

# Leeds Menorah School

399 Street Lane, Leeds, West Yorkshire LS17 6HQ

## Inspection dates

5 February 2020

### 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(2), 2(2)(d), 2(2)(d)(ii)*

- At the previous standard inspection in January 2019, the inspector found that the school did not ensure that pupils had an understanding of all of the protected characteristics set out in the Equality Act 2010.
- During the progress monitoring inspection, leaders were clear that they do not ensure that the curriculum encourages respect for all of the protected characteristic groups in the Equality Act 2010, for example civil partnerships and sexual orientation, because this goes against their religious beliefs. This is in breach of the independent school standards relating to the Equality Act 2010.
- These standards were not met at the previous standard inspection and remain unmet.

#### *Paragraph 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii)*

- At the previous standard inspection in January 2019, the inspector found that secondary-age pupils did not receive careers guidance.
- During the progress monitoring inspection there were no secondary-age pupils on the school's roll. The school is still registered to educate pupils up to the age of 16. Since the last inspection, leaders invited three speakers into school to talk to the small number of Year 7 pupils who were on the school's roll last academic year. However, there is still no comprehensive careers plan in place. There has been little progress in developing the school's careers programme since the previous inspection.
- These standards were not met at the previous inspection and remain unmet.

#### *Paragraph 3, 3(c), 3(d), 3(e)*

- At the previous standard inspection, the inspector found that the subject knowledge of teachers was less secure in some subjects such as science. The inspector found that some lessons were not well planned.
- Since the last inspection, a member of staff has visited some other schools to have discussions with other teachers and visit lessons. However, staff have not had any subject-specific professional development. Teachers in the early years have not had training in the school's phonics programme. Leaders do not monitor the quality of

education sufficiently well. For example, lesson visit notes focus more on pupils' behaviour and whether lessons are interesting, rather than on pupils' learning and whether they know more, remember more and understand more over time.

- These standards were not met at the previous inspection and remain unmet.

*Paragraph 3(j)*

- At the previous standard inspection, the inspector found that the school was in breach of the independent school standards relating to part 6 of the Equality Act 2010.
- Leaders still refuse to discuss some of the protected characteristics with pupils. However, the school's updated personal development curriculum plan shows that pupils are taught about general respect and tolerance of others. When visiting lessons, the headteacher checks that there is no discrimination against pupils.
- This standard was not met at the previous inspection and is now met.

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

*Paragraph 5, 5(b), 5(b)(vi)*

- At the previous standard inspection, the inspector found that leaders did not acknowledge the existence of all protected characteristics and did not allow pupils to be made aware of all of the protected characteristics.
- The curriculum raises pupils' awareness of some of the groups of people who share protected characteristics. However, during the progress monitoring inspection leaders told the inspector that informing pupils about the protected characteristics relating to sexual orientation, gender reassignment and civil partnership in an age-appropriate way would go against parents' wishes and their religious beliefs.
- These standards were not met at the previous inspection and remain unmet.

*Paragraph 5(b)(iv)*

- At the previous standard inspection, the inspector found that pupils did not have sufficient opportunity to learn about public institutions and services.
- Leaders have built the opportunity to learn about democracy and the roles of members of parliament and local councillors into curriculum plans for the spring term. Pupils have recently visited a local library. Pupils spoke to the inspector about a recent visit from a police officer where they learned about the role of the police. Pupils are beginning to develop a better understanding of public institutions and services.
- This standard was not met at the previous inspection and is now met.

Part 3. Welfare, health and safety of pupils

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

- At the previous standard inspection, the arrangements for safeguarding were not effective. The inspector found gaps in the safeguarding knowledge and understanding of staff. Leaders had not undertaken safer recruitment training. Recruitment checks on staff did not consistently meet requirements. The school's safeguarding policy was not in line with requirements.

- The school now has an up-to-date safeguarding policy that meets government requirements. This policy has been emailed to all parents as the school does not have a website.
- Staff have received safeguarding training. The proprietor and the headteacher have completed safer recruitment training.
- However, the arrangements for safeguarding are still not effective. Gaps remain in the understanding of both staff and leaders. For example, leaders do not have a good understanding of the statutory safeguarding and welfare requirements for children in the early years foundation stage.
- The school's recruitment procedures are not robust. The single central record, which records the recruitment checks that the school makes on staff, is still not compliant with statutory guidance. Leaders do not consistently check staff's qualifications. Checks to ensure that staff are not prohibited from teaching had not been carried out on all staff involved in teaching. This was addressed during the inspection. No checks at all had been conducted on two adults working in the school. Leaders were not aware of the necessary checks they need to carry out when staff have lived or worked in another country. At the time of the inspection, leaders had not carried out any overseas checks on two volunteer teachers. These failings show that there is not a strong culture of safeguarding at the school.
- These standards were not met at the previous inspection and remain unmet.

#### *Paragraph 15*

- At the previous standard inspection, the inspector found that the school's admissions register was incomplete. During the progress monitoring inspection, the inspector found that the school's admissions register still does not meet requirements.
- The school's admissions register did not contain the sex of pupils. This was addressed during the inspection. Leaders were unaware that they need to inform the local authority when a pupil joins or leaves the school in-year. Leaders do not record the date that a pupil has started a new school, or is due to start a new school
- This standard was not met at the previous standard inspection and remains unmet.

#### *Paragraph 16, 16(a), 16(b)*

- At the previous standard inspection, the inspector found that the risk assessments completed by staff for school trips were incomplete. There was too much reliance on generic risk assessments.
- Since the previous standard inspection, leaders have ensured that a risk assessment policy is now in place. Some risk assessments have been completed for school trips and for the school building. However, training has not occurred for staff as stated in the school's action plan. There remain issues with the implementation of the school's risk assessment policy. For instance, a trip risk assessment stated that staff would transport pupils in their own vehicles. Leaders were not aware of the need to ensure that staff had the appropriate insurance to do this. The early years risk assessment states that the early years area will be checked routinely. However, during the inspection the inspector found a broken table and chair with sharp edges and a pole with a sharp edge in the outdoor area. The checks noted in the school's own risk assessments are not being completed consistently.

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

*Paragraph 18(2)(b), 21(1), 21(3)(a)(iii)*

■ At the previous standard inspection, it was found that leaders had not carried out the required checks on whether leaders and managers have been barred under section 128 of the Education and Skills Act 2008. Leaders have ensured that these checks have been carried out. However, during the progress monitoring inspection the inspector found that leaders had not carried out checks on all staff to ensure they are not prohibited from teaching. Leaders were relying on another school to carry out these checks on their behalf. This was addressed during the inspection.

■ These standards were not met at the previous standard inspection and remain unmet.

*Paragraph 18(2)(a), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b)*

■ During the progress monitoring inspection, the inspector found that some recruitment checks had not been carried out to ensure that staff are safe to work with children. For instance, leaders do not consistently check staff qualifications. Leaders had not carried out the necessary checks on the school's volunteer teachers who have lived or worked overseas. Leaders had not assured themselves that appropriate checks had been made on two adults working in the school. None of the necessary checks had been carried out on a recently appointed school cleaner. The member of staff responsible for carrying out recruitment checks on staff had no knowledge that the new cleaner had been appointed. The cleaner is in school when pupils are still on the school site.

■ These standards were met at the previous standard inspection and are now not met.

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

*Paragraph 24(1), 24(1)(a), 24(1)(b), 24(2)*

■ During the previous standard inspection, the inspector found that the school did not have a medical room which meets the requirements of the independent school standards. This remains the case. Leaders have put a bed, portable sink and a screen in the school hall. This is not sufficient. The hall is also used for teaching. The independent school standards do not permit the medical accommodation to be used for teaching.

■ These standards were not met at the previous standard inspection and remain unmet.

#### 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 standard inspection, the inspector found that leaders had not ensured that all aspects of the independent school standards were met. The inspector also found that school leaders lacked knowledge and understanding of the importance of carrying out checks to ensure that standards are met. During the progress monitoring inspection, the inspector found that this remains the case. Leaders do not ensure that the independent school standards are consistently met.

- The school submitted an action plan to the Department for Education (DfE) in August 2019. This proposed action plan was deemed not to be acceptable. The DfE rejected the plan. Leaders have not updated their action plan since it was rejected.
- There remain a number of unmet standards. Leaders do not have a good knowledge and understanding of the independent school standards or of the safeguarding and welfare requirements of the early years foundation stage. The arrangements for safeguarding are still not effective.

#### Schedule 10 of the Equality Act 2010

- At the previous standard inspection, the inspector found that the school's accessibility plan was out of date. Leaders now have a suitable accessibility plan in place.
- This standard is now met.

#### Statutory requirements of the early years foundation stage

##### *3.2, 3.6, 3.7*

- At the previous standard inspection, the inspector found that the arrangements for safeguarding were not effective, including in the early years. The arrangements for safeguarding are still not effective and safeguarding procedures are not secure.
- Since the previous inspection, staff have received safeguarding training. However, there remain gaps in the safeguarding knowledge and understanding of leaders and staff.
- Leaders still do not ensure that safer recruitment procedures, as outlined in 'Keeping Children Safe in Education' (2019), are followed consistently.
- These aspects of the statutory requirements for the early years foundation stage were not met at the previous inspection and remain unmet.

##### *3.34*

- Leaders have not ensured that at least one member of staff working in the early years in the morning holds the relevant qualification.
- This aspect of the statutory requirements for the early years foundation stage was met at the previous inspection and is now not met.

##### *3.46*

- Leaders do not ensure that medicine is only administered with written permission from the child's parent/and or carer.
- This aspect of the statutory requirements for the early years foundation stage was met at the previous inspection and is now not met.

##### *3.66*

- Leaders do not ensure that staff are adequately insured when children are being transported in staff vehicles.
- This aspect of the statutory requirements for the early years foundation stage was met at the previous inspection and is now not met.

3.73

- Leaders have not provided details to parents about the procedures to be followed in the event of a parent/and or carer failing to collect a child.
- This aspect of the statutory requirements of the early years foundation stage was met at the previous inspection and is now 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	108110
DfE registration number	383/6099
Inspection number	10144240

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	3 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	22
Number of part-time pupils	None
Proprietor	Rabbi Refson
Chair	Rabbi Refson
Headteacher	Mrs E Refson
Annual fees (day pupils)	£4,000 or donations
Telephone number	0113 269 7709
Website	The school does not have a website
Email address	jrefson@gmail.com
Date of previous standard inspection	29–31 January 2019

## Information about this school

- The school has a Jewish ethos. The Kodesh curriculum is taught in the morning and pupils follow a secular curriculum in the afternoon.
- The school has been established for over 40 years with the same headteacher and proprietor.
- At the school's previous standard inspection in January 2019, the school was judged inadequate.
- The school submitted an action plan to the DfE in August 2019. The action plan was judged not to be acceptable.

- At the time of the progress monitoring inspection, there were no Year 4 pupils or pupils of secondary age on the school's roll.
- At the time of the progress monitoring inspection, the proprietor was not listed on the government's website, 'Get information about schools' (GIAS). The inspector contacted the Department for Education, which confirmed that the proprietor remains Rabbi Refson.

## Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The inspection was carried out without notice. 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.
- The inspector met with the headteacher, the proprietor, the designated safeguarding leader for child protection, and a group of pupils and staff.
- The inspector checked the school's single central record, which records the recruitment checks made on staff.
- The inspector toured the school site with the proprietor.
- The inspector visited lessons in all year groups and looked at pupils' work.
- The inspector scrutinised a range of documentation relating to the independent school standards.

## Inspection team

Michele Costello, 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(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.
- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
  - 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; and
  - 3(e) demonstrates good knowledge and understanding of the subject matter being taught.

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

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor–
  - 5(b) ensures that principles are actively promoted which–
  - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

#### **Part 3. Welfare, health and safety of pupils**

- 7 The standard in this paragraph is met if the proprietor ensures that–
  - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
  - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006[13].

- 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)(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.
- 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)(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.

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

- 24(1)(a) accommodation for the medical examination and treatment of pupils;
- 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; and
- 24(2) The accommodation provided under sub-paragraphs (1)(a) and (b) may be used for other purposes (apart from teaching) provided it is always readily available to be used for the purposes set out in sub-paragraphs (1)(a) and (b).

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

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school–
  - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
  - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
  - 34(1)(c) actively promote the well-being of pupils.

*Standards that were met at the previous inspection, but are now judged to not be met at this inspection*

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

- 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; and
  - 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; and
    - 18(2)(c)(iv) where appropriate, the person’s qualifications;
  - 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; and
  - 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(3)(a)(i) S’s identity was checked;
  - 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)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
  - 21(3)(a)(v) an enhanced criminal record certificate was obtained in respect of S;
  - 21(3)(a)(vi) checks were made pursuant to paragraph 18(2)(d);
  - 21(3)(a)(vii) a check of S’s right to work in the United Kingdom was made; and
  - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e), including the date on which each such check was completed or the certificate obtained; and
  - 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.

*Standards that were not met at the previous inspection, but are now judged to be met at this inspection*

- 3(j) does not discriminate against pupils contrary to Part 6 of the 2010 Act.
- 5(b)(iv) enable pupils to acquire a broad general knowledge of and respect for public institutions and services in England.

**The school does not meet the following safeguarding and welfare requirements of the early years foundation stage**

- 3.2 Providers must take all necessary steps to keep children safe and well.
- 3.6 Providers must train all staff to understand their safeguarding policy and procedures and ensure that all staff have up to date knowledge of safeguarding issues. Training made available by the provider must enable staff to identify signs of possible abuse and neglect at the earliest opportunity, and to respond in a timely and appropriate way.
- 3.7 Providers must have regard to the government's statutory guidance 'Working Together to Safeguard Children' and to the 'Prevent duty guidance for England and Wales 2015'. All schools are required to have regard to the government's 'Keeping Children Safe in Education' statutory guidance, and other childcare providers may also find it helpful to refer to this guidance.
- 3.34 For children aged three and over at any time in registered early years provision when a person with Qualified Teacher Status, Early Years Professional Status, Early Years Teacher Status or another suitable level 6 qualification is not working directly with the children:
  - there must be at least one member of staff for every eight children
  - at least one member of staff must hold a full and relevant level 3 qualification
  - at least half of all other staff must hold a full and relevant level 2 qualification.
- 3.46 Medicine (both prescription and non-prescription) must only be administered to a child where written permission for that particular medicine has been obtained from the child's parent and/or carer. Providers must keep a written record each time a medicine is administered to a child and inform the child's parents and/or carers on the same day, or as soon as reasonably practicable.
- 3.66 Vehicles in which children are being transported, and the driver of those vehicles, must be adequately insured.
- 3.73 Providers must make the following information available to parents and/or carers:
  - details of the provider's policies and procedures must make copies available on request, including the procedure to be followed in the event of a parent and/or carer failing to collect a child at the appointed time, or in the event of a child going missing at, or away from, the setting.

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