

Guru Gobind Singh Khalsa College

Roding Lane, Chigwell, Essex IG7 6BQ

Inspection dates

16 January 2019

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

Paragraph 11

- At the previous monitoring inspection, despite leaders' actions, the standard remained unmet.
- Leaders have continued to undertake actions in line with their reviewed health and safety policy. However, the required maintenance work to the school site is still in progress, as was the case during the progress monitoring visit in June 2018. Leaders have not acted urgently to ensure that all this work has been undertaken in a timely way.
- This independent school standard remains unmet.

Paragraph 12

- At the previous monitoring inspection, leaders had successfully carried out some of the proposed actions towards meeting this standard. However, the school did not fulfil the Fire Safety Order (2005) and so this standard remained unmet.
- Leaders have ensured that some of the concerns raised at the previous monitoring inspection have been rectified. During this inspection, the electrical installation condition report was available to inspectors. Gas testing and emergency lighting checks have been undertaken and the number of fire extinguishers has increased. Additionally, signage is now compliant, emergency exits are clear and appropriate recording of checks is in place.
- The fire alarm system has now been fully updated throughout the school building but is still awaiting final certification.
- While leaders have ensured that a recent fire risk assessment has been completed, leaders have not responded with sufficient urgency to the findings of the assessment to reduce the risks from fire. For example, leaders have failed to remove all of the display boards that were deemed to be a fire risk. Additionally, there is outstanding work recommended to take place following the fire risk assessment, for example fitting fire strips to doors and ensuring that glazing is appropriately fire rated, that has not been fully undertaken to ensure that all risk is minimised.

- Following a tour of the school, inspectors found that some areas, such as the library, are much tidier than previously found during the inspection in June 2018. However, there remain a number of rooms where there is not sufficient vigilance to the remaining health and safety issues. There are store cupboards that are not accessible due to clutter. Inspectors saw a craft, design and technology room where passageways are blocked with unused computer equipment. Some rooms have missing tiles and hanging wires, as previously reported in June 2018.
- During the previous monitoring inspection, inspectors found combustible items in unlocked cabinets and cupboards. During this inspection, inspectors again found dangerous liquids such as sulphuric acid in the same unlocked cabinets. Leaders are not undertaking their duties thoroughly to ensure pupils' health and safety.
- This independent school standard remains unmet.

Paragraph 15

- Following the previous monitoring inspection in June 2018, this standard was met. However, close scrutiny of the admission and attendance register was required to strengthen and secure the processes in place.
- Leaders have failed to maintain the routine checks on admissions to ensure that they are updated. Although leaders have all the information that is required, they do not have it recorded in one place to ensure that it is compliant with legal requirements. For example, the admissions information presented to inspectors did not show pupils' contact details, dates of pupils leaving the school and information about the next schools which pupils attended.
- In addition, the evidence presented showed that the school's admission register did not take account of the latest September 2016 legal guidance 'Children missing education: statutory guidance for local authorities'.
- Leaders have failed to ensure that this independent school standard remains met. The standard is now unmet.

Part 5. Premises of and accommodation at schools

Paragraph 25

- During the previous monitoring inspection in June 2018, inspectors determined that the school premises were still not being maintained to a standard which positively promoted pupils' health, safety and welfare. This was because there was unfinished work and leaders' processes for carrying out health and safety checks were weak. Leaders were also unclear about the legal requirements.
- During this inspection, inspectors found that the school building is still not in a suitable state to ensure the welfare and safety of pupils. The processes for undertaking health and safety checks continue to be weak. Leaders are not responding with enough urgency to aspects requiring attention. They are not checking to ensure that actions are completed in a timely manner. Leaders are not demonstrating an appropriate understanding about the importance of maintaining the school premises to secure pupils' health, safety and welfare.
- There remain outstanding actions which pose a risk to pupils' health, safety and welfare. For example, while on the tour of the school, inspectors found that windows on the first

floor were still unsafe. Some were still not fitted with stays to restrict how far they could be opened and so could be opened fully. As was the case during the previous monitoring inspection, this continues to present a potential health and safety risk to pupils.

- This independent school standard remains not met.

Part 8. Quality of leadership in and management of schools

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

- This standard was not met at the previous standard inspection and the first progress monitoring inspection because leaders did not demonstrate a good enough understanding of the independent school standards and, consequently, did not implement them fully. Furthermore, school leaders did not actively promote pupils' health, safety and well-being.
- Trustees and school leaders are still not demonstrating the necessary knowledge and expertise to ensure that all the independent school standards are met consistently.
- With regard to safeguarding, the leaders overseeing this aspect are carrying out their roles effectively. Since the previous monitoring inspection, this area of leaders' work has continued to improve. As a result, the culture of safeguarding among staff, pupils and parents is stronger and everyone understands their responsibility and accountability to safeguard pupils.
- Trustees and more senior leaders have not ensured that the whole of the proposed action plan has been implemented. Not all actions outlined in the action plan submitted to, and evaluated by, Ofsted have been undertaken to ensure that leaders develop the knowledge and understanding to meet this standard. For example, leaders' action plan reports that trustees and senior leaders will attend training about the independent school standards. This has not taken place. As a result, trustees and senior leaders are not able to show they fully understand how to ensure that all standards are met.
- Evidence indicates that strategic leadership roles and responsibilities are unclear and not fully understood by trustees and the headteacher. This is resulting in a lack of urgency and precision in leaders' work. They are uncertain about which actions are making a difference and do not routinely ensure that all leaders and staff are held to account for the roles they have.
- There remains a lack of urgency and precision from trustees and senior leaders in monitoring work being carried out to ensure that pupils' health, safety and well-being is a priority.
- Unmet standards at the previous monitoring inspection remain unmet during this inspection. There has been little improvement in the rigour and strategic direction trustees and senior leaders demonstrate in their work and oversight of the school. There is not a clear capacity in the senior leadership and management of the school to bring about these urgent improvements.
- Leaders have failed to ensure that this independent school standard is 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, as set out in the annex of this report. 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	115437
DfE registration number	881/6042
Inspection number	10080602

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	Independent school with a religious character
School status	Independent school
Age range of pupils	3 to 19
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	349
Of which, number on roll in sixth form	33
Number of part-time pupils	None
Proprietor	Guru Gobind Singh Khalsa College
Chair	N/A
Headteacher	Amarjit Toor
Annual fees (day pupils)	£5,892 to £6,720
Telephone number	020 8559 9160
Website	www.ggskcollege.co.uk
Email address	info@ggskcollege.co.uk
Date of previous standard inspection	26–28 September 2017

Information about this school

- Guru Gobind Singh Khalsa College is situated in Chigwell. It opened in September 1993 and is a non-selective day school for boys and girls, aged between three and 19 years of age.
- The school was last inspected in September 2017 and its overall effectiveness was judged to be inadequate.
- The school welcomes pupils of any faith as well as those who have no faith.

- The school aims to provide a high-quality education for each individual pupil, to promote equality and to develop young people with the attitude and skills to become successful members of society.
- The school has a few pupils with special educational needs and/or disabilities or an education, health and care plan.
- The school does not make use of any alternative provision.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- The Department for Education (DfE) commissioned Ofsted to focus on the unmet standards in connection with: pupils' health, safety and welfare; premises and accommodation; and the quality of leadership and management.
- This was the second progress monitoring inspection following the school's previous standard inspection in September 2017, when the school's overall effectiveness was judged inadequate.
- The inspection was conducted without notice.
- Following the previous standard inspection, a school action plan was submitted to the DfE in March 2018. This contained the actions that leaders identified they were going to take in order to meet the independent school standards. The DfE accepted the school's action plan as appropriate.
- Meetings were held with the headteacher and both the designated safeguarding leader and the deputy designated safeguarding leader. Additionally, inspectors toured the school with leaders, spoke to staff, parents and pupils and undertook a health and safety check with the person responsible for health and safety.
- The lead inspector held a telephone conversation with a trustee.
- Inspectors scrutinised the review and progress of the school's action plan, the safeguarding policy and the procedures for safeguarding pupils. Information on pupils' behaviour, admissions and attendance was also evaluated.

Inspection team

Tracy Fielding, lead inspector

Her Majesty's Inspector

John Randall

Her Majesty's Inspector

Annex

Compliance with regulatory requirements

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain unmet at this inspection

Part 3. Welfare, health and safety of pupils

- The proprietor must 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).
- The proprietor must ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12).

Part 5. Premises of and accommodation at schools

- The proprietor must 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).

Part 8. Quality of leadership and management of schools

- The proprietor must 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; 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)).

Standards that were met at the previous inspection and are now unmet at this inspection

Part 3. Welfare, health and safety of pupils

- The proprietor must ensure that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 15).

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