

Leeds Menorah School

399 Street Lane, Leeds, West Yorkshire LS17 6HQ

Inspection date

5 May 2021

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 progress monitoring inspection in February 2020, the inspector found that pupils did not have an understanding of all the protected characteristics set out in the Equality Act 2010. Leaders did not ensure that the curriculum encouraged respect for all those who share protected characteristics, particularly in relation to civil partnerships and sexual orientation. This is because this goes against their religious teaching and parents' wishes.
- Since the previous progress monitoring inspection, the school has changed its registration status so that it is now a primary school. As a primary school, leaders are entitled to make the decision not to teach their pupils about lesbian, gay, bisexual and transgender (LGBT) relationships, provided that they follow the steps required by the Department for Education's (DfE) statutory guidance on relationship and sex education (RSE). The school made the decision not to teach about LGBT relationships after consultation with parents. A minority of parents supported the teaching about all protected characteristics, including sexual orientation and civil partnerships.
- The acting headteacher and proprietor stated that they were not aware of the statutory guidance on RSE. They told the inspector that as they were unaware of the RSE statutory guidance they did not have an RSE policy. However, on the afternoon of the inspection, the chair of governors said that he had written a policy. Neither staff nor school leaders knew about this policy. Leaders have not had regard to the RSE statutory guidance. The policy does not include information on parents' rights to withdraw their child from any sex education.
- These standards were not met at the previous inspection and remain un-met.

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

- At the previous progress monitoring inspection, the inspector found that staff had not had any subject-specific professional development to help them to deliver the curriculum

effectively. Early years teachers had not had training to deliver the school's phonics programme. Leaders were not monitoring the quality of teaching effectively.

- Some staff have had some training since the previous inspection. The acting headteacher has attended some science and reading training. The early years leader has attended phonics training. No other staff in the early years have received phonics training. Four members of staff are currently doing teacher training courses. However, there has been no specific professional development for other curriculum subjects.
- Teachers still do not have a good understanding of the aptitudes, needs and prior attainment of pupils. Consequently, these are not taken into account well enough in the planning of lessons. Leaders' lesson visit notes still focus more on pupils' attitudes and the activities in lessons, rather than on the extent to which teaching supports pupils to learn the content of the school's curriculum.
- These standards were not met at the previous inspection and remain un-met.

Paragraph 3(j)

- Boys are taught about Jewish criminal and civil law. Girls are not. Leaders said this is because the subject will help the boys and is 'less relevant' to the girls, as the boys will need this for their higher education. Leaders could not provide evidence that girls had been offered access to these classes. Although relatively small in scale, this separation by sex appears to be in breach of the Equality Act 2010. Staff say that, although this is not a written policy, boys and girls are expected to sit separately in lessons.
- This standard was met at the previous inspection and is now not met.

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

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

- At the previous inspection, leaders had made the decision not to raise awareness with pupils about all of the protected characteristics. This is still the case.
- Leaders have made the decision not to raise pupils' awareness of all of the protected characteristics after consultation with parents. Leaders have decided not to teach about LGBT relationships in an age-appropriate way. Although this is now permitted under the new statutory guidance, the acting headteacher and proprietor were unaware of the RSE statutory guidance and had not read this. Although the chair of governors stated that he had written a relationship education policy, staff were unaware of this and had not seen the policy. Leaders have not had regard to the RSE statutory guidance. Because of this, these standards are not met.
- These standards were not met at the previous inspection and remain un-met.

Part 3. Welfare, health and safety of pupils

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

- At the previous progress monitoring inspection, the arrangements for safeguarding remained ineffective. This is still the case. Leaders have not addressed weak safeguarding practice with a sense of urgency. Serious concerns about safeguarding and the health and safety of pupils remain.
- Governors have ensured that most staff have done some safeguarding training since the last inspection. Despite this, worrying gaps remain in the knowledge and understanding

of both staff and leaders. The designated safeguarding leader (DSL), who is also currently the acting headteacher, and the proprietor still do not have a good understanding of the statutory safeguarding and welfare requirements for children in the early years foundation stage. The DSL does not keep up to date with safeguarding guidance from the DfE.

- The school's safeguarding policy is available to parents on the school's website. The school's safeguarding policy does not reflect the reality of safeguarding practice at the school. For instance, the policy refers to training that staff have not had. There is a section in the school's policy about allegations against staff. However, the school's policy does not make explicit reference to the list of all situations when the allegations process should be followed, as made clear in the DfE's statutory guidance 'Keeping children safe in education (2020)'.
- The inspector had concerns that the DSL does not appear to be alert to the risk that safeguarding concerns can arise in any school at any time. The DSL was unsure if the school had an internet filtering system. The DSL should be aware of the school's internet filtering system and how this is being monitored.
- Some aspects of the school site are unsafe. Leaders have identified that a bike shed was unsafe and that there was a risk of the roof collapsing. However, they have not taken steps to make this safe. Pupils have access to this play area. Similar weaknesses in checks of the playground area were found at the last inspection.
- The school's safer recruitment procedures are still not robust. Too much responsibility is delegated to the office administrator without any oversight from school leaders. Leaders have not arranged for any training for the member of staff responsible for the single central register, despite this being raised at the last inspection. Gaps remain in leaders' knowledge about the statutory checks required on staff before they are appointed. For instance, leaders were unaware of the updated guidance regarding overseas checks on staff. Previous guidance on overseas checks has not been adhered to, such as European Economic Area checks. There is a lack of understanding about the safer recruitment requirements, as set out in the DfE statutory guidance 'Keeping children safe in education (2020)'. Leaders do not keep up to date with changes to this statutory guidance.
- The school has installed CCTV since the last inspection. This has not been registered with the appropriate authority. The chair of governors began the registration process during the inspection. The school's CCTV policy does not make clear the safeguarding procedures and protocols in relation to access to images by the organisation which installed the CCTV.
- Interview notes do not show that candidates for employment are asked safeguarding questions when they are interviewed.
- Leaders now inform the local authority when a pupil is removed from the school roll. However, this is done several months after a pupil has left, instead of as soon as they are removed from the school's roll. Since the previous inspection, leaders have informed the local authority of all the pupils taken off the school's roll, but only those who left the roll from 2018 onwards. The inspector was informed that this is because previous records cannot be found. The school still does not provide the local authority with all the

information required when they notify them that a pupil's name is being removed from the admissions register.

- There remains a weak culture of safeguarding at the school. Leaders have not tackled the issues identified at the standard inspection in January 2019 and the progress monitoring inspection in February 2020, with a sense of urgency. Leaders do not ensure that they keep up to date with statutory DfE guidance. There remain several safeguarding failings.
- These standards remain un-met.

Paragraph 12

- During the inspection, the inspector found that some of the fire exit doors are rotting. One of the fire exit routes contains slabs that make the ground unsafe for walking on. Carpet tiles were found leaning against one of the fire doors. This is a trip hazard and potential blockage. In the early years area, one of the fire exits was obstructed by toys. Leaders and staff are not being vigilant enough and are not taking the necessary action to maintain a safe environment.
- This standard was met at the previous standard inspection in January 2019 and is now not met.

Paragraph 15

- At the previous progress monitoring inspection, the inspector found that the school's admissions register did not meet requirements.
- The school's admissions register still does not meet requirements. The addresses of pupils' previous schools are not consistently recorded. The school has not informed the local authority within five days of pupils' start date. There are other weaknesses, such as leaders not informing the local authority that a pupil has left the school to be home educated until several months after their leaving date.
- This standard was not met at the previous inspection and remains un-met.

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

- At the previous progress monitoring inspection, staff did not have the skills to undertake suitable risk assessments and leaders had not provided training. This is still the case. Responsibility for the oversight of risk assessment is in the process of being transferred from the office administrator to the chair of governors.
- The school's risk assessment policy does not take account of some of the key risks to pupils. For example, the risk assessment policy does not consider the possible risks due to the shared site with the synagogue. Risk assessments remain too generic. Despite leaders acknowledging that the bike shed in the school playground area is unsafe and that there is a risk of the roof collapsing, they have not taken immediate action to rectify this. Windows in the early years area are rotten. There is a risk that the window frames will fall out. The chair of governors stated that the school has just received quotes from some companies to fix the unsafe windows.
- Medication is now stored in a locked filing cabinet. However, there is also an area to store medication in a fridge. The fridge is situated in an area that is not secure and so there is a risk that pupils could access it. Leaders did not recognise this as a risk.

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

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

Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3), 20(6)(a)(i), 20(6)(b), 20(6)(b)(i), 20(6)(b)(iii), 21(1), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(viii), 21(6)

- At the previous progress monitoring inspection, leaders had not ensured that the required checks were carried out on staff before they were appointed. There are a number of failings which remain.
- During the inspection, the inspector found that leaders had not carried out a statutory check on two members of staff to ensure that they have not been barred under section 128 of the Education and Skills Act 2008. This was done during the inspection when it was pointed out to leaders.
- Leaders are unclear about overseas checks on staff who have lived or worked abroad. They did not know about the updated guidance in 'Keeping children safe in education (2020)' regarding safeguarding checks for teachers from overseas. Where an overseas check had been completed for a member of staff, leaders did not have the document translated into English. Consequently, they could not be sure that the member of staff was safe to work with pupils.
- Leaders are not aware that disclosure and barring service (DBS) checks should be redone when a member of staff has a break in service for a specified amount of time. Therefore, an enhanced DBS check had not been redone for a member of staff who had left the school and was then reappointed. Leaders did not know that DBS certificates cannot be accepted for newly appointed staff unless the criteria specified in 'Keeping children safe in education (2020)' paragraph 156 is met. As a result, DBS checks have been accepted from staff and governors which, in some cases, were carried out many years before their appointment at the school.
- At the previous progress monitoring inspection, the school had received no assurance from the company supplying the school's security guard that all the necessary checks had been carried out. The school did resolve this after the inspection. However, the information supplied by the security company did not make it clear whether a barred list check had been carried out. Leaders obtained this information during the inspection.

- These standards remain un-met.

Paragraph 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii)

- Leaders have carried out some of the statutory checks on staff that were identified as weaknesses at the previous inspection. For instance, recently appointed staff were required to complete a medical fitness form. Checks to ensure that staff are not prohibited from teaching have been completed.
- These standards are now met.

Part 5. Premises of and accommodation at schools

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

- At the last progress monitoring inspection, the inspector found that the school did not have a medical room that meets the requirements of the independent school standards.

This remains the case. Leaders have still not rectified the failings identified at the previous inspection. There is a bed, portable sink and a screen in the school hall. This had simply been moved to a different position in the hall since the previous inspection. Although the hall is no longer used for teaching, it is used for assemblies and by pupils during lunchtimes. The screen can be easily removed and does not provide sufficient privacy for a pupil.

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

Paragraph 24(2)

- At the previous progress monitoring inspection, the hall where the medical area is situated was also used for teaching. This is no longer the case.
- This standard was not met at the previous inspection and is now met.

Paragraph 25

- Leaders have not made sure that the school premises and accommodation are maintained to a standard that ensures the health, safety and welfare of pupils. The school's bike shed is unsafe. The windows in the early years areas are rotten. Some of the fire exit doors are rotting. At the last inspection, the inspector pointed out a roof tile missing in one of the classrooms. Leaders said that a replacement tile had been purchased and this would be fixed. However, this has still not been addressed.
- This standard was met at the last standard inspection in January 2019 and is now not met.

Part 6. Provision of information

Paragraph 32(1)(d), 32(3), 32(3)(a), 32(3)(b), 32(3)(c), 32(3)(d), 32(3)(c)(f), 32(3)(g)

- Since the last progress monitoring inspection, the school has developed a website.
- Some of the information required by the independent school standards has not been available to parents on the school's website. For instance, the curriculum policy and behaviour policy were not on the school's website. Leaders had not informed parents that the information specified in Part 6 of the independent school standards could be requested from the school. The chair of governors began to add the required information to the school's website during the inspection.
- These standards were met at the previous standard inspection in January 2019. These standards are now not 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 progress monitoring inspection, the inspector found that leaders had not ensured that all of the independent school standards were met. Safeguarding was not effective. There remain a number of un-met standards. The arrangements for safeguarding remain a serious concern.
- Leaders do not have a good knowledge and understanding of the independent school standards so that they are consistently and continually met. The school is not a safe place for pupils due to poor safeguarding arrangements and some of the weaknesses found during the inspection, such as the unsafe bike shed.

- Leaders delegate too much responsibility to the school administrator without any oversight from leaders. Leaders have not ensured that the school administrator, who is responsible for the single central register, has had training to carry out this role effectively. Leaders themselves are not clear about all the necessary checks that need to be carried out on staff.
- Leaders do not ensure that they keep up to date with statutory guidance. School policies are not living documents. For instance, the safeguarding policy does not reflect actual practice in the school. Action is not taken quickly enough when risks to pupils are identified, for example to address the rotten window frames in the early years area.
- The school submitted an action plan to the DfE. This action plan was deemed not to be acceptable. The DfE rejected the plan. Leaders have not updated their action plan since it was rejected.
- The recently formed governing body acknowledge that there is work to do. They have prioritised staff's safeguarding training and are working with an external consultant. Work with the consultant has been delayed by the pandemic. However, they have not considered how they will hold leaders to account given that the chair of governors is a teacher at the school and the acting headteacher is the governor with responsibility for the curriculum.
- These standards were not met at the previous inspection and remain un-met.

Statutory requirements of the early years foundation stage

3.2, 3.6, 3.7

- At the previous progress monitoring inspection, the inspector found that arrangements for safeguarding were not effective. This remains the case.
- Staff do not have a good understanding of the early years welfare requirements, despite this being raised as a weakness at the previous progress monitoring inspection. Leaders still do not ensure that all safer recruitment procedures are followed, as outlined in 'Keeping children safe in education (2020)'.
- These aspects of the statutory requirements for the early years foundation stage were not met at the previous inspection and remain un-met.

3.34

- At the previous progress monitoring inspection, leaders had not ensured that at least one member of staff working in the early years in the morning held the relevant qualification.
- During this inspection, it was found that leaders had not checked staff's qualifications to ensure they meet the requirements set out in the DfE's guidance on staff ratios in the early years. Leaders started this process during the inspection.
- The inspector also found that although leaders had details of a member of staff's qualification, a copy of the original certificate was not in the member of staff's file.
- This aspect of the statutory requirements for the early years foundation stage remains un-met.

3.46

- At the previous progress monitoring inspection, leaders had not ensured that they had received written parental permissions for the administration of medication.
- Leaders were able to show that they now have a system in place for this.
- This aspect of the statutory requirements for the early years foundation stage is now met.

3.66

- At the previous progress monitoring inspection, leaders had not ensured that staff were adequately insured when children were being transported in staff vehicles.
- Leaders now receive proof of the necessary insurance from staff.
- This aspect of the statutory requirements of the early years foundation stage is now met.

3.73

- At the previous monitoring inspection, leaders had not provided details to parents about the procedures for the collection of children. At the previous inspection, documentation seen indicated that staff would release pupils to 'familiar' adults and would seek parental consent only if adults were not 'familiar' to staff. The information that leaders provide to parents does not make it clear that staff will only allow pupils to be collected by adults agreed by parents. However, the school does now have a procedure in place if a parent is late collecting their child.
- This aspect of the statutory requirements of the early years foundation stage remains un-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. 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	10188119

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 11
Gender of pupils	Mixed
Number of pupils on the school roll	27
Number of part-time pupils	6
Proprietor	The Leeds Menorah School Trust
Chair	Mrs E Refson
Headteacher	Mrs E Refson
Annual fees (day pupils)	£4,000 or donations
Telephone number	01132697709
Website	www.leedsmenorahschool.org
Email address	office.leedsmenorah@gmail.com
Date of previous standard inspection	29 to 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.
- At the school's previous standard inspection in January 2019, the school was judged inadequate.
- At the school's previous progress monitoring inspection in February 2020, the school did not meet of all the independent school standards checked.
- The school submitted an action plan to the DfE in December 2020. The action plan was judged not to be acceptable and was rejected by the DfE. The school submitted an action

plan to the DfE after the last standard inspection. This was also judged not to be acceptable and rejected by the DfE.

- The school is situated within the grounds of a synagogue.
- Nursery pupils attend part time.
- Since the last progress monitoring inspection, leaders applied to the DfE for a reduction in the school's registered age range. The DfE granted this request in March 2021. The school was previously registered to educate pupils from the age of three to 16. It is now registered to educate pupils aged three to 11.
- At the last inspection, the school was registered as a secondary school. As a result, the independent school standards in relation to careers advice and guidance were inspected. The standards were not met. However, as the school is no longer registered to educate secondary-age pupils, these standards are no longer relevant and were therefore not inspected.
- The school does not use alternative education provision.
- The headteacher has been on compassionate leave since April 2020.
- The headteacher is also the proprietor. As well as the headteacher, there is also an acting headteacher who undertakes some of the duties of the headteacher. The acting headteacher was deputy headteacher at the previous inspection. The acting headteacher is also the DSL.
- The school established a governing body in November 2020. There are three staff governors and two parent governors. The chair of the governing body is also a teacher at the school.
- At the time of the inspection, the proprietor was not listed on the government's website, 'Get information about schools' (GIAS). The inspector contacted the DfE before the inspection and they confirmed that the proprietor is The Leeds Menorah School Trust and the chair is Mrs E Refson. The postcode of the school is incorrect on GIAS. The school needs to update this.

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 lead inspector notified the school 30 minutes before the inspection commenced.
- The inspector met with the acting headteacher, the proprietor, who is also the headteacher, and a group of pupils and staff. The inspector also met with three governors, including the chair of the governing body. A discussion was held with a consultant who is currently supporting the school.
- The inspector toured the school site with the proprietor.
- The inspector visited lessons in all year groups. The inspector looked at some pupils' work during visits to lessons.
- The inspector checked the school's single central register, which records checks made on staff. The inspector also scrutinised a range of documentation relating to the independent school standards that were checked during this progress monitoring inspection.

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 un-met at this inspection

Part 1. Quality of education provided

- 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].
- 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;
- 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)(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)(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;
 - 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.
- 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)(b) subject to sub-paragraphs (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)(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.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (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)(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)(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)(viii) checks were made pursuant to paragraph 18(2)(e).
- 21(6) The information referred to in this sub-paragraph is, in relation each member ("MB") of a body of persons named as the proprietor appointed on or after 1st 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 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.

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.

Statutory requirements of the early years foundation stage that were not met at the previous inspection and remain not met at this inspection

- 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 (2020)' 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.
- 3.73 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.

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

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school-

- 3(j) does not discriminate against pupils contrary to Part 6 of the 2010 Act.

Part 3. Welfare, health and safety of pupils

- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005[12].

Part 5. Premises of and accommodation at schools

- 25 The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

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)(d) following an inspection under section 108 or 109 of the 2008 Act, a copy of the report of the inspection (if it has been sent to the proprietor) is published and maintained on the school's internet website, and provided to the parents of each registered pupil, by any date specified by the body who conducted the inspection.
- 32(3) The information specified in this sub-paragraph is-
 - 32(3)(a) particulars of the school's policy on and arrangements for admissions, misbehaviour and exclusions;
 - 32(3)(b) particulars of educational and welfare provision for pupils with EHC plans and pupils for whom English is an additional language;
 - 32(3)(c) particulars of the policy referred to in paragraph 2;
 - 32(3)(d) particulars of arrangements for meeting the standards contained in paragraphs 9, 10, 11 and 13;
 - 32(3)(f) details of the complaints procedure referred to in paragraph 33, and the number of complaints registered under the formal procedure during the preceding school year; and
 - 32(3)(g) a copy of the report of any inspection carried out under sections 108 or 109 of the 2008 Act or section 87(1) of the 1989 Act.

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

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.

Part 5. Premises of and accommodation at schools

- 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).

Statutory requirements of the early years foundation stage that were not met at the previous inspection and are now met

- 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.

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: www.gov.uk/government/publications/complaints-about-ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

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