

Menorah Grammar School

Abbots Road, Edgware, Middlesex HA8 0QS

Inspection dates

4 March 2021

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

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

Paragraphs 5, 5(b)(iii) and 5(b)(v)

- At the time of the previous inspection in March 2020, teachers were struggling to manage pupils' behaviour. Pupils failed to take responsibility for their behaviour and did not show appropriate respect for the school environment.
- This inspection found that leaders have implemented appropriate plans to improve pupils' behaviour. At the centre of these plans has been the wholesale transformation of the school building. During the inspection, pupils on site were seen treating the building with respect, both in the classrooms and on corridors. Pupils appreciate leaders' efforts to make the building a comfortable place to learn and reflect. For example, pupils with special educational needs and/or disabilities (SEND) now have access to a sensory room to support purposeful reflection.
- Leaders have ensured that staff have regular training on how to manage pupils' behaviour. Staff share techniques and strategies to improve their practice. The school's behaviour records show a marked decline in incidents of poor behaviour since the start of the current academic year.
- Leaders ensure that pupils have opportunities to learn about other faiths and cultures, in particular through assemblies and personal, social, health and economic education. This has continued remotely during the third lockdown. However, the current programme lacks detail and does not give pupils enough insight into other ways of life. Leaders have credible plans in place to address this through the curriculum.
- These independent school standards are now met.

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a) and 7(b)

- At the time of the previous inspection, inspectors raised concerns about the school's systems for keeping pupils safe. Vetting checks were incomplete and there were errors in

the school's single central register. The child protection policy was out of date and did not reflect national guidance.

- This inspection found that the proprietors have appointed a director of compliance who maintains sharp oversight of health and safety. Leaders have reviewed all systems for keeping pupils safe in light of the implications of COVID-19 (coronavirus). The single central register is compliant and is checked on a regular basis.
- The safeguarding policy is comprehensive and reflects the most recent government guidance. Leaders have appropriate systems in place to ensure that potential safeguarding concerns are identified and managed effectively. Staff receive suitable safeguarding training and clear guidance on how to report any concerns about pupils' welfare. The designated safeguarding leaders have undertaken additional training appropriate to their roles and responsibilities.

Paragraphs 9, 9(a), 9(b) and 9(c)

- In the previous inspection, inspectors found that the school's behaviour policy had not been implemented effectively.
- The current inspection found that leaders have written a new behaviour policy which clarifies expectations in line with the school's values. Rewards and sanctions are explicitly stated. The school's records show clear improvements in pupils' behaviour since the implementation of the policy in September 2020.

Paragraphs 11 and 12

- The previous inspection found that leaders did not carry out the required checks to ensure pupils' welfare, health and safety. Leaders did not carry out the necessary checks on fire and electrical safety procedures.
- This inspection found that leaders have carried out a suitable health and safety audit and rectified the issues identified. A suitable fire safety policy has been written and leaders have addressed all the recommendations made by an external fire consultant. A new fire alarm system has been purchased and the five appointed fire marshals have received appropriate training.

Paragraph 13

- The previous inspection found that the first-aid policy was out of date and referred to staff who were no longer at the school as being the designated first aiders.
- This inspection found that the first-aid policy is suitable and up to date. Appropriate procedures are in place to ensure that pupils receive timely first-aid treatment when necessary. The policy also sets out how the school will cater for pupils with medical needs. An appropriate number of staff have undertaken first-aid training.

Paragraph 15

- At the time of the previous inspection, the admission register was incomplete and did not include all the required information.
- This inspection found that the admission register is now complete and all pupils are accounted for, including those who have left the school. Leaders inform the local authority when any pupil leaves the school so that accurate information is maintained.

Paragraphs 16, 16(a) and 16(b)

- At the time of the previous inspection, pupils and staff were found to be at risk of harm and appropriate risk assessments were not in place.
- The current inspection found that policies related to the health and safety of the premises are suitable. These include a written risk assessment policy. Leaders have drawn up a comprehensive maintenance plan. This helps leaders to ensure that the building and equipment remain safe and suitable. Appropriate risk assessments are in place for the building and any off-site activities.
- All the independent school standards listed in this part are now met.

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

Paragraphs 18(2), 18(2)(a), 18(2)(c), 18(2)(c)(iii), 18(2)(d), 18(3), 21(3), 21(3)(a), 21(3)(a)(v) and 21(3)(a)(vii)

- The previous inspection found that arrangements for safeguarding pupils were inadequate. Safer recruitment processes were insufficient, and policies and processes did not pay regard to statutory guidance.
- This inspection found that leaders have a clear understanding of the statutory requirements regarding the safer recruitment of staff. Leaders put into practice the content of the safer recruitment policy, supported by the training they have received. All the required vetting checks have been carried out on staff. The governor who oversees safeguarding has also checked that these are in place. The single central register is in place and completed accurately.
- The independent school standards listed in this part are now met.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1), 23(1)(a), 23(1)(c), 25, 27, 27(a), 28(1), 28(1)(a) and 28(1)(d)

- At the time of the previous inspection, inspectors found the site to be in an appallingly unhygienic state. Toilets were filthy and shower facilities were used as a storeroom. Water was scalding hot and leaders' monitoring of health and safety issues related to the premises was weak.
- The current inspection found that the proprietors have invested heavily on improving the fabric of the building, including the spaces for pupils to learn in. The site has been completely refurbished and is now very clean. All the corridors and rooms are well decorated, with suitable natural lighting and ventilation. Toilets and shower facilities are spotlessly clean and provide water at the appropriate temperature. Signage is clear throughout the building, making it easy for pupils and staff to move around.
- Leaders ensure that any health and safety issues related to the premises are appropriately logged and dealt with. This is because there are now effective monitoring systems in place and clear accountability for health and safety.
- The independent school standards listed in this part are now met.

Part 6. Provision of information

Paragraphs 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(i), 32(2)(c), 32(2)(d), 32(3) and 32(3)(d)

- The previous inspection found that the school did not provide all the information it is required to. The website was removed during the inspection and policies were found to be out of date.
- Currently, the school does not have a website. That said, leaders ensure that all required information for parents and carers is available from the school office. School records show that communication with parents is strong and any information requested is usually sent by email. This includes information related to admissions, safeguarding and how the school caters for pupils with SEND.
- These independent school standards are now met.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)

- At the time of the previous inspection in March 2020, leaders did not ensure that all independent school standards were met.
- This inspection found that the proprietors recruited a new senior leadership team soon after the previous inspection. For almost a year, the headteacher has used her knowledge of the independent school standards to improve the school. Leaders, including the headteacher, have used their leadership expertise to sharpen school-wide systems and to clarify roles and responsibilities for holding staff to account. In a similar vein, the governing body has been reformulated with greater clarity about individual roles.
- Leaders have produced a clear and concise action plan, which they are implementing effectively. The evidence for all the independent school standards is recorded meticulously and reviewed on a regular basis. The proprietors have spent significant time and effort in improving the physical environment, which had been neglected for a while. The result has been a wholesale transformation of the school site. Concerted action between leaders and proprietors has brought about the rapid change needed to get the school back on an even keel.
- Alongside the refurbishment, the proprietors have expanded the premises by converting an open courtyard into four additional classrooms. These classrooms are of the same standard as others in the school. This provides the additional capacity needed to safely educate up to 350 pupils.
- These independent school standards are now met.

Schedule 10 of the Equality Act 2010

- At the time of the previous inspection, the school's accessibility plan was sparse and out of date. The school was therefore not compliant with schedule 10 of The Equality Act 2010.
- This inspection found that the school's accessibility plan now complies with the relevant requirements. It includes a clear explanation of how leaders will ensure equal access to the curriculum, written communication and the school site.

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.

School details

Unique reference number	101387
DfE registration number	302/6089
Inspection number	10178045

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	Day school for Orthodox Jewish boys
School status	Independent school
Age range of pupils	11 to 21
Gender of pupils	Boys
Gender of pupils in the sixth form	Boys
Number of pupils on the school roll	325
Of which, number on roll in sixth form	82 (Years 11 and 12) 42 (Year 12 only)
Number of part-time pupils	None
Proprietor	Daniel Goldberg and Jonathon Perl
Chair	Daniel Goldberg and Jonathon Perl
Headteacher	Mrs Rachel Hanison
Annual fees (day pupils)	£6,600 to £48,000
Telephone number	020 8906 9756
Website	None
Email address	office@menorahgrammar.barnet.sch.uk
Date of previous standard inspection	3–5 March 2020

Information about this school

- Menorah Grammar School is a secondary day school for boys of Orthodox Jewish faith.
- Pupils are considered to be in the sixth form from Year 11, when they begin A-level study. They leave the school at the end of Year 12. Most move from this school to study at a Yeshiva.

- The school also educates 50 Jewish pupils with SEND, all of whom have an education, health and care plan, funded by a local authority. These pupils are educated separately from the main school, but on the same site.
- The school makes no use of alternative provision.
- The school is in breach of its registration agreement with the Department for Education (DfE). The school's maximum capacity is 290. There are currently 325 pupils on roll. The school has applied to the DfE for a material change to its registration. This is to increase its number on roll to 350 from September 2021.
- The school's most recent inspection was a full standard inspection in March 2020, at which the school was judged as inadequate. Prior to this, the school had an emergency inspection in March 2019 during which the previously unmet standards were checked and deemed to be met.
- Two named individuals are the co-proprietors of the school. They are both directors of the company RABG Memorial Limited, which is registered with the charity commission. This arrangement was put in place after the previous full standard inspection.

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.
- The inspection was carried out without notice.
- This is the first monitoring inspection since the school was judged to be inadequate in March 2020. The inspector was asked to focus on whether the school complied with particular requirements within Parts 2, 3, 4, 5, 6 and 8 of the independent school standards.
- The school submitted an action plan to the DfE in November 2020. This plan was evaluated by Ofsted and judged to be acceptable.
- The inspector held meetings with the headteacher and the co-proprietors, met with members of the leadership team and talked to pupils. He toured the premises with the headteacher and director of compliance. He also reviewed a wide range of documentation relevant to the standards that were unmet in the previous inspection.
- The school has applied to the DfE to make a material change to its registration. At the DfE's request, the inspector checked whether the school meets the relevant independent school standards if the DfE decides to approve the change. This part of the inspection was carried out under section 162(4) of the Education Act 2002.
- The outcome of this part of the inspection is: the school meets the independent school standards relevant to the material change. The material change has already been implemented.

Inspection team

Nasim Butt, lead inspector

Her Majesty's Inspector

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