

Lubavitch Senior Boys' School

1117 Finchley Road, London NW11 0QB

Inspection dates

4 December 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

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

- At the previous inspection, detailed schemes of work for secular subjects were not in place. Time for teaching the secular subjects was too short and, therefore, insufficient content had been covered in English, mathematics and science. The quality and quantity of learning resources and the classroom environment were deemed inadequate. Teaching was pitched to meet the needs for all pupils and there were limited opportunities for pupils to develop their subject-specific skills or apply their learning. This particularly applied to problem-solving in mathematics and extended writing in English and history. Pupils' work was limited, focused primarily on completing worksheets and was poorly presented. There was no evidence of teachers assessing pupils' progress over time or using this information to inform their planning. The school's action plan outlined a range of actions to develop the secular curriculum. These included developing curriculum plans, purchasing new resources and improving teaching in the secular subjects. Leaders and teachers had had limited capacity to complete these actions.
- The head of secular subjects has produced schemes of work in subjects such as mathematics, science and citizenship, which indicate learning objectives. They have purchased suitable, age-appropriate textbooks to support these plans. Teachers of the secular subjects now encourage pupils to use an exercise book for completing their work, particularly in mathematics and science. The head of secular subjects has started to introduce baseline assessments, although this is in the very first stages of implementation.
- There is still insufficient time devoted to the secular curriculum. Pupils study a condensed version of the key stage 3 national curriculum in mathematics, science and citizenship during a two-hour slot each day. There is a weekly physical education (PE) lesson and a music session.
- Limited time is devoted to English and reading. Pupils could not provide any written evidence of their English work this term. They could not cite any texts that they have read other than through their Kodesh studies. Pupils' ability to demonstrate what they know in their writing is limited due to very poor handwriting and control over their

sentences.

- Teachers' confidence, expertise and skills to deliver the curriculum are limited. They set regular worksheet-based 'tests' in class but do not use this information to plan the next stage of learning. Pupils have a limited grasp of basic mathematical and scientific knowledge. There are limited opportunities to do problem-solving, practical work or scientific enquiry. Pupils' achievement is poor. Leaders do not check carefully enough that the curriculum plans are being delivered effectively.
- Pupils do not have access to the full curriculum, including linguistic, technological, human and social, aesthetic and creative education. No evidence was provided of a wider curriculum, including trips or activities to support pupils' social and cultural development.
- Teachers do not redact specific texts. However, pupils do not have access to many of the newly bought textbooks. Teachers select subject matter that they feel reflects their Jewish beliefs. Age-appropriate textbooks are therefore censored through teacher selection of content studied.
- The standards in these paragraphs remain unmet.

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

Paragraph 5(b)(vi)

- Curriculum plans do not specify where teachers will teach respect for other people, paying particular regard to the protected characteristics set out in the 2010 Equality Act. While the citizenship schemes of work list the protected characteristics, it is not clear how these will be integrated into the topics.
- Texts found in the school's main room among religious textbooks give a specific message about the role of women as 'guards' to the well-being of their families and not 'workers'. Parables talked about how to 'manage' women. These texts do not teach respect for women. School leaders say that they were not aware of these texts being in the school and that they do not represent their beliefs.
- The requirements of these standards are still not met.

Part 3. Welfare, health and safety of pupils

Paragraph 7(a), 7(b)

- At the previous inspection, the arrangements for safeguarding were not effective. The interim headteacher, who was acting as the designated safeguarding lead (DSL), was suitably trained. However, his work at the school was part-time and on a temporary basis. The safeguarding policy had been obtained from another school and the names of key individuals, such as the headteacher, had not been changed. The policy had not been updated to have full regard for the Secretary of State's September 2018 guidance, 'Keeping children safe in education'. The school's single central record (SCR) showed that not all the checks on the suitability of staff had been undertaken. The school action plan stated that a designated safeguarding lead had been appointed and that staff training was now up to date. It also stated that the school's child protection policy and

procedures were in line with the latest statutory guidance and that checks on the suitability of staff to work at the school had been undertaken and recorded.

- The substantive headteacher continues to be the DSL. He is away from the school currently and it is not clear whether he will be returning. The deputy DSL is a parent and governor. He is only on the premises during morning prayers and at the end of the school day. Therefore, currently, there is no DSL for the school during the school day. The acting headteacher has not completed relevant safeguarding training.
- The child protection policy has not been updated to have full regard for the Secretary of State's September 2019 guidance, 'Keeping children safe in education'. It has the school's previous address as the header. Key information is inaccurate. For instance, it cites the deputy DSL as a leader from a different school.
- Leaders could not provide evidence of the way they record safeguarding concerns and report these to the relevant authorities in order to seek appropriate help and support.
- Confidential child protection information was found in accessible files on a shelf in the staff kitchen/medical room.
- Leaders could not provide information on the checks done on the suitability of staff to work at the school. The SCR that records these checks continues to have omissions.
- Leaders have not ensured that potential risks on the premises have been identified and addressed. They do not have sufficient protocols in place to ensure the well-being of staff and pupils.
- The standards in this paragraph remain unmet.

Paragraph 11

- During the last inspection, formal risk assessments, particularly for external trips, were judged as inadequate. No immediate health and safety concerns were identified during the inspection. The day-to-day management of health and safety and fire safety was adequately undertaken by staff from the other school which shares the premises.
- There is a health and safety policy. However, leaders have not ensured that it is effectively implemented. Leaders have not implemented suitable protocols to identify risks and mitigate them.
- The site is shared with Lubavitch Yeshiva Ketana. Leaders at Lubavitch Yeshiva Ketana have undertaken appropriate risk assessments regarding the maintenance of the site and potential hazards.
- This standard remains unmet.

Paragraph 15

- At the previous inspection, the school's admissions register had not been rigorously maintained. The interim headteacher knew which pupils had left the school and their destinations, but this was not recorded on the admissions register or in the daily registers. It was not clear how the electronic admissions and attendance registers were backed up or stored in printed versions.
- The current acting headteacher and governors were unable to provide information on the admissions register or attendance register in a suitable format. Therefore, these registers could not be checked. The acting headteacher could not provide information on

which pupils had left the school and their destinations.

- This paragraph remains unmet.

Part 4. Suitability of staff, supply staff and proprietors

All paragraphs

- At the previous inspection, the SCR showed that staff had been appointed before all the statutory checks had been completed. Some checks had not taken place and some were omitted from the register. Checks on the trustees were in place, although not on the newly appointed governors.
- Checks on the suitability of staff to work at the school are still not completed rigorously. There is no evidence in the SCR of checks on the acting headteacher, the head of secular subjects or on two newly appointed teachers. There are other omissions in the SCR. A prohibition from management (S128) check has only been carried out on the proprietor and not on other leaders. The acting headteacher and the governors were unable to provide evidence in staff files that these checks have been carried out.
- The school does not make use of supply or agency staff.
- Leaders have not ensured that the standards in this part are met.

Part 5. Premises of and accommodation at schools

Paragraph 23(1), 23(1)(c)

- On the previous site, the school did not have suitable changing accommodation and showers.
- The new site has designated toilet facilities, with a shower for pupils.
- This standard is now met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(c)

- At the time of the previous inspection, it was not clear if the school's safeguarding policy was made available to parents and carers.
- During this inspection, a copy of the safeguarding policy was made available to inspectors. However, it is not in line with current guidance issued by the Secretary of State in 'Keeping children safe in education' 2019. It includes inaccurate information regarding who the deputy designated safeguarding lead is. Information regarding the school's address has not been updated.
- The requirements of this standard are not met.
- Leaders have not ensured that this standard is met.

Part 8. Quality of leadership in and management of schools

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

- At the previous inspection, the interim headteacher had undertaken a number of positive actions, including providing safeguarding training for school staff and tackling poor behaviour. He had identified a number of other actions that needed to be taken for the school to meet the independent school standards. These included checking the suitability of staff at the school, recording these checks fully on the SCR and keeping accurate admissions and attendance information. However, these had not been addressed. Leadership lacked capacity and the necessary systems and the administrative support to secure the required improvements. The school's action plan outlined a range of actions to add capacity to the leadership and management of the school. These included the appointment of a consultant executive headteacher, director of general studies, leadership consultant and additional clerical support. Other than the head of secular studies, other roles have not been realised.
- Currently, the substantive headteacher is absent. The acting headteacher has been in post for a week. Both the acting headteacher and the co-chairs of governors were unable to locate or provide information needed for the purposes of the inspection. They were unable to provide evidence of the checks done on staff at the school or explain why there were omissions in the SCR and inaccurate information in the child protection policy. There is currently no DSL in the school following morning prayers. Leaders could not explain the system for referring safeguarding concerns to the relevant authorities. Leaders cannot assure the well-being of pupils.
- The head of secular subjects works closely with school leaders and governors to implement schemes of work and curriculum plans and to support teachers. However, teacher shortages and the turnover of school staff, including headteachers, are a cause for concern. The quality of education at the school remains inadequate. The secular curriculum is narrow and condensed. Pupils' achievement is poor in subjects such as English, mathematics and science.
- Leaders do not fulfil the requirements of the Equality Act 2010.
- Leadership continues to lack capacity and the necessary systems and administrative support to secure the required improvements.
- Leaders have not ensured that the standards in this part are 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 5. Premises of and accommodation at schools

- 22, 23(1), 23(1)(c) the proprietor ensures that suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the school year who receive PE.

School details

Unique reference number	144363
DfE registration number	302/6017
Inspection number	10130680

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 school
School status	Independent school
Age range of pupils	11 to 13
Gender of pupils	Boys
Gender of pupils in the sixth form	Boys
Number of pupils on the school roll	22
Proprietor	Chabad Lubavitch and Lubavitch UK Limited
Chair of directors	Rabbi Pesach Efuno
Co-chairs of governors	Rabbi Lew and Rabbi Boardman
Headteacher	Levi Schtroks
Annual fees (day pupils)	£4,380
Telephone number	020 8800 0022
Website	The school does not have a website
Email address	lubavitchsbs@gmail.com
Date of previous standard inspection	19–21 June 2018

Information about this school

- Lubavitch Senior Boys' School is registered to admit up to 40 boys between the ages of 11 and 13. All pupils are from Orthodox Jewish backgrounds.
- The school moved to its new premises in September 2019. The site is shared with Lubavitch Yeshiva Ketana. The school occupies the first floor of this shared building.
- Between February and April 2019, an interim headteacher was in post part-time. Another interim headteacher led the school until the end of the 2018/19 academic year. A new

substantive headteacher is now in post, although currently absent.

- Four governors, all parents of pupils at the school, support the proprietor and the headteacher.
- The pupils start each day with prayers led by the governors and with other volunteer parents. Pupils undertake Kodesh (Jewish) studies until 2.30pm. They then study the secular curriculum for two hours per day in English, mathematics, science and citizenship.
- Information was not made available as to whether pupils are deemed to be disadvantaged, looked after by the local authority or having an education, health and care (EHC) plan.
- The school does not make use of any alternative provision.
- The school's first and most recent full inspection took place in June 2018, when the overall judgement was inadequate. A number of the independent school standards were judged as unmet. In April 2019, an unannounced progress monitoring inspection took place. Again, many of the independent school standards were judged as not met. In August 2019, a material change inspection took place. It was judged that the school was likely to meet the relevant independent school standards if the material change relating to the school provision was implemented.

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 request of the Department for Education, the inspection was carried out without notice. This was the school's second monitoring inspection since its previous standard inspection in June 2018, when some of the independent school standards were not met. The overall effectiveness of the school was judged as inadequate.
- The school has submitted two action plans in December 2018 and July 2019 which detailed how it intended to meet the unmet independent school standards identified in the June 2018 inspection. Both plans were evaluated and judged to be unacceptable.
- I was asked to report against unmet requirements within parts 1, 3, 4, 5 and 8 of the independent school standards. In addition, I was asked to check the school's safeguarding policy, its implementation and its availability to parents.
- I met with the two co-chairs of governors and the acting headteacher.
- I met with the head of secular subjects and looked at schemes of work, resources and textbooks, and pupils' exercise books.
- I walked around the school site, visited secular lessons in mathematics and checked aspects of the premises.
- I checked the school's SCR and the limited range of policy documents available.
- I spoke to pupils informally in the playground and during lessons in the afternoon about their learning, safety and views about the school.
- The proprietor and the substantive headteacher were not available during the inspection.
- The acting headteacher and the governors were unable to provide the necessary documentation required to meet the standards that were being checked.

Inspection team

Helen Matthews, lead inspector

Her Majesty's 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(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;
- 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;
- 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(b) fosters in pupils self-motivation, the application of intellectual, physical and creative effort, interest in their work and the ability to think and learn for themselves;
 - 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(f) utilises effectively classroom resources of a good quality, quantity and range; and
 - 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.

- 4 The standard in this paragraph is met where the proprietor ensures that a framework for pupils' performance to be evaluated, by reference to the school's own aims as provided to parents or national norms, or to both, is in place.

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.
- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety 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].

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)(iv) where appropriate, the person's qualifications;
 - 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 subparagraphs (2)(c) and (except where subparagraph (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 subparagraphs (7) to (8), the chair of the school makes the following checks relating to MB-
 - 20(6)(b)(i) where relevant to the individual, an enhanced criminal record check;
 - 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;
 - 20(6)(c) subject to sub-paragraph (8), where the Secretary of State makes a request for an enhanced criminal record check relating to MB countersigned by the Secretary of State to be made, such a check is made.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in subparagraphs (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 1 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)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
- 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e),

including the date on which each such check was completed or the certificate obtained.

- 21(6) The information referred to in this subparagraph is, in relation each member ('MB') of a body of persons named as the proprietor appointed on or after 1 May 2007, whether the checks referred to in paragraph 20(6)(b) were made, the date they were made and the date on which the resulting certificate was obtained.

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.

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 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 1. Quality of education provided

- 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].

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 ensures that principles are promoted which-
 - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

Part 4. Suitability of staff, supply staff and proprietors

- 18(2) The standard in this paragraph is met if-
 - 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person-
 - 18(2)(c)(i) the person's identity;
 - 18(2)(c)(ii) the person's medical fitness;
 - 18(2)(c)(iii) the person's right to work in the United Kingdom;
 - 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;
- 21(2) The register referred to in subparagraph (1) may be kept in electronic form, provided that the information so recorded is capable of being reproduced in legible form.
- 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 1 May 2007, whether-
 - 21(3)(a)(i) S's identity was checked;
 - 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;

- 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.

The school now meets the following requirements of the independent school standards

- 22, 23(1), 23(1)(c) The proprietor ensures that suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the school year who receive PE.

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