

Bnos Zion of Bobov

65–67 Ravensdale Road, London N16 6TJ

Inspection date

24 April 2017

Overall outcome

The school is unlikely to meet the relevant independent school standards if the material change relating to the school provision is implemented

Main inspection findings

Part 1. Quality of education provided

Paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(1)(b)(ii), 2(2), 2(2)(a), 2(2)(b), 2(2)(c), 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii), 2(2)(h) and 2(2)(i), 3, 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(g), 3(h), 3(i), 3(j) and 4

- School leaders and the proprietor have not ensured that that the school's curriculum and learning policy comply with the Equality Act 2010. The policy makes no reference to protected characteristics for sexual orientation and gender reassignment. School leaders and the proprietor were clear that the current policy is in accordance with their faith. As a result, standards relating to protected characteristics are unlikely to be met.
- School leaders are effectively developing the range of subjects in the proposed senior school curriculum. For example, leaders have developed a computer room so that pupils can study and use information and communication technology. School leaders have worked in partnership with other Jewish Orthodox schools to provide a suitable range of qualifications that meet the needs of pupils. Leaders have ensured that the school is ready to offer qualifications through recently registering the school as an examination centre. Pupils' work in art has been enhanced through advice from a local maintained secondary school. The school employs a specialist teacher for physical education (PE) lessons through Hackney local authority. As a result, pupils benefit from specialist PE teaching and experience a range of different activities.
- School leaders ensure that teaching is effective and enables pupils to make progress across a range of subjects. Teachers have strong subject knowledge. They explain concepts clearly and ask probing questions to check pupils' understanding. Pupils concentrate well, ask questions and have positive attitudes to learning. Since the last inspection, school leaders have taken effective action to improve the quality of teaching in mathematics, introducing new schemes of work and providing additional training for teachers. As a result, pupils' learning and progress in mathematics are particularly strong.
- School leaders have not ensured that standards are likely to be met by the school if the Department for Education (DfE) decides to approve implementation of the

material change.

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

Paragraph 5, 5(a), 5(b), 5(b)(i), 5(b)(ii), 5(b)(iii), 5(b)(iv), 5(b)(v), 5(b)(vi), 5(b)(vii), 5(c), 5(d), 5(d)(i), 5(d)(ii) and 5(d)(iii)

- Leaders have made a policy decision to not include all of the protected characteristics in the school's curriculum. As a result, the standards relating to fundamental British values and the Equality Act 2010 are unlikely to be met.
- Pupils know and understand British values and their Jewish faith instils in them the concept of respect for all. They learn about Islam and Christianity in their studies of Jewish history and in current affairs. For example, pupils know about the Muslim holy book, the Koran. Pupils have visited the House of Commons and can explain the meaning of democracy. Pupils make links between extremism in current affairs and in history, for example in their studies of the Russian revolution. Pupils enjoy current affairs lessons and were able to talk about the presidential elections in the United States of America. The school takes great care to ensure that pupils develop empathy, but also understand the risk of stereotyping, as illustrated for example in a recent assembly about the Westminster attack. Aspects of pupils' spiritual, moral, social and cultural development are effectively promoted and pupils benefit from a range of experiences within the curriculum, and in assembly time.
- School leaders have not ensured that the standards are likely to be met by the school if the DfE decides to approve implementation of the material change.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b), 11, 12, 14, 16, 16(a) and 16(b)

- The health and safety policy is not implemented effectively. School leaders are not alert to hazards arising from the maintenance of their existing premises, the building of the extension and conversion of 69 Ravensdale Road. Potential hazards, such as a hole in the floor of the textiles room and cracked glass in a door panel, have not been identified by school leaders. As a result, the standard relating to the health and safety policy and the action taken to reduce risks are unlikely to be met.
- The recommendations of the fire safety inspection of the proposed new premises have not been actioned. These relate to the lack of fire notices and signage for escape routes, the lack of fire extinguishers, and the uneven ground on the escape route. As a result, the standard relating to the Regulatory Reform (Fire Safety) Order 2005 is unlikely to be met.
- The safeguarding policy meets requirements. The school does not have a website. However, policies are readily available on request. The safeguarding policy is included as an insert with the school's prospectus.
- School leaders have not ensured that all the standards are likely to be met by the school if the DfE decides to approve implementation of the material change.

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

Paragraph 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), 18(2)(f), 18(3), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(2)(e), 19(3), 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), 20(6)(c), 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(4), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b), 21(5)(c), 21(6), 21(7), 21(7)(a) and 21(7)(b)

- School leaders have a secure knowledge of the most recent employment checks required for staff and governors. The appropriate pre-employment checks are completed and recorded accurately on the school's single central record.
- School leaders have ensured that standards are likely to be met by the school if the DfE decides to approve implementation of the material change.

Part 5. Premises of and accommodation at schools

Paragraph 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 24(1)(c), 24(2), 25, 26, 27, 27(a), 27(b), 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b), 29(1), 29(1)(a), 29(1)(b) and 30

- School leaders and the proprietor have not ensured that the school premises are maintained to a standard to ensure pupils' health, safety and welfare. The senior school extension adjoins the back of the existing premises. Where these new and old buildings join, there are unfinished wall surfaces. The ground level between and around the buildings is uneven and the floor and ground level at various heights present a hazard for pupils. Steps vary in construction, height and depth and step edges are unclear. One set of steps is crumbling away. An outside staircase on the proposed new building at 69 Ravensdale Road has no handrail and the wall itself is unfinished with exposed brickwork. There is building rubble in the outside space meant for pupils. As a result, the standard relating to the maintenance of premises is unlikely to be met.
- Classrooms are bright, clean, warm and well kept; they provide a positive learning environment for pupils. Toilets and washing facilities, lighting and medical room facilities are appropriate.
- School leaders have not ensured that standards are likely to be met by the school if the DfE decides to approve implementation of the material change.

Part 8. Quality of leadership in and management of schools

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

- The standards relating to leadership and management are unlikely to be met because other standards relating to the curriculum and pupils' spiritual, moral, social and cultural development are unlikely to be met. Also unlikely to be met are standards relating to the health and safety of the premises.
- Aspects of leadership and management are effective and having a positive impact on pupils' learning, progress and personal development. The headteacher and senior leaders are ambitious for the school and take steps to work in partnership with others

to ensure the best for the pupils.

- School leaders have not ensured that the standards are likely to be met by the school if the DfE decides to approve the implementation of the material change.

Compliance with regulatory requirements

The school is unlikely to meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that are relevant to the material change.

The school is unlikely to meet the following independent school standards

- The proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which do not undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs, and provide for the matters specified in sub-paragraph (2), is drawn up and implemented effectively. For the purposes of paragraph (2)(1)(a), the matters are personal, social, health and economic education which encourages respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010 (the 2010 Act) (paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(ii), 2(2), 2(d), 2(d)(ii)).
- The proprietor ensures that the teaching at the school does not undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs; and does not discriminate against pupils contrary to Part 6 of the 2010 Act (paragraph 3, 3(i), 3(j)).
- The proprietor 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 and ensures that principles are actively promoted which encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act (paragraph 5, 5(a), 5(b), 5(b)(vi)).
- 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 appropriate action is taken to reduce risks that are identified (paragraph 16, 16(b)).
- The proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard so that, so far as is reasonably practicable, the health, safety and welfare of pupils is ensured (paragraph 25).
- 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; fulfil their responsibilities effectively so that the independent school standards are met consistently; and actively promote the well-being of pupils (paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

School details

Unique reference number	136015
DfE registration number	204/6073
Inspection number	10030922

This inspection was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Jewish Orthodox day school
School status	Independent school
Proprietor	Mr M Rothfeld
Chair	Mr C Lipschitz
Headteacher	Mrs S Horowitz
Annual fees (day pupils)	No fees (the school is supported by the community)
Telephone number	020 8211 1945
Website	None
Email address	administration@bobovschool.co.uk
Date of previous standard inspection	10–11 July 2014

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	3 to 13	3 to 16	Not recommended
Number of pupils on the school roll	218	221	Not recommended

Pupils

	School's current position	School's proposal
Gender of pupils	Girls	Girls
Number of full-time pupils of compulsory school age	218	221
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	12	12
Of which, number of pupils with a statement of special educational needs or an education, health and care plan	1	1
Of which, number of pupils paid for by a local authority with a statement of special educational needs or an education, health and care plan	1	1

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	20	20
Number of part-time teaching staff	15	15
Number of staff in the welfare provision	0	0

Information about this school

- Bnos Zion of Bobov is an independent Jewish Orthodox day school for girls between the ages of three and 13.
- The school occupies two adjacent houses in Stamford Hill, which have been converted for educational use.

- The school serves the local Jewish Bobov community. Yiddish is the main community language.
- The school's education is built firmly on the principles of the Torah. The school aims for all pupils to develop their understanding of their Jewish identity and heritage, but also to be well prepared for life in modern Britain.
- There are currently 218 pupils on roll: 37 in Nursery, 23 in Reception, 38 in key stage 1, 66 in key stage 2 and 54 in the senior school.
- The material change inspection was commissioned by the Department for Education because the school wished extend the existing premises at 65–67 Ravensdale Road and convert two floors of 69 Ravensdale Road. The school intends to extend the age range of pupils from 3–13 to 3–16 and to increase the registration from 165 pupils to 221 pupils.
- The school has partially implemented the material change and has not informed the Department for Education. There are currently 11 pupils in Year 9 and 15 pupils in Year 10. The extension and the additional floors in 69 Ravensdale Road are currently in use.
- The school's last standard inspection was in July 2014, when it was judged to be good.

Information about this inspection

- This inspection was conducted by Ofsted at the request of the Department for Education to consider the school's application for a material change to move to extend the premises, change the age range of pupils from 3–13 to 3–16 and to increase the registration from 165 pupils to 221 pupils.
- The focus of the inspection was to consider whether the independent school standards in Parts 1, 2, 3, 4, 5 and 8 were likely to be met if the proposed material changes were approved.
- The inspector met with the headteacher and other senior leaders and held a telephone conversation with the proprietor. The inspector undertook a tour of the school with the headteacher.
- The inspector visited classes in Years 7 to 10, across a range of subjects. The majority of these were joint visits with the senior leader responsible for the secular curriculum. The inspector spoke to pupils in classes and also held discussions with pupils at break- and lunchtime.
- A wide range of documents was scrutinised, including curriculum plans, the school improvement plan, attendance registers and documents relating to safeguarding and health and safety.
- There were no responses to Ofsted's online questionnaire, Parent View.

Inspection team

Janet Hallett, lead inspector

Her Majesty's Inspector

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