused sufficiently on all of the unmet standards.
- Although staff received training on safeguarding in March 2018, they have not received training based on the current guidance 'Keeping children safe in education', September 2018. Leaders have not ensured that all the safeguarding checks on staff are carried out effectively to ensure that pupils are consistently kept safe.
- The previous inspection found that the trustees and governors did not keep up to date with the latest statutory guidance for independent schools and safeguarding pupils. They did not check on the school's work and hold school leaders to account. This inspection found that there have been no significant improvements in this aspect of leadership and management.
- The previous inspection identified that the school's curriculum offer was constrained by the very few pupils on roll. Opportunities for pupils to enhance their personal development and their physical well-being were lacking. This inspection found that this continues to be the case with the school's current curriculum offer.
- However, there have been some improvements since the previous inspection, including in promoting pupils' spiritual, moral, social and cultural development.
- Pupils said that they feel safe and are kept safe, including when online and with regard to the dangers of extremism and radicalisation. There have been no safeguarding concerns since the previous inspection.
- Leaders have not ensured that this standard is met.

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.

The school now meets the following independent school standards

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if the proprietor ensures that:
 - 2(1)(a) a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in subparagraph (2) is drawn up and implemented effectively; and
 - 2(1)(b) the written policy, plans and schemes of work-
 - 2(1)(b)(i) take into account the ages, aptitudes and needs of all pupils, including those pupils with an EHC plan.

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(a) actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs;
 - 5(b) ensures that principles are actively promoted which-
 - 5(b)(i) enable pupils to develop their self-knowledge, self-esteem and self-confidence;
 - 5(b)(ii) enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;
 - 5(b)(iii) encourage pupils to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to the lives of those living and working in the locality in which the school is situated and to society more widely;
 - 5(b)(iv) enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England;
 - 5(b)(v) further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures;
 - 5(b)(vii) encourage respect for democracy and support for participation in the democratic process, including respect for the basis on which the law is made and applied in England.

Part 3. Welfare, health and safety of pupils

- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.

Part 4. Suitability of staff, supply staff and proprietors

- 20(6), 20(6)(b)(i) where relevant to the individual, an enhanced criminal record check.

School details

Unique reference number	135334
DfE registration number	310/6083
Inspection number	10077611

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 day school
School status	Independent school
Age range of pupils	11 to 18
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	4
Of which, number on roll in sixth form	1
Number of part-time pupils	0
Proprietor	Khalsa College London Trust
Chair	Mohinder Kapoor
Director/Principal	Sukhbir Kapoor
Annual fees (day pupils)	Variable according to chosen courses
Telephone number	0208 427 5132
Website	http://khalsacollegelondon.com
Email address	registrar@sikh-uni.ac.uk
Date of previous standard inspection	6–8 March 2018

Information about this school

- Khalsa College London is an independent day school located in the London borough of Harrow.
- It was established in 2007 and is registered to educate 50 pupils from age 11 to 18 years.
- The previous inspection in March 2018 was the school's fourth standard inspection, the last one being in March 2015.

- In 2017/18, there were very few pupils enrolled at the school. There are currently very few pupils on roll.
- Trustees of the proprietorial body have appointed some representatives of other local community organisations as governors. Trustees and governors act largely in an advisory role, mainly about recruitment of pupils and finance. They delegate all other responsibilities to a fellow trustee, the director principal.
- There has been a reduction in leadership and staffing over time because of the lack of pupils. The leadership team consists of the director principal, business manager and governors.
- No pupils have an education, health and care plan.
- The school does not use 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.
- At the time of the previous standard inspection in March 2018, the school's overall effectiveness was judged to be inadequate.
- Following its previous inspection, the school submitted an action plan to address the unmet standards. However, the proposed action plan was judged as not acceptable in July 2018.
- This is the first progress monitoring inspection since the school's previous inspection in March 2018 and was conducted without notice.
- The inspector was asked to report against the requirements contained within Parts 1, 2, 3, 4, 6 and 8 of the independent school standards.
- The inspector met with the director principal, the business manager, members of staff and pupils.
- The inspector held telephone discussions with the chair of trustees and a member of the governing body.
- The inspector briefly visited the classrooms to observe learning.
- The inspector scrutinised relevant documentation, including that related to curriculum, health and safety and safeguarding, including the vetting of staff.
- There were too few recent responses to Ofsted's online survey, Parent View, to consider as part of the inspection.

Inspection team

Avtar Sherri, 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 1. Quality of education provided

- 2(2) For the purposes of paragraph (2)(1)(a), the matters are-
 - 2(2)(a) full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), which gives pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education;
 - 2(2)(d) personal, social, health and economic education which-
 - 2(2)(d)(i) reflects the school's aim and ethos; and
 - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act [9];
 - 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that-
 - 2(2)(e)(i) is presented in an impartial manner;
 - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
 - 2(2)(e)(iii) helps to encourage them to fulfil their potential.

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(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.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006[13].

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)(b) no such person carries out work, 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 which takes effect as if contained in either such direction;
 - 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(2)(c)(iii) the person's right to work in the United Kingdom; and
 - 18(2)(d) the proprietor ensures that, where relevant to any such person, an enhanced criminal record check is made in respect of that person and an enhanced criminal record certificate is obtained before or as soon as practicable after that person's appointment;
 - 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.
- 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.
- 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)(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.

- 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)(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)(iii) a check was made to establish whether S 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;
 - 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(3)(b) in relation to each member of staff ("S"), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.
- 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 6. Provision of information

- 32(1) The standard about the provision of information by the school is met if the proprietor ensures that:

- 32(1)(c) particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school's internet website or, where no such website exists, are provided to parents on request.

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