

Report for a Progress Monitoring Visit

School name	Oholei Yosef Yitzchok Lubavitch School
DfE number	355/6028
Registered charity number	513728
Address	460 Bury New Road Salford Lancashire M7 4LH
Headteacher	Mrs Janet Hanson
Chair of governors	Rabbi David Hickson
Date of visit	8 November 2018

1. Introduction

Characteristics of the school

- 1.1 Oholei Yosef Yitzchok Lubavitch School is a Jewish independent day school. The school opened in 1997 as a day school for girls aged 3 to 16 years, and for boys aged from 3 to 5 years. In 2010, the school expanded to educate boys up to the age of 16 on a separate site. In December 2016, the school moved its main site to premises in Salford, where boys aged 2 to 4 years and girls aged 2 to 17 years are now educated. Boys aged from 5 to 16 years are educated at a separate site, approximately one mile away. The school is a registered charity, owned by the Lubavitch community, who are responsible for its governance. Pupils come from Jewish families predominantly located in the Manchester and Salford areas.
- 1.2 At the time of the visit there were 125 pupils in the school; 51 boys and 74 girls. The school has identified 15 pupils as having special educational needs and/or disabilities, including visual impairment and processing difficulties. All are provided with support by the school. One pupil in the school has an education, health and care plan. English is an additional language for 21 pupils, whose needs are supported by their classroom teachers.

Purpose of the visit

- 1.3 This was an unannounced progress monitoring visit at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection on 21 to 22 March 2018.

Regulations which were the focus of the visit	Team judgements
Part 3, paragraph 7 (safeguarding)	Remains unmet
Part 3, paragraph 15 (admission register)	Met
Part 4, paragraph 18 (suitability of staff)	Met
Part 4, paragraph 21 (single central register of appointments)	Met
Part 6, paragraph 32 (provision of information)	Met
Part 8, paragraph 34 (quality of leadership and management)	Remains unmet

2. Inspection findings

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

Safeguarding policy

- 2.1 The school meets the requirements.
- 2.2 The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

Safeguarding implementation

- 2.3 The school does not meet the standard.
- 2.4 The school's safeguarding policy is implemented effectively. The designated safeguarding lead (DSL) and the deputy DSLs have received suitable training and this training is up-to-date. There is a named DSL for the Early Years Foundation Stage (EYFS). The DSL understands the need for prompt action and appropriate contact with the Salford safeguarding children board, without prior investigation, in reporting concerns about pupils and allegations against staff. The chair of governors has been nominated by the governing body to liaise with the school on safeguarding matters and meets with the DSL regularly. The governors understand the need to carry out an annual review of policy and practice, and have commissioned a safeguarding audit as part of their review. Members of staff, including those new to the school, receive suitable safeguarding training. They demonstrate a clear awareness of their own safeguarding responsibilities and of how to refer any concerns about children which they may have. They have read and understood the relevant parts of *Keeping Children Safe in Education (September 2018)* and the school's own safeguarding policy. The pupils said they felt happy and safe in the school and believed that staff would listen to them if they had any concerns. They are aware of what they should do to keep safe when online.
- 2.5 The school has ensured that most of the necessary recruitment checks are made, including those against the barred list and for prohibitions from teaching and management, as required by action point of the previous inspection. However, the school has not in all cases obtained the required staff employment histories and references prior to the starting date for their employment. Therefore, the school has not fully met the action point of the previous inspection.

Welfare, health and safety of pupils – admission and attendance registers [ISSR Part 3, paragraph 15]

- 2.6 The school meets the standard.
- 2.7 An admissions register is maintained as required. The school has met the action point of the previous inspection by ensuring that the details of any previous school are recorded for each pupil in the school.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18 and 21]

- 2.8 The school meets the standards.
- 2.9 The school has ensured that the required recruitment checks on staff for identity, medical fitness, the right to work in the United Kingdom, qualifications, criminal background checks both in the United Kingdom and overseas, where appropriate, are carried out in a timely manner. Hence, the action point of the previous inspection has been met.
- 2.10 The details of appointments have been recorded in a suitable manner, but in two separate documents with the same format for each of the two parts of the school. These two registers have now been combined so that the school has a suitable single central register of appointments.

Provision of information [ISSR Part 6, paragraph 32]

- 2.11 The school meets the standard.
- 2.12 The school meets the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are provided to parents on request, as the school currently has no website.
- 2.13 The school has met the action point of the previous inspection by providing for parents contact details of the governors in the parent handbook and by distributing copies of the most recent inspection report at parent evenings.
- 2.14 The parent handbook contains a statement of the aims and ethos of the school. The school provides copies on request of its policies including those for: safeguarding; admissions; behaviour, sanctions and exclusions; bullying; complaints; first aid; and health and safety.

Quality of leadership and management [ISSR Part 8, paragraph 34]

- 2.15 The school does not meet the standard.
- 2.16 Since the previous inspection, the leadership and management have ensured that the school's approach to safeguarding policy and practice has been strengthened, with particular regard to reviewing safeguarding rigorously and regularly. Recent changes in statutory guidance have also been noted and incorporated into current policy and practice.
- 2.17 The separate registers of appointments for the girls' and boys' parts of the school were combined during the visit, so that the school now maintains a suitable single central register of appointments as required.
- 2.18 Most required recruitment checks on staff are carried out in a timely manner. The school has a staff recruitment policy which includes a clear statement setting out its requirements for a completed employment history and two references. However, the leadership and management have failed to follow the school's own policy and ensure that staff employment histories and references are obtained in all cases prior to their starting date, as required by statutory guidance. Hence, the leadership and management have thereby failed to demonstrate the necessary skills and knowledge to fulfil their responsibilities so that the above Independent School Standards are consistently met to ensure the well-being of the pupils. In consequence the school has not fully met the action point of the previous inspection.

3. Regulatory action points

- 3.1 The school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014 and requirements of the Early Years Statutory Framework and should take immediate action to remedy deficiencies as detailed below.

ISSR Part 3, Welfare, health and safety, paragraph 7

- Ensure that those responsible for appointments follow statutory guidance with regard to carrying out all required recruitment checks, in particular by obtaining employment histories and references for all staff [paragraph 7(a) and (b)].

ISSR Part 8, Quality of leadership and management, paragraph 34

- Ensure that those responsible for appointments have the skills and understanding required to follow statutory guidance with regard to recruitment checks and thereby actively promote the well-being of pupils [paragraphs 34(1)(a), (b) and (c)] .

4. Summary of evidence

Written materials

- Safeguarding policy
- Records of staff training with particular reference to safeguarding
- Records relating to child protection matters
- Code of conduct for staff
- Whistleblowing policy
- Staff recruitment policy
- Single central register of appointments
- Parents' handbook
- Minutes of the governors' annual review of safeguarding

Meetings with school personnel

- Introductory meeting with headteacher and senior leadership – to discuss arrangements for the day and to provide initial thoughts on areas specified as the focus for the visit
- Meeting with the DSL and the two deputy DSLs – to discuss implementation of safeguarding policy, including the annual review by governors, and staff training
- Meeting with the personnel responsible for carrying out staff recruitment checks – to review the school's recruitment procedures and to scrutinise the single central register of appointments and associated documents
- Brief oral feedback to the headteacher and senior leadership

Activities on site

- Further scrutiny and evaluation of implementation of policies and documentation as detailed above
- Interviews with pupils in Years 6 and 8 at both the boys' and girls' parts of the school, chosen by inspectors
- Interviews with staff at both the boys' and the girls' parts of the school chosen by inspectors
- Meeting of inspectors to discuss findings