

Bnois Jerusalem Girls School

71, 75–81 Amhurst Park, London N16 5DL

Inspection date 11 November 2015

Overall outcome **Independent school standards not met**

Context of the inspection

- This inspection was conducted at the request of the registration authority for independent schools in order to monitor the progress the school has made in implementing its action plan dated 19 February 2015.
- This was the first inspection to monitor the progress that the school is making. However, it is the third inspection since the school's request in 2013 for a material change to increase the number of pupils and expand the premises at the school. The proprietor wanted to increase the maximum number of pupils to 850, and to continue using additional buildings at 75 and 71 Amhurst Park, London.
- A material change inspection took place on 20 December 2013. It was commissioned by the Department for Education (DfE) to check the suitability of the school's existing and new premises at 71–81 Amhurst Park, London N16 5DL, and to evaluate the maximum capacity of the school.
- The lead inspector of the inspection in December 2013 did not recommend the material change. This was because of weaknesses in the school's welfare, health and safety provision. The inspection also found shortcomings in the premises and accommodation of the school. Eight of the independent school standards were identified as not met.
- The DfE asked the school to write an action plan detailing the actions it would take in response to the material change inspection. The school submitted an action plan on 20 February 2014. The action plan was evaluated on 26 March 2014. The action plan and timescale for implementation were found to be satisfactory, subject to satisfactory implementation, which was required to be checked by Ofsted.
- A progress monitoring inspection took place on 17–18 September 2014 to check the school's progress in implementing its action plan.
- The progress monitoring inspection found that the school had made inadequate progress in implementing its action plan. The inspection also identified further unmet independent school standards.
- On 22 January 2015 the DfE asked the school to write another action plan detailing the actions it would take in response to the progress monitoring inspection.
- The school submitted this action plan on 19 February 2015. This action plan was evaluated on 20 April 2015 and judged to require improvement. The DfE wrote to the school on 8 May 2015 rejecting its action plan.
- The school wrote a letter to the DfE on 21 May 2015 detailing further actions it considered had been taken in order to meet regulatory requirements. Inspectors reviewed this letter as part of this inspection.
- The school was given notice of this inspection.
- Inspectors toured the school site with senior leaders, visited classrooms, spoke to groups of students, reviewed documents and held meetings with senior staff, teachers, trustees and administrative staff.

- The DfE asked inspectors to check compliance with the following parts of the independent school standards: part 3 (welfare, health and safety of pupils), part 4 (suitability of staff, supply staff, and proprietors), part 5 (premises of an accommodation) and part 8 (quality of leadership in and management of schools). Inspectors also evaluated the effectiveness of safeguarding at the school.

Main findings

- The school has continued to expand substantially, despite the DfE having refused permission for a material change.
- The school has made limited progress in implementing its February 2015 action plan. This inspection has also found that further regulatory requirements are not met.
- The school still fails to adopt safe practice and procedures regarding the suitability of staff and does not implement its own policy. As a result, the school continues to place pupils at risk.
- The standard of premises and accommodation at the school remains poor. Buildings are still poorly maintained and very dirty; toilet areas remain unhygienic and some lack privacy.
- The school remains very overcrowded. Fire exit signage is randomly placed and confusing. The health, welfare and safety of pupils continues to be at risk.
- The school continues to use 71 Amhurst Park and has extended various other properties in Amhurst Park.
- Leaders remain confused about their roles and responsibilities. They do not know how many pupils attend the school.
- The school is still operating an unregistered crèche.
- Pupils continue to behave well and report that they feel safe at school. They are proud of their school.
- Staff remain very supportive of the school. They report that the school is 'kind and caring' and that they feel 'privileged' to work at the school.

Welfare, health and safety of pupils

- The school now has policies that address the welfare, health and safety of pupils. However leaders do not follow these policies or recent statutory guidance issued by the Secretary of State.
- Leaders continue to take minimal actions towards meeting regulations relating to the safety of pupils. These actions continue to fall short of what is required. As a result, the school still does not take effective action to keep pupils safe.
- The school now has a child protection, safeguarding and safe recruitment policy, and senior leaders have received relevant training. The policy meets requirements. However, the policy is not followed, and checks on new staff continue to be haphazard.
- The school still has different versions of the single central record of the checks it makes on staff. Leaders remain unsure which is correct. The school does not yet have a separate 'identity file' to record the identity checks it makes on new staff, as stated in its action plan.
- Leaders still do not implement the school's health and safety policy. The risk assessment file lacks entries, dates, or actions taken to lessen risk to pupils. Leaders undertake visual checks of the site; however, they still do not take necessary action to remedy the obvious hazards that are apparent around the site.
- The premises continues to contain multiple hazards which remain a serious risk to the safety of pupils. These include floors that are still unfinished and uneven. Walls are damp and paintwork is peeling. Ongoing building works increase the risk to pupils. Electrical wires trail from ceilings and pipework is exposed. Fire alarms dangle unattached from the ceiling and their cabling hangs loose from the walls. Ceilings have large holes which expose water tanks and piping. Unfinished light fittings are uncovered and within reach of pupils.

- Buildings are now even more overcrowded because of the increase in pupil numbers since the last inspection.
- Fire appliance testing remains out of date and is recorded incorrectly. Fire exit signage is missing or misleading and therefore increases the risk to pupils in the event of an evacuation.
- The school still does not maintain its admission or attendance registers in accordance with the relevant regulations. The admission register is not up to date and does not record the date when pupils leave the school, or their destinations.
- School security remains lax. This poses a risk for pupils and staff.
- Leaders still do not ensure that pupils are aware of how to keep themselves safe from potential harm. As a result, pupils demonstrate a limited understanding of risk.
- Pupils' lack of knowledge of the protected characteristics set out in the Equality Act 2010 places them at risk of not being able to identify how they may themselves be subject to bullying or prejudicial behaviour.
- The school has made limited progress in implementing its action plan. For example, risk assessments for trips and recording medical incidents are now in place.
- The school does not comply with the safeguarding and welfare requirements of the Early Years Foundation Stage.

Suitability of staff

- The school's procedures to ensure the suitability of staff remain uncoordinated. The school has not made progress against its action plan. Procedures still do not meet the required standards in significant ways.
- The school still does not keep a single central record as required. The document presented to inspectors fails to record the required information and is not readily accessible. Despite their recent training, leaders still do not appreciate the importance of requiring application forms and references as part of pre-employment checks.
- There is still no central system in place to ensure that checks are completed and up to date.
- As a result, the school continues not to take effective action to ensure the safety of pupils; therefore, safeguarding remains ineffective.

Premises and accommodation

- The premises and accommodation at the school still do not meet the required standards and continue to put pupils at risk. The school has failed to take effective action.
- The standard of toilet and washing facilities continues to be very poor. Toilets lack privacy and are dirty and unhygienic. Hand washing facilities do not have soap, are dirty, still have cold water only, and also serve as drinking water facilities. The school still fails to provide suitable drinking water facilities.
- The school still does not provide changing accommodation as required. Leaders explain that this is because students are not required to change into separate kit for physical education. The school has installed two shower cubicles since the last inspection, but these are not suitable for the number of pupils in the school.
- Medical facilities still do not meet requirements. The single medical room is not suitable because it remains insufficient for the number of pupils at the school.
- Premises remain overcrowded and unsafe throughout. Classrooms are cramped. The playground area remains unsafe for the number of pupils who use it. It has uneven surfaces and protruding brick work.
- The condition of the premises and accommodation at the school continues to present a serious risk to pupils.

Leadership and management

- The proprietor and trustees have continued to expand the school significantly despite the previous application for a material change being refused.

- The proprietor therefore shows an ongoing and serious lack of regard for the regulatory requirements that apply to independent schools.
- Leaders do not ensure that pupils are appropriately aware of the protected characteristics of the Equality Act. Older pupils, when asked, showed limited knowledge of how people can be different. Therefore, pupils are not adequately prepared for life in modern Britain.
- The proprietor, trustees and leaders continue to put the health, welfare, safety and education of the pupils who attend the school at risk by placing them in crowded buildings which are not suitable for use as a school.
- Leaders are also not aware of relevant DfE advice and guidance, for example on school attendance. The school still does not meet relevant requirements because leaders are unaware of their existence.
- The school continues to operate an unregistered crèche.
- The proprietorship of the school and the identity of the chair of trustees remain unclear since the last inspection. The school has still not informed the DfE of changes to the proprietor's details.
- Failings in leadership and management continue to place the welfare, health and safety of pupils at risk.

Material change

- The school applied for a material change to raise the numbers of pupils it admits, and to extend its premises.
- This change was not recommended by either the material change inspection in December 2013 or the progress monitoring inspection in September 2014.
- Serious weaknesses in the school's current safeguarding, welfare, health and safety provision, together with shortcomings in the premises and accommodation, continue. The leadership and management of the school still does not meet the required standards.
- The material change is not recommended.

Compliance with regulatory requirements

The school must take action to meet The Education (Independent School Standards) Regulations 2014 and associated requirements

- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school; and such arrangements have regard to any guidance issued by the Secretary of State (paragraph 7, 7(a) and 7(b)).
- Ensure that bullying at the school is prevented in so far as is reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy (paragraph 10).
- Ensure that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy (paragraph 11).
- Ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- Ensure that pupils are properly supervised through the appropriate deployment of school staff (paragraph 14).
- Ensure that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 15).
- Ensure that 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 appropriate action is taken to reduce risks that are identified (paragraph 16, 16(a) and 16(b)).
- Ensure that no member of staff 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 (paragraph 18(2) and 18(2)(a)).
- Ensure that no member of staff 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 (paragraph 18(2) and 18(2)(b)).

- Ensure that the proprietor carries out appropriate checks to confirm in respect of each member of staff:
 - the person's identity;
 - the person's medical fitness;
 - the person's right to work in the United Kingdom; and
 - where appropriate, the person's qualifications
 (paragraph 18(2), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii) and 18(2)(c)(iv)).
- Ensure that, where relevant to any member of staff, 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 (paragraph 18(2) and 18(2)(d)).
- Ensure that in the case of any member of staff 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 (paragraph 18(2) and 18(2)(e)).
- Ensure that the checks referred to in sub-paragraphs 18(c) to (e) are completed before a person's appointment (paragraph 18(2) and 18(3)).
- Ensure that the proprietor, where the proprietor is an individual, 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 to that Act; and
 - does not carry out work, or intend to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in either such direction; and
 - the Secretary of State makes the following checks relating to the individual before the school is entered in the register or, in the case of a registered school, before or as soon as practicable after the individual takes over as proprietor (paragraph 20(3), 20(3)(a), 20(3)(a)(i) and 20(3)(a)(ii)).
- Ensure that the Secretary of State makes the following checks relating to the individual before the school is entered on the register or, in the case of a registered school, before or as soon as practicable after the individual takes over as proprietor:
 - where relevant to the individual, an enhanced criminal record check, countersigned by the Secretary of State where an application for such a check is made under section 113B(1) of the 1997 Act
 - checks confirming the individual's identity and their right to work in the United Kingdom, and
 - in the case of an individual for whom, by reason of that individual living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish the individual's suitability to work in a school, such further checks as the Secretary of State considers appropriate, and
 - where an enhanced criminal record check is made, the Secretary of State obtains an enhanced criminal record certificate relating to the individual
 (paragraph 20(3), 20(3)(b), 20(3)(b)(i), 20(3)(b)(ii) and 20(3)(b)(iii)).
- Ensure that an individual who is the Chair of the school:
 - 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
 - does not carry out work, or intend to carry out work, at the school in contravention of a

prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in either such direction, and

- subject to sub-paragraphs (7) and (8), the Secretary of State makes the following checks relating to the individual
- where relevant to the individual, an enhanced criminal record check, countersigned by the Secretary of State where an application for such a check is made under section 113B(1) of the 1997 Act
- checks confirming the individual's identity and their right to work in the United Kingdom, and
- in the case of an individual for whom, by reason of the individual living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish the individual's suitability to work in a school, such further checks as the Secretary of State considers appropriate, and
- where an enhanced criminal record check is made, the Secretary of State obtains an enhanced criminal record certificate relating to the individual

(paragraph 20(5), 20(5)(a), 20(5)(a)(i), 20(5)(a)(ii), 20(5)(b), 20(5)(b)(i), 20(5)(b)(ii) and 20(5)(b)(iii)).

- Ensure that an individual, not being the Chair of the school, who is a member of a body of persons corporate or unincorporated, named as the proprietor of the school in the register, or in an application to enter the school in the register:

- 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
- does not carry out work, or intend to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in either such direction
- subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to the individual, where relevant to the individual
- an enhanced criminal record check; checks confirming the individual's identity and right to work in the United Kingdom; and
- where, by reason of the individual's living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish the individual'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, and
- where an enhanced criminal record check is made, the Chair obtains an enhanced criminal record certificate relating to the individual, and
- subject to sub-paragraph (8), where the Secretary of State makes a request for an enhanced criminal record check relating to the individual countersigned by the Secretary of State to be made, such a check is made

(paragraph 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii) and 20(6)(c)).

- Ensure that the proprietor keeps a register which shows such of the information referred to in sub-paragraphs 21(3) to 21(7) of the independent school standards as is applicable to the school in question. The register may be kept in electronic form, provided that the information so recorded is capable of being reproduced in legible form (paragraph 21(1) and 21(2)).
- Ensure that the information referred to in sub-paragraph 21(1) shows, in relation to each member of staff appointed on or after 1st May 2007, whether:
 - the member of staff's identity was checked
 - a check was made to establish whether the member of staff is barred from regulated

activity relating to children in accordance with section 3(2) of the 2006 Act

- a check was made to establish whether the member of staff 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
- checks were made to ensure, where appropriate, that the member of staff had the relevant qualifications
- an enhanced criminal record certificate was obtained in respect of the member of staff
- checks were made pursuant to paragraph 18(2)(d)
- a check of the member of staff's right to work in the United Kingdom was made; and
- checks were made pursuant to paragraph 18(2)(e)
- the checks include the date on which each such check was completed or the certificate obtained, and
- in relation to each member of staff, whether a check was made to establish whether the member of staff is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed

(paragraph 21(1), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii) and 21(3)(b)).

- Ensure that the information referred to in sub-paragraph 21(1) shows, in relation to each member of staff in post on 1st August 2007 who was appointed at any time before 1st May 2007, whether:

- each check referred to in sub-paragraph (3) was made and
- an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained

(paragraph 21(1) and 21(4)).

- Ensure that the information referred to in sub-paragraph 21(1) shows, in relation to supply staff, whether:

- written notification has been received from the employment business that checks corresponding to those referred to in sub-paragraph (3)(a)(i) to (iv), (vi) and (vii) have been made to the extent relevant to any such person, and
- an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check
- the information shows the date the written notification that each such check was made, or certificate obtained, was received
- a check has been made in accordance with paragraph 19(2)(e) together with the date the check was completed, and
- where written notification has been received from the employment business in accordance with a contract or other arrangements referred to in paragraph 19(2)(d) that it has obtained an enhanced criminal record certificate, whether the employment business supplied a copy of the certificate to the school

(paragraph 21(1), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b) and 21(5)(c)).

- Ensure that the information referred to in sub-paragraph 21(1) is, in relation to each member 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

(paragraph 21(1) and 21(6)).

- Ensure that the information referred to in sub-paragraph 21(1) is, in relation each member of a body of persons named as the proprietor in post on 1st August 2007 who was appointed at any time before 1st May 2007, whether:

- each check referred to in sub-paragraph (6) was made, and

- an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained (paragraph 21(1), 21(7), 21(7)(a) and 21(7)(b)).
- Ensure that suitable toilet and washing facilities are provided for the sole use of pupils (paragraph 23(1) and 23(1)(a)).
- Ensure that suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the school year who receive physical education (paragraph 23(1) and 23(1)(c)).
- Ensure that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including:
 - accommodation for the medical examination and treatment of pupils
 - accommodation for the short term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility, and
 - where a school caters for pupils with complex needs, additional medical accommodation which caters for those needs(paragraph 24(1), 24(1)(a), 24(1)(b) and 24(1)(c)).
- Ensure 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 (paragraph 25).
- Ensure that the lighting in each room or other internal space is suitable, having regard to the nature of the activities which normally take place therein; and external lighting is provided in order to ensure that people can safely enter and leave the school premises (paragraph 27, 27(a) and 27(b)).
- Ensure that:
 - suitable drinking water facilities are provided
 - toilets have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water
 - cold water supplies that are suitable for drinking are clearly marked as such, and
 - the temperature of hot water at the point of use does not pose a scalding risk to users(paragraph 28(1), 28(1)(a), 28(1)(b), 28(1)(c) and 28(1)(d)).
- Ensure that the drinking water facilities are readily accessible at all times when the premises are in use; and they are in a separate area from the toilet facilities (paragraph 28(1), 28(2), 28(2)(a) and 28(2)(b)).
- Ensure that suitable outdoor space is provided in order to enable physical education to be provided to pupils in accordance with the school curriculum; and for pupils to play outside (paragraph 29(1), 29(1)(a) and 29(1)(b)).
- Ensure that persons with leadership and management responsibilities at the school demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently (paragraph 34(1) and 34(1)(a)).
- Ensure that persons with leadership and management responsibilities at the school fulfil their responsibilities effectively so that the independent school standards are met consistently (paragraph 34(1) and 34(1)(b)).
- Ensure that persons with leadership and management responsibilities at the school actively promote the well-being of pupils (paragraph 34(1) and 34(1)(c)).
- For the purposes of paragraph 34(1)(c) 'well-being' means well-being within the meaning of section 10(2) of the Children Act 2004 (paragraph 34(2)).

Inspection team

Vanessa Ward, lead inspector

Her Majesty's Inspector

Brian Oppenheim

Ofsted Inspector

Information about this school

- Bnois Jerusalem Girls School is an orthodox Jewish school which is registered for 658 pupils aged from three to 16 years. The school is located in Stamford Hill, London, and opened in 1962.
- The school has continued to expand its premises and has admitted more students. There are currently 839 girls on roll. This includes the Early Years Foundation Stage, where all pupils receive public funding. Nine girls have a statement of special educational needs.
- The school contains an unregistered crèche for babies and children up to the age of three. Twenty-three babies and children were present in the crèche. This number is not included in the number of pupils on roll.
- The girls come from Yiddish-speaking homes and speak English as an additional language. Their families do not access secular media such as national newspapers, radio, television or the internet.
- The school is divided into four phases, each with its own head of school. A compliance officer has recently been appointed.
- There is no alternative provision made for pupils.

School details

Unique reference number	100291
Inspection number	10008518
DfE registration number	204/6242

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 109(1) and (2) of the Education and Skills Act 2008.

Type of school	Orthodox Jewish day school
School status	Independent school
Age range of pupils	3–16
Gender of pupils	Girls
Number of pupils on the school roll	839
Proprietor	Bnois Jerusalem Girls School Trust
Chair	Mr J Weider
Headteacher	Mrs S Sonnenschein
Date of previous school inspection	7–8 February 2012
Annual fees (day pupils)	Voluntary contribution
Telephone number	0208 800 5781
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