

Rabia Girls' and Boys' School

12-16 Portland Road, Luton, Bedfordshire LU4 8AX

Inspection dates

12 September 2019

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

Paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i)

- At the standard inspection in January 2018, this standard was not met because the curriculum was too narrow. Some schemes of work were missing, and some subjects were not taught due to a lack of teachers or resources.
- At the first progress monitoring inspection in November 2018, this standard remained not met. Although leaders had started to broaden the curriculum offer, it was too early to see the impact.
- At the second progress monitoring inspection in May 2019, the requirements in the paragraphs for the independent school standard relating to the curriculum were not met because the quality of pupils' experiences for aesthetic and creative teaching remained too inconsistent. For this third progress monitoring inspection, leaders are still working on improving the aesthetic and creative curriculum. There is an appropriate curriculum policy, which is published on the school's website. Schemes of work, including those for aesthetic and creative teaching, are still being adapted to ensure that they fully meet the needs of pupils of different abilities working in the same group. It is too early to see the full impact of the changes being made.
- This independent school standard remains not met.

Paragraph 3, 3(a), 3(c), 3(d), 3(f), 3(g), 3(j)

- This independent school standard was not met in the January 2018 inspection because teachers lacked the resources and skills to meet the needs of the pupils. In addition to the general weaknesses in teaching and assessment, the standard was not met because of discrimination on the basis of sex. At that time, the school operated a policy of strict segregation by sex. From Year 3 onwards, girls and boys were not taught together and did not mix at breaktime and lunchtime or during school-led activities after school. The boys were disadvantaged because they had poorer access to high-quality education than the girls. The poorer provision was particularly, but not exclusively, about teachers' limited expertise of the primary curriculum and a narrow range of opportunities for physical education (PE).
- The standard was not met in the first progress monitoring inspection in November 2018



because activities were not planned well enough to meet pupils' needs.

- The standard was not met in the May 2019 progress monitoring inspection because, while teaching quality overall was improving, especially in English, mathematics and science, it remained mixed across subjects and year groups.
- Leaders have taken suitable account of the feedback from the May 2019 progress monitoring inspection. Recent training for staff focused on improving the quality of planning for learning in classes with mixed-age groups. Teachers are becoming more skilful at understanding pupils' needs and working with mixed-ability groups.
- A revised assessment system is helping teachers to identify pupils' starting points more clearly. Teachers generally have higher expectations of what pupils can achieve. However, some teachers are still developing their practice in working with mixed-ability groups.
- The quality of pupils' handwriting and extended writing across the curriculum is not yet good enough. This is a focus of school improvement actions but proposed changes are at an early stage of implementation.
- While the quality of teaching has improved, leaders recognise that there is still further work to do to ensure that all pupils make enough progress from their starting points. Work is not consistently well matched to pupils' abilities. The sequencing of learning is not effective in helping pupils to know and remember more.
- The requirements of paragraphs 3(f) and 3(g) were met at the second progress monitoring inspection in May 2019 and continue to be met.
 - Classroom resources are of suitable quality, quantity and range. New facilities are available for the teaching of technology. The school library has improved. Books are now more organised on shelves. The secondary-aged pupils do not have access to as many age-appropriate fiction and non-fiction books as the primary pupils.
 - A new framework is in place to assess pupils' work regularly. Teachers are still
 developing their skills in using this information to plan teaching so that pupils can
 achieve their full potential. This remains a focus of ongoing professional development.
- This independent school standard remains not met.

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

Paragraph 5, 5(a)

- At the standard inspection in January 2018, this standard was not met. The curriculum did not ensure that pupils were provided with a well-rounded education and an understanding of other cultures and religions.
- The requirements of this standard were met in the November 2018 progress monitoring inspection. Pupils regularly learned about all groups of people with protected characteristics under the Equality Act 2010. Pupils had a secure understanding of British values, including tolerance for those with different cultures, faiths and beliefs. Pupils were supportive of others, irrespective of backgrounds and beliefs.
- During this third progress monitoring inspection, pupils demonstrated a secure understanding of fundamental British values. The school actively encourages pupils to be



tolerant and respectful of others, irrespective of backgrounds and beliefs. Pupils told inspectors that they would like to 'get out more' to events with pupils from other schools.

- Pupils are confident and polite. They relate well to their peers, adults and visitors.
- Pupils learn about all groups of people with protected characteristics under the Equality Act 2010.
- Leaders have ensured that this independent school standard continues to be met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b)

- The requirements for this independent school standard were not met in the standard inspection in January 2018 because the school's policies for pupils' safeguarding, welfare and health and safety had shortcomings. Staff did not follow the agreed procedures.
- The standard was not met during the first progress monitoring inspection in November 2018 because the school's safeguarding arrangements were not effective. The local authority was concerned that adults were not sufficiently trained and that leaders had little engagement with the authority's designated safeguarding group.
- Safeguarding arrangements did not meet statutory requirements in the second progress monitoring inspection in May 2019. Staff with oversight for safeguarding pupils had not established strong enough links with the local authority's safeguarding team or with other external agencies offering support for vulnerable pupils.
- During this third progress monitoring inspection, leaders demonstrated a lack of understanding of the Department for Education (DfE) statutory guidance, 'Keeping children safe in education', September 2019. Leaders are unaware of the changes in the new version.
- The school's safeguarding policy is out of date and does not have due regard to the current DfE statutory guidance from the Secretary of State. This policy is, therefore, unsuitable.
- Staff have received some basic online training in safeguarding this term, enabling them to identify if pupils are potentially at risk. There has been no recent internal training for staff on the most up-to-date guidance.
- Leaders do not have in place systems to check that staff have received, read and understood the latest statutory guidance.
- Leaders have still not established strong enough links with the local authority's safeguarding team. Leaders have not attended the designated safeguarding officer group organised by the local authority each term in order to share good practice. This limited engagement has caused concern with the local authority.
- The designated lead professional for safeguarding is, as required, a member of the senior leadership team and has been trained to the required level in safeguarding to fulfil the role.
- Staff completed the 'Prevent' duty training on 22 March 2019, delivered by the local authority. Inspectors saw evidence that two leaders and two governors are booked to



attend a local authority workshop in October 2019. The workshop is about raising awareness of the government's 'Prevent' duty.

- Pupils say that they feel safe and are well cared for at the school.
- This independent school standard remains not met.

Paragraphs 11, 12

- These independent standards were not met in January 2018 because, although leaders had strengthened procedures for carrying out health and safety maintenance checks, there was still much to do. Compliance with the Regulatory Reform (Fire Safety) Order 2005 was not met.
- These independent standards were met in the first and second progress monitoring inspections.
- There is currently a suitable written policy for health and safety. Leaders are now more diligent in meeting their legal obligations in relation to health and safety. Staff have a suitable awareness of the need to ensure that learning environments are safe. Procedures are carried out thoroughly to identify and minimise risks on a regular basis.
- Leaders ensure compliance with the Regulatory Reform (Fire Safety) Order 2005. Leaders carry out daily checks to identify potential hazards and fire-safety risks. Stickers on fire extinguishers show that checks are up to date. The fire-alarm call points have been tested weekly. Tests on electrical equipment, fire alarm and emergency lighting checks, and the electrical installation condition report confirm that tests are carried out at appropriate intervals.
- Leaders have ensured that these independent school standards continue to be met.

Paragraph 15

- The standard inspection in January 2018 highlighted that the admissions and attendance register was not maintained in accordance with the Education (Pupils Registration) (England) Regulations 2006. This was because leaders did not follow the agreed procedures for reporting children at risk of missing education to the local authority, the admissions and attendance registers were not accurately kept, and leaders could not be sure of the whereabouts of pupils when they no longer attended the school.
- The independent standard was met at the first and second progress monitoring inspections.
- Attendance registers continue to be kept in accordance with regulations. Staff record pupils' attendance accurately. Teachers use the appropriate DfE attendance codes when recording pupils' attendance and absence. All of the necessary information is recorded on the registers, and the registers are updated regularly and consistently.
- The admissions register does not meet requirements. Although leaders have all the information that is required, they have not recorded the information appropriately. The name and address of the schools previously attended by pupils are not entered onto the register. The admissions register is also inaccurate in terms of pupils currently on the school's roll. Ten names are missing from the admissions register. These 10 pupils were admitted in breach of the legal restriction that came into force on 23 January 2019. A further three pupils were due to start at the school the week commencing 16 September 2019.



■ This independent school standard is not met.

Paragraph 16, 16(a), 16(b)

- This independent standard was not met at the January 2018 standard inspection because leaders were not identifying and dealing with risks well enough.
- This standard was met at the first and second progress monitoring inspections. However, some risk assessments lacked precision in recording how leaders identify potential risks to pupils' safety.
- The risk assessment policy was out of date on the school website at the start of the third monitoring inspection. It was updated by the end of the day. School leaders have not implemented the risk assessment policy effectively.
- Off-site risk assessments are too generic. Some were found to be of poor quality and not sufficient to minimise risk to pupils when participating in extra-curricular trips and visits.
- Health and safety risk assessments are in place and the procedures to reduce risks are consistently followed, which helps to ensure that the premises are safe.
- This independent school standard is not met.

Part 4. Suitability of staff, supply staff and proprietors

- At the school's standard inspection in January 2018, the independent standards relating to the suitability of staff, supply staff and proprietors were not met because not all of the required employment checks were carried out or recorded appropriately.
- The requirements of the standards were met in the first progress monitoring inspection in November 2018 and the subsequent progress monitoring inspection in May 2019.
- The deputy headteacher has taken personal responsibility for the effective management of the single central record of employment checks. Leaders are clear about the difference between a disclosure and barring check and a prohibition order check. The single central record of checks on staff is compliant with current requirements.
- All staff have signed a declaration of medical fitness.
- The school does not use supply staff, although leaders are aware of the necessary safeguarding precautions required.
- Leaders report that they check the single central register on a regular basis. No evidence was presented to show that this is the case.
- Leaders have ensured that these independent school standards continue to be met.

Part 5. Premises of and accommodation at schools

Paragraphs 25, 29(1), 29(1)(a), 29(1)(b)

Inspection report: Rabia Girls' and Boys' School, 12 September 2019



- The standard inspection in January 2018 emphasised that the independent school standards relating to the premises and accommodation of both school sites were not met. The boys' site was in a major state of disrepair. Health and safety failures were prominent at both sites. In August 2018, the separate boys' provision based at 326–340 Dunstable Road, Luton, Bedfordshire LU4 8JS ceased to operate. The requirements of these independent school standards were met at the first progress monitoring inspection in November 2018 at the remaining Portland Road site.
- These standards continued to be met at the second progress monitoring inspection.
- During this third progress monitoring inspection, inspectors found that the school building is maintained to a standard that positively promotes pupils' health, safety and welfare. Leaders are clear about the legal requirements. They complete daily checks to identify and deal with potential hazards in and around the building. Leaders check safety equipment on a routine basis. Records of checks are comprehensive and diligently completed.
- Outdoor areas are well maintained, kept free from clutter and are not accessible to members of the public from the street. There is a suitable outdoor space for the number of pupils educated. The outdoor area is safe and suitable for all ages of pupils to play together. PE lessons are conducted indoors and outdoors.
- Leaders have ensured that these independent school standards continue to be met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(2), 32(2)(a), 32(3), 32(3)(e)

- In January 2018, the independent standard relating to the provision of information was not met. Failures related specifically to information being misleading or inaccurate.
- At the first progress monitoring inspection, the requirements in the paragraphs previously unmet were met. However, additional requirements were not met. Information about the decision by the Secretary of State to impose a restriction order under section 116 of the 2008 Act was not available on the website.
- The requirements of paragraphs unmet at the standard inspection and the first progress monitoring inspection were met in the May 2019 progress monitoring inspection and continue to be met.
- During this progress monitoring inspection, inspectors found that the requirement in the paragraphs 32(1) and 32(1)(c) previously met is now unmet. The school's safeguarding policy published on its website does not include all the required up-to-date guidance and information. It does not take account of the updated 'Keeping children safe in education' September 2019 statutory guidance. No policy identifying the latest statutory requirements was available to view.
- This independent school standard is not met.

Part 8. Quality of leadership in and management of schools

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

■ This independent school standard was not met at the standard inspection in January

Inspection report: Rabia Girls' and Boys' School, 12 September 2019



2018. The standard remained not met at the first and second progress monitoring inspections. At each of the three inspections, leaders had failed to meet the independent school standards consistently. Some standards previously not met remained unmet. Some standards previously met were subsequently not met. Importantly, the unmet standards included the welfare, health and safety of pupils.

- Leaders have not ensured that they have a secure and detailed understanding of the standards, as some continue to remain unmet. The quality of education provided, the welfare, health and safety of pupils, and the quality of leadership in and management of schools remain unmet at this third monitoring inspection. The continued failure to meet these independent school standards puts into question the school leaders' capacity to meet requirements.
- Leaders are unable to admit any new pupils because of the restriction notice issued by the Secretary of State, which was enforced in full on 23 January 2019 due to the unmet standards. In light of the restriction, and at the request of the DfE, inspectors checked the school's admissions register, which was found to be inaccurate in terms of the pupils currently on the school's roll. Pupil numbers have increased because new pupils have been admitted since the previous May 2019 monitoring inspection. The admission of new pupils contravenes the restriction.
- Safeguarding arrangements are not effective. The standard for safeguarding pupils was not met during the standard inspection in January 2018, the first monitoring inspection in November 2018 and the second monitoring inspection in May 2019, and it remains unmet.
- Since the May 2019 monitoring inspection, governors have participated in external governor training. In June 2019, they undertook training on the structure of governance, the roles and responsibilities of governors, the culture of safeguarding and holding others to account. Governors recognise they have 'a way to go' with their strategic role and holding leaders to account. School policies on the website have not been updated to meet the latest statutory requirements.
- Leaders and governors continue to use the support of external consultants to improve the quality of teaching and learning. Some improvements have been made but not yet embedded.
- This independent school standard remains not 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.



School details

Unique reference number	130331
DfE registration number	821/6001
Inspection number	10113726

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	Muslim day school
School status	Independent school
Age range of pupils	5 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	48
Proprietor	The Rabia Educational Trust
Chair	Mr Zafar Iqbal Khan
Headteacher	Mrs Hafsa Bilquees
Annual fees (day pupils)	£1,950 (primary), £2,300 (secondary)
Telephone number	01582 493 239
Website	www.rabiaschool.uk
Email address	rabia_gs@yahoo.co.uk
Date of previous standard inspection	16–18 January 2018

Information about this school

- The school was established in 1996 and is registered with the DfE to admit up to 60 boys and girls aged five to 16 years.
- Currently there are 48 pupils on roll. In the primary provision from Year 1 to Year 6, there are 15 pupils. In the secondary provision, there are 33 pupils.
- The school has a Muslim ethos. Most pupils are of Pakistani or Bangladeshi heritage and speak English as a first language.
- There are no pupils with special educational needs and/or disabilities or with an education, health and care (EHC) plan.
- In August 2018, the separate boys' provision, based at 326–340 Dunstable Road, Luton,



Bedfordshire LU4 8JS, ceased to operate. Leaders now provide education for boys and girls at 12–16 Portland Road, Luton, Bedfordshire LU4 8AX. Although offered places at the Portland Road site, none of the boys previously educated at the Dunstable Road site transferred to Portland Road. Currently, there are four boys on roll – two in Year 2 and two in Year 3.

- The school does not use alternative provision.
- The school does not use supply staff.
- The headteacher took on the substantive role in September 2018.
- The DfE issued a restriction notice to the school in August 2018, regarding the admission of new pupils. School leaders appealed this decision but later decided to withdraw the appeal. The DfE enforced the restriction on 23 January 2019.
- The chair of governors is the same as at the November 2018 inspection. There are new members appointed to the governing body.
- Ofsted has conducted 11 inspections and evaluations of five action plans. These are:
 - 11–12 March 2008, a standard inspection when the school was judged to provide a satisfactory quality of education; independent school standards were not met
 - 18–19 May 2011, a standard inspection when the school was judged to provide a satisfactory quality of education, but not all standards were met; the school applied for a material change at this point and increased its pupil numbers
 - 13–15 May 2014, a standard inspection when the overall effectiveness was judged to be inadequate; the quality of teaching, behaviour and safety, pupils' achievement and leadership and management were judged to be inadequate; independent standards were not met
 - 26 September 2014, an evaluation of a school action plan, which was judged to require improvement
 - 15 January 2015, a progress monitoring inspection when independent school standards were not met
 - 25 June 2015, an evaluation of an action plan, which was judged as acceptable
 - 13 October 2015, a progress monitoring inspection when independent school standards were not met
 - 4 March 2016, an evaluation of an action plan, which was judged as requiring improvement
 - 12–14 April 2016, a standard inspection when the overall effectiveness was judged to be inadequate; the quality of teaching, learning and assessment and pupils' outcomes required improvement; independent school standards were not met
 - 23 June 2016, an evaluation of an action plan, which was judged as acceptable
 - 10 January 2017, a progress monitoring inspection when independent school standards were not met
 - 27 April 2017, a progress monitoring inspection, when independent school standards were not met
 - 18 September 2017, an evaluation of an action plan which was judged as not



acceptable

- 16–18 January 2018, a standard inspection when the overall effectiveness was judged as inadequate, safeguarding was judged ineffective and independent school standards were not met
- 6–7 November 2018, an unannounced progress monitoring inspection when independent school standards were not met
- 8 May 2019, an unannounced progress monitoring inspection when independent school standards were not met, which included a material change request to the DfE to reduce the number of pupils currently registered.
- Following the inspection, the DfE wrote to the proprietor on 19 June 2019 to ensure compliance with the restriction notice that came into force on 23 January 2019.
- On 21 August 2019, the DfE granted the material change, reducing the number of pupils registered at the school to a maximum of 60.



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 school's compliance with the restriction notice issued by the Secretary of State, which was enforced in full on 23 January 2019. Inspectors monitored the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with in the annex of the restriction notice. The independent school standards checked were those not met at the standard inspection in January 2018, the first progress monitoring inspection in November 2018 and the second progress monitoring inspection in May 2019.
- This is the third progress monitoring inspection since the standard inspection in January 2018. The inspection was conducted with no notice.
- The proprietor remains the same as at the May 2019 second progress monitoring inspection. The proprietor was not available to meet inspectors at this third progress monitoring inspection.
- Inspectors met with the headteacher, the deputy headteacher, teaching staff, administration staff, one member of the governing body and a group of pupils.
- Inspectors met with the school's designated safeguarding and child protection lead.
- Inspectors spoke informally with pupils in lessons, at lunchtime and around the school.
- Inspectors observed pupils at work in lessons. Observations were completed jointly with the headteacher and deputy headteacher. Pupils' work was reviewed to assess the quality of teaching and learning over time.
- A range of documentation was scrutinised, including leaders' evaluation of the school's performance, school policies, information found on the website, information relating to safeguarding pupils and the single central register of employment checks.
- Inspectors spoke by telephone with three representatives from the local authority.
- The admissions register was checked during the inspection at the request of the DfE.

Inspection team

Stefanie Lipinski-Barltrop, lead inspector	Her Majesty's Inspector
Christine Dick	Her Majesty's Inspector

Inspection report: Rabia Girls' and Boys' School, 12 September 2019



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(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 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.
- 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.

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.

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 roles so that the

Inspection report: Rabia Girls' and Boys' School, 12 September 2019 Page **13** of **15**



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 3. Welfare, health and safety of pupils

- 15 The standard in this paragraph is met if the proprietor ensures that an admissions 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 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 and carers on request.



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