

Bhaktivedanta Manor School

Dharam Marg, Hilfield Lane, Aldenham, Watford, Hertfordshire WD25 8EZ

Inspection dates

15 March 2017

Overall outcome

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

Main inspection findings

Part 1. Quality of education provided

Paragraphs 3, 3(a), 3(d) and 3(g)

- The previous inspection on 13–15 September 2016 found that teaching and assessment did not challenge pupils to make good progress from their individual starting points. The most able pupils often started work at the same level as others. Pupils who have special educational needs and/or disabilities were not supported well enough for their academic needs. Systems to assess pupils' progress were weak, and were not being used to analyse the performance of different groups of pupils or to inform teachers' planning.
- The school's action plan stated that the proprietor would monitor teachers' lesson plans on a weekly basis. The plan also stated that the school would review and revise the arrangements for continuing professional development of staff, including skills to assess pupils' work thoroughly and accurately. The plan stated that most-able pupils would be identified so that appropriate interventions could be implemented. The plan included proposals to implement a new tracking system to monitor pupils' progress.
- Inspectors were not provided with evidence to show that teachers' lesson plans are monitored on a weekly basis. Inspectors' visits to lessons and scrutiny of a large number of books covering all year groups, subjects and pupils of different abilities show that teaching does not meet the needs of different groups of pupils in order to ensure that they make good progress from their different starting points.
- Visits to lessons and scrutiny of pupils' books show that work set for some of the most able pupils is not sufficiently challenging.
- Some members of staff have attended relevant training courses, including in the use of assessment without levels and looking at the achievements for different groups of pupils in key stage 2. However, there is insufficient evidence to show that this training has had any impact.
- The school's leaders have not yet implemented systems to establish pupils' different starting points. As yet, no system is in place to assess pupils' progress. Minutes of a meeting of the governors' curriculum committee held on 7 March 2017 show that the school was discussing the possibility of purchasing a commercial assessment system or using a paper-based approach. Leaders and governors have not acted with sufficient urgency in addressing the weaknesses in the assessment of pupils' progress.

- This independent school standard is not met.
- This independent school standard is not likely to be met if the Department for Education (DfE) decides to approve the implementation of the material change.

Part 3. Welfare, health and safety of pupils

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

- Inspectors were requested to consider the school's compliance with this independent school standard with regard to its request for a material change to increase the number of pupils on roll from 30 to 60.
- The school does not have an up-to-date safeguarding policy published on its website. The policy on the website was last reviewed in March 2016. The published policy does not make reference to the latest guidance, 'Keeping Children Safe in Education' (September 2016). Although the school produced an annex document relating to the latest guidance, as well as evidence that most staff had received and read part one of 'Keeping Children Safe in Education' (September 2016), the published policy does not provide sufficient up-to-date guidance and information for staff, parents and others.
- The school has not carried out all of the necessary vetting checks of its teaching staff. No prohibition from teaching checks have been carried out.
- The school was unable to provide any documentation to demonstrate its compliance with the Regulatory Reform (Fire Safety) Order 2005.
- This independent school standard is not met.
- This independent school standard is not likely to be met if the DfE decides to approve the implementation of the material change.

Paragraph 11

- Inspectors were requested to consider the school's compliance with this independent school standard with regard to its request for a material change to increase the number of pupils on roll from 30 to 60.
- The school has an appropriate health and safety policy and monitors its implementation effectively.
- This independent school standard is met.
- This independent school standard is likely to be met if the DfE decides to approve the implementation of the material change.

Paragraph 12

- Inspectors were requested to consider the school's compliance with this independent school standard with regard to its request for a material change to increase the number of pupils on roll from 30 to 60.
- The school was unable to provide any documentation to demonstrate its compliance with the Regulatory Reform (Fire Safety) Order 2005. The headteacher stated that all of the relevant documentation had been taken off site. Hence, inspectors were unable to confirm compliance with this paragraph.
- This independent school standard is not met.

- This independent school standard is not likely to be met if the DfE decides to approve the implementation of the material change.

Paragraph 14

- Inspectors were requested to consider the school's compliance with this independent school standard with regard to its request for a material change to increase the number of pupils on roll from 30 to 60.
- There are sufficient staff available to supervise the proposed number of 60 pupils. There are currently 53 pupils on roll.
- Inspectors observed pupils being effectively supervised in lessons, as they moved around the school and while at play.
- This independent school standard is met.
- This independent school standard is likely to be met if the DfE decides to approve the implementation of the material change.

Paragraphs 16, 16(a) and 16(b)

- Inspectors were requested to consider the school's compliance with this independent school standard with regard to its request for a material change to increase the number of pupils on roll from 30 to 60.
- The school has appropriate risk assessments in place for all on-site activities as well as activities that take place off site. Potential risks are assessed, with appropriate actions to be taken should any incident occur.
- This independent school standard is met.
- This independent school standard is likely to be met if the DfE decides to approve the implementation of the material change.

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

Paragraphs 18(2) and 18(2)(b)

- Inspectors were requested to consider the school's compliance with this independent school standard with regard to its request for a material change to increase the number of pupils on roll from 30 to 60.
- While most of the vetting checks of staff have been carried out, the proprietor has failed to carry out the prohibition from teaching checks.
- The standard in this paragraph is not met.
- This independent school standard is not likely to be met if the DfE decides to approve the implementation of the material change.

Paragraphs 21(1), 21(3), 21(3)(a), 21(3)(a)(iii), 21(3)(a)(iv) and 21(3)(b)

- While the single central register of recruitment checks records that most of the checks have taken place, it does not record checks of relevant qualifications or that a prohibition from teaching check has taken place.
- The standard in this paragraph is not met.
- This independent school standard is not likely to be met if the DfE decides to approve the implementation of the material change.

Part 5. Premises of and accommodation at schools

Paragraphs 23, 24, 25, 26, 27, 28 and 29

- Inspectors were requested to consider the school's compliance with these independent school standards with regard to its request for a material change to increase the number of pupils on roll from 30 to 60. There are currently 53 pupils on roll, using the school's premises and accommodation.
- Apart from the independent school standard contained in paragraphs 28(1) and 28(1)(c) (detailed below), all other independent school standards are met and are likely to be met if the DfE decides to approve the implementation of the material change. As at the time of the previous inspection:
 - suitable toilet and washing facilities are provided
 - suitable facilities are provided for medical needs
 - the school premises and accommodation are maintained to a suitable standard
 - the acoustic and lighting conditions are suitable
 - suitable outdoor space is available for pupils to play outside and for physical education.

Paragraphs 28(1) and 28(1)(c)

- The proprietor has not ensured that drinking water has been labelled as such.
- This independent school standard is not met.
- This independent school standard is not likely to be met if the DfE decides to approve the implementation of the material change.

Part 8. Quality of leadership in and management of schools

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

- The previous inspection on 13–15 September 2016 found that monitoring and evaluation by senior staff and the governing body were not rigorous enough in order to improve teaching or to raise pupils' outcomes. The roles of the governing body, the special educational needs coordinator and the subject leaders were not well developed. The school did not meet two of the independent school standards because pupils did not make good progress.
- In its action plan, the proprietor stated that governance would be strengthened by revising governors' roles and responsibilities. The plan also stated that a special educational needs coordinator would be appointed. The plan stated that subject leadership would be strengthened by focusing the work on raising standards in subject leaders' subjects. The plan stated that curriculum policies would be updated. The proprietor also stated that good-quality training would be provided to improve teaching.
- The governing body has been restructured with a new chair of the governing body, appointed in January 2017. Including the chair, seven members of the governing body are new appointments. Meetings of some of the committees have taken place. Discussions with the chair of the governing body indicate that he is aware of the school's weaknesses and what actions require to be taken. However, progress in implementing the actions in the action plan has been slow to date.

- No teachers have had training in meeting the needs of pupils who have special educational needs and/or disabilities.
- Curriculum policies have not yet been updated.
- No work has taken place in developing subject leadership.
- Inspectors' visits to lessons and scrutiny of work in pupils' books do not suggest that the quality of teaching has improved sufficiently to raise pupils' outcomes.
- As well as the two unmet standards checked on in this progress monitoring inspection, inspectors found additional standards that are now unmet.
- Although the action plan submitted by the school was judged to be acceptable, the proprietor has not implemented the actions with enough urgency.
- In addition to checks for this independent school standard relevant to this monitoring inspection, this standard was also considered as part of the school's request for a material change to increase the registered number on roll from 30 pupils to 60. Not all of the independent school standards relating to the school's arrangements for the welfare, health and safety of pupils are met. Therefore, an additional paragraph for the independent school standard relating to leaders and managers actively promoting the well-being of pupils is not met because of the out-of-date safeguarding policy, the lack of any information about fire safety and because the school has not carried out all of the required vetting checks of staff.
- This independent school standard is not met.
- This independent school standard is not likely to be met if the DfE decides to approve the implementation of the material change.

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 unmet at this inspection

- The proprietor must ensure that the teaching at the school:
 - enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught;
 - shows a good understanding of the aptitudes, needs and prior attainment of the pupils and ensures that these are taken into account in the planning of lessons; and
 - demonstrates that a framework is in place to assess pupils' work regularly and thoroughly and uses information from that assessment to plan teaching so that pupils can progress (*paragraphs 3, 3(a), 3(d) and 3(g)*).
- The proprietor must ensure that those 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 (*paragraphs 34(1), 34(1)(a) and 34(1)(b)*).

Standards that were met at the previous inspection, but are now judged to not be met at this inspection

- The proprietor must 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 (*paragraphs 7, 7(a) and 7(b)*).
- The proprietor must ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (*paragraph 12*).
- The proprietor must ensure that no such person carries out work, or intends to carry out work, at the school in contravention of a 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 must keep a register that shows such of the information referred to in subparagraphs (3) to (7) as is applicable to the school in question. In relation to each member of staff appointed on or after 1st May 2007, whether:
 - a check was made to establish whether each staff member 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 each member of staff had the relevant qualifications; and
 - a check was made to establish whether each staff member 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)(iii), 21(3)(a)(iv) and 21(3)(b)*).
- The proprietor must ensure that cold water supplies that are suitable for drinking water are clearly marked as such (*paragraphs 28(1) and 28(1)(c)*).
- The proprietor must ensure that those 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)*).

School details

Unique reference number	117654
DfE registration number	919/6228
Inspection number	10033412

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	Other independent school
School status	Independent school
Age range of pupils	4 to 11
Gender of pupils	Mixed
Gender of pupils in the sixth form	Mixed
Number of pupils on the school roll	53
Proprietor	ISKCON (International Society for Krishna Consciousness)
Chair	Mr Kartik Khandwala
Headteacher	Mrs Wendy Harrison (also known as Padma Dasi)
Annual fees (day pupils)	£1,400
Telephone number	01923 851000
Website	http://school.bhaktivedantamanor.co.uk
Email address	bvmanorschool@gmail.com
Date of previous standard inspection	13–15 September 2016

Information about this school

- The school is registered as a school with a religious character and a Hindu ethos. The school occupies part of the large site of the Hare Krishna temple at Bhaktivedanta Manor. Most pupils are from families practising the Hindu faith.
- At the September 2016 standard inspection, the school's overall effectiveness was judged as requires improvement and two of the independent school standards were not met.
- The school is registered to admit a maximum of 30 pupils. There are 53 pupils currently on the school roll. The registered age range is four to 11 years. Pupils currently at the school are aged four to rising 12 years.

- In March 2016, Ofsted conducted a material change inspection at the request of the Department for Education (DfE). This was to consider the proprietor's request to increase the number of registered pupils from 30 to 60 because, for the past four years, the school had admitted twice the number of pupils it is permitted to admit. At the time of that inspection, the school was found to be unlikely to meet the independent school standards relating to the school's arrangements for safeguarding pupils, the recording of sanctions and the suitability of staff and proprietors.
- The proprietorial body also owns and runs an early years provision on the same site as the school. The Manor Pre-School (URN 130503) is registered with Ofsted and is inspected separately. The school and the pre-school are run separately, although some members of the governing body are governors of the pre-school and the school.

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.
- Inspectors met with the headteacher. They visited every class to observe pupils' learning.
- Documentation about safeguarding, including the school's single register of recruitment checks of staff, was scrutinised. The school's policies on safeguarding and health and safety were also seen. A search for statutory information made available on the school's website was undertaken. Inspectors also scrutinised the work in pupils' books from all year groups and across a range of subjects.
- The DfE asked inspectors to consider the proprietor's request for a material change to the school's registration: to extend the number of pupils in the school from 30 to 60. Inspectors were asked to consider the school's compliance with part 3 (paragraphs 7, 11, 12, 14 and 16), part 4, part 5 and part 8 of the independent school standards.

Inspection team

John Daniell, lead inspector

Her Majesty's Inspector

Cindy Impey

Her Majesty's Inspector

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