

Bnois Jerusalem Girls School

16 November 2016

79/81 Amhurst Park, London N16 5DL

Overall outcome

The school does not meet all of the independent school standards that were checked during this inspection

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b) and 15

- It was found at the time of the last inspection that leaders did not take sufficient actions to safeguard pupils. Staff recruitment was viewed as haphazard and the school policy on recruitment checks was not followed. Leaders were unsure about which version of the single central record of these checks was the current one. Concerns were also identified about how the school managed the potential risks to pupils' safety on the site.
- The school now has one single central record in place which is up to date and includes all staff and trustees. Scrutiny of this showed that some checks had not been undertaken prior to staff starting at the school, as required. Leaders are still failing to adhere to their recruitment policy and consequently the overall process is not sufficiently robust. For example, references are too readily accepted and gaps in employment history are not rigorously followed up. This standard remains unmet.
- Leaders have revised their safeguarding policy to meet the requirements of the most recent statutory guidance. They have ensured staff are familiar with this and the school's child protection systems. The school does not have a website but parents are made aware they can request a copy of the policy via a notice in the school office and it is included as part of the prospectus pack.
- Leaders are taking a much more robust approach to ensuring pupils' safety on the school premises. Risk assessments are now in place and followed and the day-to-day management of the site, to minimise the risk to pupils, is much improved. Nonetheless, as leaders recognise, work remains to be done to the premises to ensure the health and safety of pupils.
- At the last inspection, the pupil admission register was found to be incomplete. Leaders have rectified this so they now have an accurate record of the pupils on the roll and the destinations of any who leave. The school has improved its systems for monitoring pupils' attendance and has suitable systems in place to ensure no child goes missing from education. Leaders are starting to review and analyse pupil attendance. This standard is now met.

- The standards for safeguarding remain unmet.

Paragraph 10

- At the time of the last inspection it was found that because pupils had limited knowledge of the personal characteristics protected by law, they could be at risk of prejudicial bullying.
- The school has revised its anti-bullying policy since the November 2015 inspection based on current Department for Education (DfE) advice for tackling and protecting pupils from bullying. Leaders have acted to implement the policy to broaden pupils' awareness of different types of bullying, although specific reference is not made to all types of bullying. However, pupils have greater awareness of people's differences and how this can place them at risk of bullying or discrimination. Year 9 pupils developed their own anti-bullying messages and policy which they said aided their understanding of tackling and preventing bullying. Pupils and leaders spoke of the importance of tolerating and respecting others. At this inspection, pupils reported that they feel safe in school and that staff always help and support them. Records show that bullying is uncommon but is dealt with seriously if concerns arise.
- This standard is now met.

Paragraphs 11, 12, 14, 16, 16(a) and 16(b)

- The previous inspection reported that the school still did not implement the school's health and safety policy. It was also reported that the risk assessment file lacked details in relation to risks and actions taken to lessen risk to pupils. Further, while leaders undertook visual checks of the site, they did not act to remedy obvious hazards that were found.
- Much progress has been made in addressing the concerns about the health and safety of the premises. Leaders have revised their health and safety and risk assessment policies. They commissioned an externally led health and safety audit and acted on the recommendations. Systems to assess risk have significantly improved, with risk assessments for all areas completed covering most aspects of school life with measures to minimise risk identified.
- Routine daily, weekly and termly checks relating to the cleanliness and risk mitigation measures are in place and monitored. Leaders and staff are now more proactive in making improvements in health and safety. For example, food hygiene arrangements for the early years have significantly improved over the last six months. A hotline to the school's on-site caretaker is ensuring rapid follow up of concerns, and was observed in action during the inspection. Nonetheless, some parts of the school remain grubby and a risk to pupils. However, leaders acknowledge this and have plans in place to complete the refurbishment work, reflecting that their health and safety policy is now suitably implemented.
- The previous inspection found that the school did not comply with the Regulatory Reform (Fire Safety) Order 2005. Fire appliance testing remained out of date, fire exit signage was missing and fire alarms dangled unattached from the ceilings.
- A full fire assessment of the premises was undertaken in January 2016. This identified three recommendations to the school, all of which have been actioned; this has included the replacement of some fire doors to ensure that they are

suitably fire resistant. Details of fire evacuation procedures are on display in all classrooms. Fire exit signage is in place throughout the school. Two drills have been carried out this term and accurately recorded. Fire appliance testing was undertaken shortly after the last inspection. The fire alarm system is now fully installed, with checks of alarms and emergency lighting undertaken weekly and recorded, as required.

- Concerns about the safe supervision of pupils were raised at the last inspection. No such concerns were seen on this inspection. Pupils were well supervised at the start of the day, with teachers at the front doors to meet and welcome pupils. Throughout the day, both in lessons and lunchtimes, teachers were observed supervising pupils. They were vigilant in the outside areas.
- These standards are now met.

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

Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e) and 18(3)

- At the time of the last inspection the school's procedures to ensure the suitability of staff remained uncoordinated and it was not possible to ascertain that checks were complete and up to date.
- The school is now taking a coordinated approach to recruitment. The updated and current single central record shows the school now has an accurate record of the required pre-employment checks for identity, qualifications where relevant, right to work, prohibition from teaching, medical checks and disqualification and barring service (DBS) and any appropriate further checks for staff who have lived or worked overseas. However, while they record the date of the necessary barred list checks, these are not all carried out prior to employment, as required. Also, when the school makes use of a DBS from a previous employer, leaders have not undertaken a barred list check prior to their starting at the school. This is at odds with the school's own policy and the statutory guidance.
- While some parts of this standard are met, the overall standard and the one for barred checks are unmet.

Paragraphs 20(3), 20(3)(a), 20(3)(a)(i), 20(3)(a)(ii), 20(3)(b), 20(3)(b)(i), 20(3)(b)(ii), 20(3)(b)(iii), 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)

- At the time of the last inspection the DfE had not been informed that the chair of the proprietorial body had changed. Consequently, the required suitability checks had not been undertaken. The DfE has now been informed, the required suitability checks have been undertaken and the chair is correctly named on 'Edubase', the publicly available DfE database of schools.
- These standards are now met.

Paragraphs 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)

- The required suitability checks on the members of the proprietorial body were not confirmed at the time of the last inspection.
- The proprietorial body consists of seven trustees, including the chair. They are all

named in the current school prospectus. All the required checks for the six trustees have been undertaken.

- These standards are now met.

Paragraphs 21(1), 21(2), 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), 21(3)(b), 21(4), 21(6), 21(7), 21(7)(a) and 21(7)(b)

- At the time of the last inspection it was found that the school still did not keep a single central record of the required staff employment checks. The school was unsure which version was current and the document was not readily accessible.
- Leaders have successfully rectified this. A single record of employment checks is now kept. It is kept in school at a central access point. All the required information on checks, including the date for each check, is recorded. Cross-matching to staff files shows this to be an accurate record. Dates of recent checks and the name of who carried out the checks are also recorded. This provides the school with one single access point for the employment checks for each member of staff. The school does not make use of supply or contract staff.
- These standards are now met.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1) and 23(1)(a))

- At the time of the last inspection the standard of toilet and washing facilities continued to be very poor. Toilets lacked privacy and were viewed as unhygienic. Hand-washing facilities did not have soap and were without hot water.
- All of the toilets now have doors; in one area the doors are temporary with new higher standard ones ordered. New facilities have been installed for secondary-aged girls and have been fitted to a high standard. Hot water is available at all sinks, including in the new medical room. Soap is available at all sinks. New hand dryers have been installed in each facility across the school. Check sheets are in use and these show daily checking to ensure the areas are clean. These toilets are solely used by pupils; there are separate and labelled facilities for staff. Pupils stated they are no longer using the washing facilities to access drinking water and none were seen doing so during the visit.
- These standards are now met.

Paragraphs 23(1) and 23(1)(c)

- At the time of the last inspection, the school had still not provided changing accommodation as required. Leaders explained that this is because pupils are not required to change into separate kit for physical education. The two shower cubicles that had been installed were not suitable for the number of pupils in the school.
- The school has removed the two shower cubicles seen at the last inspection and installed two new ones. Both include a small but private area for changing. It is still the case that the pupils do not change into separate kit for physical education, although they do change their shoes. Pupils are taught physical education one class at a time. Leaders have carefully considered whether two shower cubicles are adequate to meet the requirements. They have considered

the competing demands on space at the school and that showers are rarely if ever used following physical education lessons. The school has sought advice on this issue, including from the DfE. Leaders arrived at the conclusion that they were not required to use additional school space for the provision of more showers. However, they did not fully consider the overall requirements of this independent school standard in making their decision. The two showers and the small changing accommodation they provide are not sufficient for a class of 18 to 22 pupils. The school therefore continues to fail to provide suitable changing accommodation and showers for secondary-aged pupils.

- These standards remain unmet.

Paragraphs 24(1), 24(1)(a) and 24(1)(b)

- The medical facilities for sick or injured pupils did not meet requirements at the last inspection. Leaders have now set up a separate and private area using one of the rooms previously used for the crèche which includes a sink, toilet and storage. A bed is set up and ready for use, with a second bed available, should this be required given the numbers of pupils in the school.

- These standards are now met.

Paragraph 25

- At the time of the last inspection the condition of the premises and accommodation at the school continued to present a serious risk to pupils. Classrooms were cramped and the premises remained overcrowded and unsafe throughout. Concerns included: floors that were still unfinished and uneven; damp walls; peeling paintwork; large holes in the ceilings; electrical wires trailing from ceilings; unfinished light fittings; and exposed pipework.
- Much work has been undertaken to improve the premises. This has focused on the decoration in classrooms, new flooring, repairs to plasterwork, making cabling/electrical fittings safe and the refurbishment of pupil toilets. New doors with glass panels have been fitted to most classrooms, which staff say has improved their access to classrooms to check on pupils' safety and learning.
- The secondary-phase teaching areas have been redesigned and many classrooms enlarged. Most flooring in these classrooms and corridors has been replaced. This part of the school, with the wider corridors, better lighting and completed décor, is clean and suited to its purpose. However, as leaders acknowledge, other areas are not completed to this improved standard. Corridors and offices remain grubby with much of the woodwork, including classroom doors, unpainted. Very little work has been done to the staircases. They remain grubby and the floor covering worn. While it is apparent that some cleaning has been undertaken in the early years classrooms, these remain in need of redecoration.
- While toilet areas are now cleaner or refurbished and have doors, the locks on many doors cannot be released from the outside to assist a pupil in case of an emergency. This poses a health and safety risk, particularly for younger pupils.
- The front area outside numbers 75 to 81 Amhurst Park has been fenced and resurfaced and the steps up to each front door made safe. However, this is not the case for number 71 and the rear playgrounds continue to give rise for concern in relation to pupils' health and safety due to overcrowding, uneven

surfaces and other hazards.

- The concerns about lax security identified at the last two inspections have been addressed. School actions to improve security include installation of buzzer entry systems and robust checking of visitors on arrival.
- This standard remains unmet.

Paragraphs 27(1), 27(a) and 27(b)

- At the time of the last inspection it was found that some of the corridors and classrooms were dark and poorly lit. In the secondary area, reorganisation of the internal layout and removal of a staircase have enlarged classrooms and opened up previously cramped corridors. New windows have been installed in most of the classrooms in numbers 75 to 81 Amhurst Park, thus improving the access to natural light. New lighting has been installed to improve light in corridors where there is no natural light and in some of the classrooms where windows are smaller. Further work is planned to improve lighting alongside other premises improvements.
- These standards are now met.

Paragraphs 28(1), 28(1)(a), 28(1)(b), 28(1)(c) and 28(1)(d)

- At the time of the last inspection it was found that there was just one drinking fountain installed for use by all pupils and that pupils were using hand-washing facilities for access to drinking water.
- In its action plan the school stated that it intended to install an additional drinking fountain and ensure there was water available in every classroom and in the school offices.
- The school has carried out its plan to install an additional drinking fountain outside and to ensure there is access to suitable and labelled supplies of drinking water in every classroom. In some classrooms, this is access to bottled water, which is routinely refreshed, and in others it is via a mains supply. Pupils are no longer using the hand-washing facilities for access to drinking water. Pupils said this was consistently the case and that they had ready access to labelled drinking water.
- These standards are now met.

Paragraphs 29(1), 29(1)(a) and 29(1)(b)

- It was reported at the last inspection that the playground area remained unsafe for the number of pupils who use it, that surfaces were uneven and some brick work was protruding. This remains the case. The planned works to resurface the rear main playground have not taken place. Other health and safety concerns identified at the time of the September 2014 inspection remain. The school also has plans to make use of other external school space.
- A new area dedicated for use by early years pupils has been established. The surfaces here are flat and there is a soft landing area underneath the climbing frame. However, there is insufficient space for the number of pupils who were using it during the lunchtime observation on this inspection. Some pupils used ride-on toys and it was difficult for them to ride them properly. This posed a risk

to other children, although staff were seen to be vigilant.

- The rear playground is also used for physical education lessons. Pupils were seen to play netball with energy and enthusiasm. However, the marked out area lacks space for safe energetic play.
- These standards remain unmet.

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 last inspection it was found that failings in leadership continued to place the welfare, health and safety of pupils at risk. Leaders were not making use of the relevant DfE advice and guidance, such as for recording admissions and attendance, and they had not made pupils adequately aware of the protected characteristics described in the Equality Act 2010.
- It was also reported that the proprietor and trustees had continued to expand the school despite the previous application for a material change in this respect being turned down. It was viewed that the proprietor, trustees and leaders placed pupils who attended the school at risk because the buildings were too crowded and not suitable for use as a school.
- The proprietorship of the school and the identity of the chair of trustees remained unclear. This has now been rectified, although the DfE were not notified until July 2016.
- Leaders have worked hard to make improvements. They have prioritised pupils' education, health and safety through new systems for the management of the site, risk assessment with follow-up actions and focused refreshment work on classrooms. However, leaders have continued to admit pupils to the school, despite the lack of approval for their material change application. While the décor in most classrooms has been improved, many are still too cramped for the numbers of pupils taught within them. This is particularly so in the early years and primary phases. This is also the case in both the main playground and the one for the early years children; they are too small for the number of pupils using them at any one time. Although the school has plans to increase the space available to pupils for play, this provision is not currently in place. These factors continue to impact negatively on pupils' health, safety and education.
- Leaders' knowledge of the independent school standards has improved, and this is reflected in new policies and procedures, particularly in relation to pupils' welfare, health and safety. To address the concerns raised in the last inspection and meet the independent school standards, the school wrote an action plan in January 2016 which they have since revised for the current academic year. Review of the plan shows that the identified actions are being carried out but some aspects are not planned for completion until 2017. Improvements have been made to the school's safeguarding arrangements but overall they remain ineffective.
- There is a more rigorous approach to ensuring the consistency of work across the four phases, led by the headteacher. The trustees are routinely monitoring the progress of the action plan towards meeting the independent school standards. However, for some aspects such as recruitment, improved systems are not

rigorously and robustly applied or checked. The school is rightly seeking and acting on the advice of consultants and experts, such as in early years education and fire safety. However, the managers do not always stand back and consider the full implications of the requirements of each standard, such as for accommodation for physical education. Consequently, while evidence of progress is demonstrated through the meeting of many of the previously failed independent school standards, some, including those relating to pupils' safety and well-being, remain unmet.

- The crèche, which was raised as a concern at the last two inspections, is now closed. However, the school has now opened a class for two-year-olds, which is below the school's lower registered age limit of three years.
- The standards in this part remain unmet.

Schedule 10 of the Equality Act 2010

- Pupils' lack of awareness of the protected characteristics described in the Equality Act 2010 and the risks this could pose to them were raised as a concern at the time of the last inspection. Leaders are working to broaden pupils' learning and preparation for life in Britain. Older pupils have sufficient awareness and knowledge of the protected characteristics of the Equalities Act 2010 at a basic level.

Statutory requirements of the Early Years Foundation Stage

- The statutory requirements of the early years foundation stage were not checked at this inspection. However, as reported above, concerns about the premises apply to the early years foundation stage classrooms and play areas. Further, the size and set-up of some rooms mean that the learning environments have the potential to limit children's choices and learning experiences.

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.

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

- The proprietor ensures 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 (paragraphs 7, 7(a) and 7(b)).
- The proprietor ensures 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 (paragraphs 18(2) and 18(2)(a)).
- The proprietor ensures 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 (paragraphs 23(1) and 23(1)(c)).
- 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 (paragraph 25).
- The proprietor ensures 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 (paragraphs 29(1), 29(1)(a) and 29(1)(b)).
- The proprietor ensures 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; and fulfil their responsibilities effectively so that the independent school standards are met consistently; and actively promote the well-being of pupils (paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

The school now meets the following independent school standards

- The proprietor ensures 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).
- The proprietor ensures 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).
- The proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).
- The proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff (paragraph 14).
- The proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006

(paragraph 15).

- The proprietor ensures 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 (paragraphs 16, 16(a) and 16(b)).
- The proprietor ensures 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 (paragraphs 18(2) and 18(2)(b)).
- The proprietor ensures 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 (paragraphs 18(2), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii) and 18(2)(c)(iv)).
- The proprietor ensures 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 (paragraphs 18(2) and 18(2)(d)).
- The proprietor ensures 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 (paragraphs 18(2) and 18(2)(e)).
- The proprietor ensures that the checks referred to in sub-paragraphs 18(c) to (e) are completed before a person’s appointment (paragraphs 18(2) and 18(3)).
- The proprietor ensures 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 (paragraphs 20(3), 20(3)(a), 20(3)(a)(i) and 20(3)(a)(ii)).
- The proprietor ensures 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 (paragraphs 20(3), 20(3)(b), 20(3)(b)(i), 20(3)(b)(ii) and 20(3)(b)(iii)).
- The proprietor ensures 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 (paragraphs 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)).
- The proprietor ensures 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 (paragraphs 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)).
- The proprietor ensures 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 (paragraphs 21(1) and 21(2)).
- The proprietor ensures that the information referred to in sub-paragraph 21(1) shows, in relation to each member of staff appointed on or after 1 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 (paragraphs 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)).

- The proprietor ensures that the information referred to in sub-paragraph 21(1) shows, in relation to each member of staff in post on 1 August 2007 who was appointed at any time before 1 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 (paragraphs 21(1) and 21(4)).
- The proprietor ensures 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 1 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 (paragraphs 21(1) and 21(6)).
- The proprietor ensures 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 1 August 2007 who was appointed at any time before 1 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 (paragraphs 21(1), 21(7), 21(7)(a) and 21(7)(b)).
- The proprietor ensures that suitable toilet and washing facilities are provided for the sole use of pupils (paragraph 23(1) and 23(1)(a)).
- The proprietor ensures 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 (paragraphs 24(1), 24(1)(a) and 24(1)(b)).
- The proprietor ensures 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 (paragraphs 27, 27(a) and 27(b)).
- The proprietor ensures 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 (paragraphs 28(1), 28(1)(a), 28(1)(b), 28(1)(c) and 28(1)(d)).

School details

Unique reference number	100291
DfE registration number	204/6242
Inspection number	10021166

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	Orthodox Jewish day school
School status	Independent school
Age range of pupils	3 to 16
Gender of pupils	Girls
Number of pupils on the school roll	820
Number of part-time pupils	None
Proprietor	Bnois Jerusalem Girls School Trust
Chair	Mr J Wieder
Headteacher	Mrs M Landau
Annual fees (day pupils)	Paid on a voluntary basis
Telephone number	020 8800 5781
Website	None
Email address	bnosjerusalem@gmail.com
Date of previous standard inspection	7–8 February 2012

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.
- Since the last full inspection in 2012 the school has continued to expand its premises and has admitted more pupils. There are currently 820 girls on the roll whose ages range from two to 16, with 145 children in the early years foundation stage, where they all receive public funding. Leaders stated there are ten pupils with a statement of special educational needs or an education, health and care plan in place, all of whom are in

receipt of local authority funding. A further 34 are identified as needing additional learning support.

- The school no longer runs a crèche for babies and children up to the age of three. However, it now has a class for two-year-olds. Nine children of this age are enrolled and included in the overall number on the school 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. The school's compliance officer, appointed prior to the last inspection in November 2015 to help the school meet the requirements of the independent school standards, is also the headteacher and lead for the early years foundation stage.
- There is no alternative provision made for pupils.

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 third inspection to monitor the progress that the school is making. However, it is the fourth 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 and the last full inspection of the school in February 2012. The proprietor wanted to increase the maximum number of pupils to 850, and to continue using additional buildings at 71 and 75 Amhurst Park, London.
- A material change inspection took place on 20 December 2013. It was commissioned by the 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.
- On 11 November 2015 a progress monitoring inspection took place to review the school's progress in implementing its action plan and to review the additional evidence the school had provided in its May 2015 submission to the DfE. Notice was given to the school of this inspection. This inspection found that none of the previously unmet independent school standards were met and identified further unmet standards. Furthermore, the school had continued to expand despite not receiving approval for this.
- In mid-June 2016 a meeting took place between the school and the DfE when it was agreed that this third progress monitoring inspection would take place. The school's action plan was given to the DfE at this meeting; it was not evaluated by Ofsted.

- This inspection was conducted at no notice and was led by the same inspector who led the September 2014 progress monitoring inspection.
- The inspector toured all the school's premises with the headteacher, including almost all classrooms. Other leaders, including the premises manager, joined the tour of the site at different times. The inspector met with pupils from key stages 2, 3 and 4 and a small group of teachers. She also held meetings with the headteacher, premises manager and the head of the secondary department and two trustees, and reviewed school documents relating to the premises and pupils' welfare, health, safety and safeguarding. The inspector also scrutinised the school's most recent version of its action plan.
- The DfE asked the inspector 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 and accommodation) and part 8 (quality of leadership in and management of schools). The inspector was also asked to evaluate the effectiveness of safeguarding at the school and check that the safeguarding policy is made available to parents.

Inspection team

Angela Corbett, lead inspector

Ofsted Inspector

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