

# Guru Gobind Singh Khalsa College

Roding Lane, Chigwell, Essex IG7 6BQ

**Inspection dates**

2 July 2019

**Overall outcome**

**The school meets 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) and 7(b)*

- The standard inspection in September 2017 found that safeguarding was not effective. As a result, this standard was not met. Following a range of changes and improvements made by leaders, inspectors judged this standard to be met at the progress monitoring inspection in June 2018.
- The school's safeguarding policy is available on its website. The policy meets current requirements. The school's single central record of pre-appointment checks was scrutinised during this inspection and meets current requirements.

#### *Paragraph 11*

- This standard was found to be unmet at the standard inspection in September 2017. It remained unmet at the subsequent progress monitoring inspections, in June 2018 and January 2019. Inspectors found that leaders had taken action, in line with their reviewed health and safety policy, but that actions were being carried out too slowly, with some of the necessary maintenance work remaining undone.
- Leaders now have an increased sense of urgency about improving the premises. A wide range of maintenance and repair work has been undertaken, covering all the areas previously identified as requiring attention. For example, leaders have ensured that all windows now have restrictors fitted, so that windows on the first floor can be opened safely.
- This independent school standard is now met.

#### *Paragraph 12*

- This standard was unmet at the previous standard inspection and two subsequent progress monitoring inspections. Inspectors found that some, but not all, of the work necessary for the school to comply with the Fire Safety Order (2005) had been completed. Inspectors found that dangerous liquids, such as sulphuric acid, were not stored safely. They also found excessive clutter, in some places, and rooms with missing tiles and hanging wires.
- Leaders have taken a wide range of actions in order to meet requirements around fire

safety. They commissioned an external company to review the fire doors throughout the building and to take remedial action, as necessary. This work has been completed in full.

- Leaders took immediate action to improve the way that dangerous chemicals are kept. The science laboratory now has three storage cupboards that are kept locked at all times. Leaders have introduced a system requiring staff to 'sign out' the chemicals that they use, and sign them back in again, and to account for the amount that has been used. Leaders monitor this system to check that it is being used routinely and properly.
- The building now appears tidy and well maintained. Inspectors found no evidence of unnecessary clutter, missing tiles or hanging wires.
- This independent school standard is now met.

#### *Paragraph 15*

- This standard was found to be met at the standard inspection in September 2017. However, the most recent progress monitoring inspection identified shortcomings in the school's admissions register. Inspectors found that the register did not contain all the required information and did not take into account the legal guidance 'Children missing education: statutory guidance for local authorities', Department for Education (DfE), 2016.
- Leaders have improved processes around the school's admissions register. Systems are now clearer and more systematic. The admissions register now contains all the required information.
- This independent school standard is now met.

### Part 5. Premises of and accommodation at schools

#### *Paragraph 25*

- This standard was not met at the previous standard inspection or either of the two progress monitoring inspections. Inspectors found that the school building was not in a fit state to ensure the health and safety of pupils. Inspectors also found that leaders did not have sufficient sense of urgency in addressing the issues identified, that they did not show enough understanding of the importance of health and safety, and that health and safety checks were weak.
- Leaders have done a great deal to improve this area. For example, the corridors have been cleared of display boards and painted. Clutter has been removed. Fire doors have been replaced and signage improved.
- Leaders have introduced a software package that they find enormously helpful. They have found that this system enables them to monitor health and safety issues closely, easily and well. They check the system daily and take action when the system shows that any aspect of health and safety has fallen short. The system gives leaders a compliance score at any point during the day. The score was 99.9% when checked during this inspection.
- Leaders have ensured that the software package is personalised to meet the school's needs. For example, previous inspections found that the windows on the first floor of the building were dangerous because there was no restriction on how far they could be opened. Work has been undertaken to rectify this and all windows now have restrictors

fitted to limit the amount that they can open. The software package is set up to require staff to complete specific daily and weekly checks in the areas that they work in. One of these checks is that the restrictors are in place and operating properly. Leaders monitor this and also make their own random checks to assure themselves that staff are checking things properly.

- This independent school standard is now met.

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

### *Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

- This standard was not met at the previous standard inspection or at the two progress monitoring inspections. Inspectors found that trustees and school leaders were not demonstrating the knowledge and skills necessary to ensure that the independent school standards are met consistently.
- Leadership has improved. The school has appointed a new trustee, who has a background in education. This has resulted in the school commissioning support from the London Borough of Barking and Dagenham's school improvement service. Advisers have already visited the school and have provided feedback on the strengths and areas for improvement that they have found. The school has commissioned ongoing visits from advisers throughout the coming year.
- Leaders also arranged for an appropriate adviser to visit the school to look specifically at health and safety issues, and the remaining unmet standards. This visit was helpful to leaders and provided reassurance that leaders' actions are appropriate and making a positive difference.
- Leaders now show better understanding of the independent school standards. They have introduced a system that enables them to monitor the standards in full, to ensure ongoing compliance. Leaders review the system regularly and take action, when necessary, to ensure that the standards are met consistently.
- This independent school standard is now met.

## **Compliance with regulatory requirements**

The school meets 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. 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**

- The proprietor must ensure that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy (paragraph 11).
- The proprietor must ensure compliance with the Regulatory Reform (Fire Safety) Order (2005) (paragraph 12).
- The proprietor must ensure that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2016 (paragraph 15).
- The proprietor must ensure that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured (paragraph 25).
- The proprietor must ensure that persons with leadership and management responsibilities at the school:
  - demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently
  - fulfil their responsibilities effectively so that the independent school standards are met consistently and
  - actively promote the well-being of pupils (paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)).

## School details

Unique reference number	115437
DfE registration number	881/6042
Inspection number	10113696

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 with a religious character
School status	Independent school
Age range of pupils	3 to 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	300
Of which, number on roll in sixth form	33
Proprietor	Guru Gobind Singh Khalsa College
Headteacher	Amarjit Toor
Annual fees (day pupils)	£5,892 to £6,720
Telephone number	0208 559 9160
Website	<a href="http://www.ggskcollege.co.uk">www.ggskcollege.co.uk</a>
Email address	<a href="mailto:info@ggskcollege.co.uk">info@ggskcollege.co.uk</a>
Date of previous standard inspection	26–28 September 2017

## Information about this school

- Guru Gobind Singh Khalsa College is an independent school in Chigwell. The school provides education for pupils between three and 19 years of age.
- The school has a religious character, following Sikhism, but does not operate as a religious school. The school welcomes pupils of all religious faiths or none.
- A full standard inspection of the school was carried out in September 2017. The overall effectiveness of the school was judged to be inadequate at this inspection, and a number of the independent school standards were unmet. There have been two subsequent

progress monitoring inspections, in June 2018 and January 2019. Independent school standards remained unmet at these inspections.

## 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.
- This was the third progress monitoring inspection following the standard inspection in September 2017. The inspection was carried out without notice.
- Following the standard inspection in September 2017, the DfE required the school to provide a statutory action plan to address the unmet standards. In March 2018, the DfE accepted the action plan submitted by the school.
- Inspectors met with: the headteacher, other leaders, two groups of pupils, a trustee, and a representative of the London Borough of Barking and Dagenham's school improvement service. The lead inspector spoke with a second adviser on the telephone.
- Inspectors looked at the remedial work carried out by the school, and scrutinised a range of school documents and chosen software system. Inspectors checked the school's single central record of pre-appointment checks.

## Inspection team

Wendy Varney, lead inspector

Her Majesty's Inspector

Stefanie Lipinski-Barltrop

Her Majesty's Inspector

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