

Menorah Grammar School

Abbots Road, Edgware, Middlesex HA8 0QS

Inspection date

9 November 2023

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), 3, 3(a), 3(c) and 3(d)

- The school's previous inspection in November 2022 found that leaders had not addressed the issue of a narrow curriculum. The school's curriculum thinking lacked ambition. Leaders did not allocate enough time for pupils to study GCSE and A-level subjects. For older pupils, some teachers covered the curriculum too quickly and focused on teaching examination content. This resulted in 'teaching to the exam' and weaker learning. Therefore, pupils did not develop a deep or broad understanding of subjects.
- The school's post-inspection action plan included a range of suitable objectives, but they lacked detail.
- This inspection found the school's new leaders are working proactively to improve the quality of education by broadening the secular curriculum and developing teachers' curriculum thinking. Since September 2023, substantially more time has been devoted to the secular curriculum so that enough lessons are now available for the teaching of GCSE and A-level subjects. Support, training and role-modelling for teachers are helping teachers to move away from the legacy of 'teaching to the exam'. Staff are gradually thinking more carefully about the order in which knowledge and skills are taught. This is leading to pupils developing a deeper and broader understanding of subject content. However, these positive actions are a work in progress. There is much more to do to ensure that the quality of education is consistent across all subjects of the secular curriculum.
- These independent school standards (the standards) remain not met.

Paragraphs 2(1), 2(1)(a), 2(2), 2(2)(d), 2(2)(d)(ii), 2(2)(i), 5, 5(b) and 5(b)(vi)

- The previous inspection found that the curriculum did not include teaching that paid regard to all the protected characteristics to pupils of any age. As a result, pupils were not made aware of the rights that all people have.
- The school's action plan made no reference to the protected characteristics.
- This inspection found that while leaders have begun to think about how they might develop the curriculum to meet these standards in the future, the school's current stance

remains unchanged. The personal, social, health and economic (PSHE) education programme still does not include teaching pupils of any age to encourage respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010. This continues to limit pupils' preparedness for life in modern British society.

- These standards remain not met.

Paragraphs 2(1), 2(1)(a), 2(2), 2(2)(e) to 2(2)(e)(iii)

- The previous inspection found that pupils did not receive enough impartial careers advice and guidance to support them in making informed decisions about their futures. Leaders had not done enough to ensure that impartial careers advice and guidance were treated as an entitlement for all pupils and embedded in the curriculum.
- The school's action plan stated that a new careers programme was going to be delivered by an external provider from the summer term 2023. There was little detail explaining, for example, what the programme would consist of, its frequency of delivery or which pupils would have access to it.
- This inspection found that a suitable programme of careers education has been planned and an external provider has been commissioned. The provider will deliver careers workshops to all pupils of secondary age and regular individual and impartial careers advice and guidance sessions to older pupils. However, while likely to be suitable, this programme has not been implemented and so pupils are still yet to benefit from receiving impartial careers advice and guidance.
- These standards remain not met.
- The standards checked in this part remain not met.

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

Paragraphs 5, 5(a)

- The previous inspection found that pupils had little exposure to the main religions represented in modern Britain. Their knowledge about faiths other than their own was weak.
- Leaders' action plan outlined plans to develop the PSHE education curriculum to include greater opportunities to teach pupils about other faiths.
- This inspection found that the school is actively promoting the fundamental British value of mutual respect and tolerance of those with different faiths and beliefs. Pupils are benefiting from the additional enrichment sessions and assemblies timetabled on Thursdays and Sundays. Pupils spoken to during the inspection had a secure knowledge of a range of other religions.
- This standard is now met.

Part 3. Welfare, health and safety of pupils

Paragraphs 9, 11, 12 and 25

- Inspectors were asked to additionally consider the school's arrangements for the management of pupils' behaviour and health and safety.
- The schools' behaviour policy is implemented well. Since the previous inspection, leaders

have dealt effectively with some challenging behaviour from a small minority of pupils.

- The school's health and safety policy is implemented well. The premises are well maintained overall. The school is meeting its obligations in relation to the Regulatory Reform (Fire Safety) Order 2005. There is some ongoing work to remove lockers from corridors, complete works to the science preparatory room and maintain high standards of cleanliness in the food technology kitchen.
- The standards checked in this part continue to be met.

Part 8. Quality of leadership in and management of schools

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

- The previous inspection found that governors did not check well enough on the quality of education in the school or on how leaders were meeting the standards. This meant that some standards were not met and that leaders were not getting the support they needed to improve the curriculum quickly enough.
- The school's action plan included a range of suitable objectives, but they lacked detail.
- This inspection found that leaders have faced a range of challenges since the previous inspection. They have handled them professionally and effectively. Leaders' work to prioritise pupils' safety and well-being is strong.
- The proprietors, governors and leaders, including some new to their roles, are working together more effectively than ever to move the school forward. Much has been achieved, but leaders know there is more to do, especially in terms of the quality of the secular curriculum. Governors are routinely visiting, challenging and supporting leaders more effectively, with a clear focus on school improvement. However, they acknowledge that they need to know and understand all the standards more thoroughly.
- The standard checked in this part remains not met.

Compliance with regulatory requirements

The school does not meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection. 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	10304616

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 21
Gender of pupils	Boys
Number of pupils on the school roll	263
Number of part-time pupils	0
Proprietor	RABG Memorial Ltd
Chair	Daniel Goldberg and Jonathon Perl (Co-Chairs)
Headteacher	Yoel Rabinowitz
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	8 to 10 November 2022

Information about this school

- Menorah Grammar School is a secondary day school for boys of Orthodox Jewish faith.
- Pupils begin A-level study in Year 11 and leave the school at the end of Year 12. Most move from this school to study at a Yeshiva.
- The school caters for 42 pupils with education, health and care plans. This provision (the DNC) is funded by local authorities. These pupils are educated separately from the main school but on the same site. For some lessons, they are integrated with mainstream pupils.
- The school makes no use of alternative provision.

- The school's most recent inspection was a full standard inspection in November 2022.

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.
- This was the school's first progress monitoring inspection since its last inspection in November 2022. The inspection was conducted without notice.
- Since the previous inspection, leaders were asked to submit an action plan. This was judged by Ofsted to be not acceptable in July 2023 and was subsequently rejected by the Department for Education (DfE).
- The focus of the inspection was to check whether the school complies with particular requirements in parts 1, 2 and 8 of the standards. Inspectors were also asked to consider some of the requirements in parts 3 and 5 in light of some concerns received by the DfE.
- Inspectors met with the proprietors, headteacher and designated safeguarding lead. They toured the premises and visited some lessons. Inspectors also reviewed a range of documents, including policies, curriculum plans and pupils' work.
- Inspectors met with three groups of pupils. In line with the school's wishes, they did not ask pupils questions about some of the protected characteristics.
- The inspection considered the school's safeguarding arrangements, including the single central record of checks on adults and the availability of a published safeguarding policy. These requirements in parts 3, 4 and 6 of the standards are met.

Inspection team

James Waite, lead inspector

Ofsted Inspector

Jonathan Newby

Ofsted 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 sub-paragraph (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; and
- 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;
 - 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;
 - 2(2)(i) effective preparation of pupils for the opportunities, responsibilities and experiences of life in British society.
- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school-
 - 3(a) enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught;
 - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time;
 - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons.

Part 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 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.

The school now meets the following independent school standards

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(a) actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

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.

Parent View

You can use Parent View to give Ofsted your opinion on your child's school. Ofsted will use the information parents and carers provide when deciding which schools to inspect and when and as part of the inspection.

You can also use Parent View to find out what other parents and carers think about schools in England. You can visit www.parentview.ofsted.gov.uk, or look for the link on the main Ofsted website: www.gov.uk/ofsted.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted

© Crown copyright 2023