

Ambassadors High School (London)

9 Mitcham Lane, Streatham, London SW16 6LG

Inspection dates

7 February 2019

Overall outcome

The school is unlikely to meet all the independent school standards. It is currently operating without registration

Main inspection findings

Part 1. Quality of education provided

Paragraph 2

- The proprietor has ensured that there is a broad curriculum in place, meeting the basic curriculum requirements of the independent school standards. Pupils study English, mathematics, science and Arabic as discrete subjects. History and geography are taught either within topic-based learning or as separate subjects for older pupils. Physical education is currently provided through mixed martial arts at the local mosque. Pupils also have the opportunity to experience a 'forest school' curriculum off-site; plans show that this incorporates technical and creative education.
- The curriculum policy and plans for school-aged pupils are suitable and take account of the needs of pupils who are often taught in small, mixed-age groups. Plans reflect similar topics to those that are taught within the national curriculum. Pupils' work shows that they develop literacy and numeracy skills over time.
- Even though the proprietor is applying to register the school to provide education and care for children in the early years, leaders have made no provision at all for this stage. The headteacher confirms that teachers do not plan in line with the statutory framework for the early years foundation stage, nor do they assess children's progress against the early learning goals. This is despite there being children of this age currently at the school.
- Personal, social, health and economic (PSHE) education is incorporated into the topics that are taught. This includes, for example, understanding and developing life skills through community events. However, as PSHE education is not intentionally planned across the curriculum, essential requirements – such as to encourage respect for other people, paying particular regard to the protected characteristics – are not provided through the curriculum.
- Pupils have a few opportunities to meet people from the world of work. However, the school does not provide pupils with careers education. This means that pupils do not have enough insight into the opportunities that are available to them when they leave education. While pupils have engaged in charitable causes, such as helping the

homeless, these enterprises are not frequent enough to enable them to be prepared for the wider responsibilities of life in British society.

Paragraphs 3 and 4

- The headteacher has recently written a development plan aimed at improving teaching in the school. She identifies that teachers' skills in planning and assessing learning are at a very early stage. Teachers use commercially produced schemes of work and are just starting to adapt these in the light of what they know about pupils' abilities. However, while pupils do gain new knowledge and are interested in their learning, teachers do not have the skills or the secure subject knowledge to help pupils make good progress.
- The headteacher has recently introduced formal reporting to parents on pupils' achievements using historical national curriculum levels of attainment in English, mathematics and science. However, this is not supported by effective ongoing assessment in the classroom.
- The school is well resourced with electronic teaching aids, computers and reading books. There is physical equipment to support the teaching of mathematics and for pupils to play table games.
- School leaders have not ensured that all the standards in this part are likely to be met.

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

Paragraph 5

- The headteacher acknowledges that there is no plan or strategy in place to actively promote fundamental British values or to encourage respect for other people, paying particular regard to the protected characteristics. Consequently, the majority of the requirements for this part are not likely to be met.
- The proprietor has ensured that pupils have opportunities to contribute positively to the local community through charitable causes. Pupils also have opportunities to meet people who work in public services. These opportunities enable pupils to gain some knowledge of how people live and work outside their immediate community.
- The proprietor does not have a strategy in place for checking that pupils will not encounter the teaching of partisan political views. For example, there is no visiting speaker policy. While teachers have received some training in the 'Prevent' duty, there is no strategy in place for the school to engage with local police or other outside agencies so that staff are better aware of the potential risks within the local community.
- School leaders have not ensured that all the standards in this part are likely to be met.

Part 3. Welfare, health and safety of pupils

Paragraph 7

- School leaders have not prioritised the safety and welfare of pupils. They do not check that the staff they employ are suitable to work with children. They do not keep potentially dangerous medicines locked away from children. These practices put children at risk of harm.

- The school's safeguarding policy is published on the school's website, but it does not reflect the legal requirements of the Department for Education (DfE). There is no evidence that the headteacher has required all staff to be aware of these requirements. Elements of the policy are not fit for purpose. In particular, if staff have any concerns about the headteacher's conduct, the policy says that these should be referred to the proprietor. As the proprietor is also the headteacher's father, this is not appropriate.
- School leaders have not ensured that their statutory duties under the 'Prevent' duty are met. The proprietor has not undertaken a local risk assessment, nor do leaders work in partnership with local agencies to share information.
- There have been no child protection concerns referred to the headteacher or to the local authority.

Paragraph 10

- The school's anti-bullying policy is not fit for purpose. It does not consider the dangers of online bullying and the impact of improper use of social media.

Paragraph 13

- Leaders have not written a first aid policy. Reference to the provision of first aid is made in the general health and safety policy. However, this does not identify the need for any additional controls, such as monitoring how medicines are stored. Nor does it cover essential aspects of first aid provision such as hygiene and infection control.

Paragraph 15

- Leaders have not ensured that the admissions register or the daily attendance registers meet legal requirements. The admissions register does not keep a record of those pupils leaving the school, or their destinations. These records are simply deleted when a pupil leaves. The number of pupils on the admissions register does not match the numbers recorded on the daily registers.
- Similarly, registers only contain brief and incomplete descriptions of the times pupils are at the school. They do not record if pupils attend in the mornings for Hifz. They also do not account for when pupils are absent and why. This is a safeguarding risk as the headteacher is unable to identify whether there are patterns in pupils' absences that may indicate a cause for concern.

Paragraph 16

- Leaders have not carried out adequate risk assessments. The headteacher stated that some of the medicines found during this inspection were brought in by those adults and children who use the school building as a madrasa in the evening. She has not monitored this use to ensure that there is no detrimental impact on pupils. Nor has she conducted thorough risk assessments for when pupils go off-site including, for example, visits to the park at lunchtime or to the mosque for physical education.

Paragraph 9

- There is a written behaviour policy that is available to parents on the school's website. This is effective in encouraging positive behaviour from pupils. The headteacher has created a document for recording sanctions. Currently, this is empty and the headteacher reports that there have been no serious behaviour incidents at the

school.

Paragraphs 11 and 12

- Leaders have written a health and safety policy that is effectively implemented by staff. The premises are leased and the headteacher keeps a record of snags that she reports regularly to the landlord. New firefighting equipment and an electronic alarm system were installed just prior to this inspection. Escape routes are clearly marked and accessible. Pupils know how to exit the building in an emergency.
- School leaders have not ensured that all the standards in this part are likely to be met.

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

Paragraph 18 and 21

- School leaders have failed to conduct the most basic suitability checks on the adults working at the school.
- Neither the proprietor nor the headteacher have completed safer recruitment training.
- Of the 11 teaching staff, six have not been checked through the Disclosure and Barring Service (DBS). The headteacher states that these adults are never left unsupervised with children, but she is unable to provide evidence of this through any risk assessment or supervision strategy. These adults have been employed at the school for between three months and a year.
- Two members of staff have lived abroad. The headteacher has identified that she needs to ask for confirmation that these adults have not committed any offences in other countries. She is unable to provide evidence that this information has been requested.
- Other than the headteacher, no other adult has been checked to see if they are prohibited from teaching. No member of staff has been checked to see if they are disqualified under the 2018 Childcare Disqualification Regulations. The headteacher does not know what these regulations are.
- None of the adults in the school have been appointed using basic recruitment procedures. None have completed a job application or curriculum vitae, so leaders are unable to check if there are any gaps in their employment history. Of even greater concern is the fact that no references have been sought for any member of staff. The headteacher has appointed staff based on verbal recommendations alone. She has not checked to see if they are suitable to work with children.
- The school's policy on safer recruitment does not fully reflect legal requirements. Those expectations that are set out in the policy are not followed by school leaders.
- The school's single central register records that the headteacher has checked the identity, address, qualifications and right to work in the United Kingdom for each member of staff.
- School leaders have not ensured that all the standards in this part are likely to be met.

Part 5. Premises of and accommodation at schools

Paragraph 23

- There are only two toilets available for the use of pupils. While these are clean, this provision is insufficient for the number of pupils proposed by the school.
- There are no changing or shower facilities for pupils aged 11 or over. These pupils receive physical education in a room at the local mosque.

Paragraph 24

- There is no written first aid policy in the school. During this inspection, the first aid box in the medical room contained freely accessible prescribed medicines that would pose a significant health risk to children if they were injected or ingested.
- The medical room does not have a washbasin. At the time of the inspection, it was not evident that the bed used for the examination of pupils had suitable covering or would be made comfortable for a sick child.

Paragraphs 25, 26 and 27

- The premises are maintained to a suitable standard of tidiness and cleanliness. Snags are identified by members of staff and it is evident that these are rectified.
- There are four classrooms which, if fully occupied, could accommodate up to 36 pupils comfortably. These are well lit, although one on the lower ground floor has minimal natural light and ventilation. These rooms are brightly decorated and contain appropriate teaching resources and displays.

Paragraph 28

- Drinking water is available to pupils at all times during the school day from a sink in the corridor on the lower ground floor. This is appropriately labelled as drinking water.

Paragraph 29

- The outside play area is small and would not safely accommodate all the pupils proposed by the school. It is currently out of use as the result of water contamination. However, the school takes pupils to the local park to play at lunchtimes and separate arrangements are made for physical education. This provision is appropriate.
- School leaders have not ensured that all the standards in this part are likely to be met.

Part 6. Provision of information

Paragraph 32

- Leaders have not ensured that all the information required by the independent school standards is provided for parents.
- The full correspondence details for the proprietor are not available either on the school's website or in its prospectus. Leaders have also failed to make available policies on admissions, exclusions and first aid. While leaders report that they have not received any formal complaints from parents, this information is also not included on the school's website.
- Leaders have ensured that the other requirements are met. For example, they provide

written reports to parents and have made other essential policies available

- School leaders have not ensured that all the standards in this part are likely to be met.

Part 7. Manner in which complaints are handled

Paragraph 33

- Leaders have not ensured that the school's complaints policy meets the requirements of the independent school standards, nor is it fit for purpose.
- There is a written complaints policy that is available to parents on the school's website. This outlines for parents the process to follow when raising an informal concern and how to escalate this to a formal, written complaint. Timescales are set for considering such complaints, although these are not always prompt enough.
- The policy fails to establish proper independence when formal complaints are considered. The policy states that any complaints about the headteacher should be referred to the proprietor, who is her father. This is not appropriate. Nor does the policy stipulate that any review panel should have a representative independent of the leadership of the school.
- The requirements for this paragraph expect any review panel to be made up of three people who have not been directly involved in the matters of any complaint. The proprietor has not given due consideration to how this can work in this school where there is only one person with leadership responsibilities. Therefore, the policy is not likely to be effectively implemented.
- School leaders have not ensured that all the standards in this part are likely to be met.

Part 8. Quality of leadership in and management of schools

Paragraph 34

- The proprietor retains no oversight of what happens in the school. He neither supports nor challenges the headteacher, failing to hold her to account for how she runs the school. He has entirely failed in his responsibilities as the person responsible for the education and welfare of children at this school.
- The headteacher is the only person with any leadership responsibility in the school. She has wilfully neglected to meet some basic, crucial safeguarding responsibilities, putting children at potential risk of harm. She is overwhelmed by the number of statutory responsibilities she must ensure are met. In some cases, she does not even know what these are.
- There is no capacity for improvement at this school. Many of the fundamental requirements for running a school that are not in place were also lacking at the school's last pre-registration inspection in March 2017.
- School leaders have not ensured that any of the requirements in this part are likely to be met.

Schedule 10 of the Equality Act 2010

- The headteacher has written an accessibility plan. However, this is not fit for purpose as it references support to be given to pupils through a SEN coordinator (SENCo),

when the school does not have one.

Statutory requirements of the Early Years Foundation Stage

- Despite applying to take children from four years old, the proprietor has made no provision for the statutory requirements of the early years foundation stage. None of the learning and development requirements and many of the welfare requirements are not likely to be met.

Compliance with regulatory requirements

The school is unlikely 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	146628
DfE registration number	208/6005
Inspection number	10085640

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	Religious faith school
School status	Independent school
Proprietor	Arshad Ali
Chair	N/A
Headteacher	Ms Nadia Ali
Annual fees (day pupils)	Up to £4,500
Telephone number	0203 538 3458
Website	www.ambassadorshighschool.co.uk
Email address	nadia.ali@ambassadorshighschool.co.uk
Date of previous standard inspection	Not previously inspected

Provider already operating

Number of pupils of compulsory school age	c44
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	39
Total hours of teaching provided per week	34

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	4–14	4–16	N/A
Number of pupils on the school roll	c45	100	N/A

Reason for inspector's recommendations

- Due to the serious safeguarding failings evident at the school, the inspector is unable to make any recommendation as to number or age-range of pupils.
- The inspector was unable to satisfy herself as to the accuracy of the school's admissions and registration records. Hence, she is unable to provide a definitive record of the number of pupils currently attending the school.

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	Not known	100
Number of part-time pupils	Not known	0
Number of pupils with special educational needs and/or disabilities	Not known	0
Of which, number of pupils with an education, health and care plan	0	0
Of which, number of pupils paid for by a local authority with an education, health and care plan	0	0

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	1	1
Number of part-time teaching staff	10	10

Reason for inspector's record

- The inspector was unable to satisfy herself as to the accuracy of the school's admissions and registration records. Hence, she is unable to provide a definitive record of the number of pupils currently attending the school.

Information about this proposed school

- Ambassadors High School is located on the ground and lower-ground floors of a mixed-use building on Mitcham Lane in Streatham. The school operates from 8am to 4pm each day, providing Hifz classes for the first two hours. It previously operated from a different address.
- The school premises is also used for religious study in an evening.
- The headteacher reports that the school currently operates as a 'flexi-school' supporting home-educated children.
- The school proposes to register as a day school for boys and girls from 4 to 16 years of age.
- The proprietor does not intend to establish a governing body at the school.
- The school has been operating since at least September 2016.
- The school has an Islamic ethos and its stated aim is to 'ensure that children espouse aspirations for themselves and the community, provide them with tools that will lead them to pursue successful lives and a passion for learning that will stay with them'.
- The headteacher reports that the school uses the hall in the local mosque for the provision of physical education. The school does not operate from any other premises.

Information about this inspection

- This inspection was commissioned by the Department for Education to check if the school, if registered, was likely to meet the independent school standards.
- This is the school's second pre-registration inspection. It was previously inspected on 7 March 2017, when the school was located at 1517a London Road, Norbury SW16 4AE. At this time, there was a different proposed proprietor. Many of the same independent school standards were judged to be unlikely to be met.
- The inspector met extensively with the headteacher to discuss policy documents, safeguarding arrangements and her leadership of teaching and learning. The inspector reviewed staff planning files and curriculum resources.
- The inspector toured the premises and reviewed a range of documentation relating to the health and safety at the school site.
- The inspector visited those classes that were being conducted in the morning and spoke to pupils about their work and reading.
- The inspector spoke to the proprietor over the telephone. The inspector was unable to confirm that the person to whom she was speaking was the proprietor as she did not meet him face to face. The headteacher and proprietor gave differing accounts as to why he was unable to come to the school.

Inspection team

Philippa Darley, lead inspector

Her Majesty's Inspector

Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if–
 - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively.
- 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[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
 - 2(2)(f) where the school has pupils below compulsory school age, a programme of activities which is appropriate to their educational needs in relation to personal, social, emotional and physical development and communication and language skills
 - 2(2)(i) effective preparation of pupils for the opportunities, responsibilities and experiences of life in British society.
- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
 - 3(a) enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught
 - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time
 - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons
 - 3(e) demonstrates good knowledge and understanding of the subject matter being taught
 - 3(g) demonstrates that a framework is in place to assess pupils’ work regularly and thoroughly and use information from that assessment to plan teaching so that pupils can progress.

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)(ii) enable pupils to distinguish right from wrong and to respect the civil and criminal law of England
 - 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)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act; and
 - 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
 - 5(c) precludes the promotion of partisan political views in the teaching of any subject in the school; and
 - 5(d) takes such steps as are reasonably practicable to ensure that where political issues are brought to the attention of pupils—
 - 5(d)(i) while they are in attendance at the school
 - 5(d)(ii) while they are taking part in extra-curricular activities which are provided or organised by or on behalf of the school, or
 - 5(d)(iii) in the promotion at the school, including through the distribution of promotional material, of extra-curricular activities taking place at the school or elsewhere.

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.

- 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.

- 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.
- 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].
- 16 The standard in this paragraph is met if the proprietor ensures that–
 - 16(a) the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and
 - 16(b) appropriate action is taken to reduce risks that are identified.

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)(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.
- 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)(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)(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.

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)(a) suitable toilet and washing facilities are provided for the sole use of pupils
 - 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.
- 24(1) The standard in this paragraph is met if the proprietor ensures that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including–
 - 24(1)(b) accommodation for the short term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility.

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)(a) the information specified in sub-paragraph (2) is provided to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector[14], the Secretary of State or an independent inspectorate[15]
 - 32(1)(b) the information specified in sub-paragraph (3) is made available to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate.
- 32(2) The information specified in this sub-paragraph is–
 - 32(2)(b) either–

- 32(2)(b)(i) where the proprietor is an individual, the proprietor’s full name, address for correspondence during both term-time and holidays and a telephone number or numbers on which the proprietor may be contacted.
- 32(3) The information specified in this sub-paragraph is–
 - 32(3)(a) particulars of the school’s policy on and arrangements for admissions, misbehaviour and exclusions
 - 32(3)(d) particulars of arrangements for meeting the standards contained in paragraphs 9, 10, 11 and 13
 - 32(3)(f) details of the complaints procedure referred to in paragraph 33, and the number of complaints registered under the formal procedure during the preceding school year.

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
 - 33(g) ensures that, where there is a panel hearing of a complaint, one panel member is independent of the management and running of the school
 - 33(i) provides for the panel to make findings and recommendations and stipulates that a copy of those findings and recommendations is–
 - 33(i)(i) provided to the complainant and, where relevant, the person complained about; and
 - 33(k) provides that correspondence, statements and records relating to individual complaints are to be kept confidential except where the Secretary of State or a body conducting an inspection under section 109 of the 2008 Act requests access to them.

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.

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