

# Greek Primary School of London

3 Pierrepont Road, Acton, London W3 9JR

**Inspection dates**

5 November 2018

**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 2(2), 2(2)(d)(ii) and 2(2)(i)*

- At the time of the previous inspection in January 2018 the standards were unmet. This is because leaders had not ensured that pupils were given enough guidance to enable them to pay due regard to people whose characteristics are protected in law. Additionally, the inspectors found that leaders did not ensure that pupils were prepared effectively for life in modern Britain.
- The action plan evaluation, in June 2018, judged that the standard was unlikely to be met if the school's proposed actions were implemented.
- This inspection found that leaders have made limited progress in meeting these standards.
- Although pupils show respect for others, they have a limited understanding of people whose characteristics are protected.
- Pupils have insufficient opportunities to learn about other cultures and faiths represented in the British society. Pupils who spoke to the inspector said that they would welcome further opportunities to learn about different cultures and religions.
- Leaders have not ensured that all the standards in this part are now met.

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

*Paragraph 5, 5(a) and 5(b)(vi)*

- At the time of the previous inspection, leaders had not ensured that British values were sufficiently well promoted. Additionally, pupils were not given enough guidance to enable them to pay due regard to people whose characteristics are protected in law.
- This inspection found that leaders have made some progress in meeting these standards, particularly in relation to promoting British values. Pupils have been involved in discussions on British values, and know about the rule of law, democracy and respect. They have been involved in the process of electing their classmates to the school council, and producing posters on British values. Pupils have visited the Houses of

Parliament. Locally elected council members have been invited to school to talk about elections and the democratic process in Britain.

- However, leaders acknowledge that that they still need to do more to ensure that pupils have a secure understanding of people whose characteristics are protected.
- Paragraph 5(a) is now met. However, paragraph 5(b)(vi) continues to be unmet.
- Leaders have not ensured that all the standards in this part are now met.

### Part 3. Welfare, health and safety of pupils

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

- At the time of the previous inspection in January 2018, these standards were met. Leaders and staff had received an appropriate level of training on safeguarding, and child protection procedures and were aware of their statutory duties. Checks on the suitability of staff were robust and safeguarding was effective.
- However, this inspection found that only some members of staff, including those new to the school, have received safeguarding training based on the current statutory guidance issued by the Secretary of State.
- The school's safeguarding policy has not been updated to take into account current guidance, and is not made available to parents, including on the school's website.
- Leaders have made arrangements with the local authority to deliver training for all staff on the current statutory guidance, with reference to 'Keeping children safe in education' (September 2018), in late November 2018. The school's safeguarding policy would then be updated accordingly and made available on the school's website.
- Leaders have not ensured that this standard continues to be met.

#### *Paragraph 12*

- At the time of the previous inspection in January 2018, the standards were unmet. This was because leaders had not ensured that fire risk assessments had been routinely completed, to conform to the Fire Safety Order 2005.
- Leaders have ensured that appropriate fire risk assessments have been carried out by an external fire safety company in March 2018 and actions identified have been followed through. Staff have been trained on fire safety, fire drills are regular, emergency lighting has been installed, fire exits are now clearly labelled and fire alarm and extinguishers have been serviced.
- The school is now compliant with the Regulatory Reform (Fire Safety) Order 2005.
- As a result, this standard is now met.

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

- At the time of the previous inspection, leaders had not ensured that risk assessments and the risk assessment policy were up to date.
- This inspection found that leaders have made limited progress in producing and implementing a risk assessment policy, and in ensuring that risk assessments are up to date. For example, there is no risk assessment for the external gate that can be opened by an older child. However, overall, pupils are safe and well supervised.

- Leaders have arrangements in place for an external consultant to conduct an audit on health and safety, and carry out further risk assessments in December 2018. Leaders plan to update all the relevant policies following this audit.
- As a result of the weaknesses in risk assessments, the paragraphs listed above continue to be unmet.
- Leaders have not ensured that all the standards in this part are met.

#### Part 6. Provision of information

*Paragraphs 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(2), 32(2)(a), 32(2)(b)(ii), 32(3), 32(3)(a), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(f) and 32(3)(g)*

- At the time of the previous inspection in January 2018 the standards were unmet. This is because leaders had not ensured that the school's website was up to date and contained all the required information for parents, including on policies.
- The action plan that was submitted in May 2018 stated that the school's website was under construction, and will be completed at the end of the summer term 2018. When the school's action plan was evaluated in June 2018, the school's website was judged not to be compliant with the independent school standards.
- This inspection found that there have been some improvements to the school's website, and the information it contains for parents. For example, there is information on the curriculum, teaching and assessment, previous inspection reports, contact details of the headteacher and proprietor, and details of the complaints procedure. Parents are informed that policies are available on the school's website.
- However, the school's website is not fully compliant with the independent school standards. For example, policies on safeguarding, admissions and health and safety are not available on the school's website. There are no clear arrangements for parents to access hard copies of the policies that are not available on the school's website. Additionally, information on pupils' performance is not made available on the school's website.
- Consequently, not all of the paragraphs listed above are met.
- Leaders have ensured that the following paragraphs are now met: 32(1), 32(1)(a), 32(1)(b), 32(1)(d), 32(2), 32(2)(a), 32(2)(b)(ii), 32(3), 32(3)(c), 32(3)(f) and 32(3)(g).
- However, the following paragraphs continue to be unmet: 32(1)(c), 32(3), 32(3)(a), 32(3)(d) and 32(3)(e).
- Leaders have not ensured that all the standards in this part are met.

#### Part 7. Manner in which complaints are handled

*Paragraphs 33 and 33(b)*

- At the time of the previous inspection in January 2018 this standard was not met because school's complaints policy was not made available to parents.
- This inspection found that the school's compliant policy is now made available to parents on the school's website.
- This standard is now met.

## Part 8. Quality of leadership in and management of schools

### *Paragraphs 34(1), 34(1)(a), and 34(1)(b)*

- At the time of the previous inspection in January 2018 inspectors identified that leaders and managers had failed to ensure that the independent school standards were consistently met.
- The evaluation of the school's action plan in June 2018 judged that the standard was unlikely to be met if the school's proposed actions were implemented. Although some timescales and completion dates were identified, the success criteria lacked detail and were not specific or measurable.
- Leaders have been working on improving their action plan, and have included timescales and specific dates for completion of the actions to address the unmet standards. However, there is still more work to be done on how leaders, including the proprietor, will evaluate the impact of the actions taken to ensure all the independent schools standards are consistently met.
- Leaders and the proprietor have acted to ensure that some of the standards that were unmet in the previous inspection have now been met. For example, leaders have ensured that British values are promoted well and that there is compliance with the Regulatory Reform (Fire Safety) order 2005. Leaders now make some of the policies and information available to parents on the school's website.
- All staff received regular training on safeguarding, based on the previous statutory guidance. However, leaders have not ensured that all staff have received training on safeguarding, based on the current statutory guidance, issued by the Secretary of State. Additionally, the school's safeguarding policy has not been updated to take into account current guidance, and is not made available to parents on the school's website.
- Leaders have not ensured that policies on health and safety, risk assessment, first aid and admissions are appropriately updated and made available to parents.
- Leaders know that they need to do more to teach pupils about other cultures and faiths represented in modern Britain, and that pupils have a secure understanding of people whose characteristics are protected.
- The standards in this part continue to be unmet.

### Schedule 10 of the Equality Act 2010

- At the time of the previous inspection in January 2018 the school's arrangements to fulfil its duties under schedule 10 of the Equality Act 2010 were not met.
- This inspection found that leaders have not written an appropriate accessibility plan to meet the requirements of Schedule 10 of the Equality Act 2010.

## **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.

### **The school now meets the following independent school standards**

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

- 5, 5(a) The standard about the spiritual, moral, social and cultural development of pupils at the school is met if 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.

#### **Part 3. Welfare, health and safety of pupils**

- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.

#### **Part 6. Provision of information**

- 32(1) The standard about the provision of information by the school is met if the proprietor ensures that:
  - 32(1)(a) the information specified in sub-paragraph (2) is provided to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate
  - 32(1)(b) the information specified in sub-paragraph (3) is made available to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate
  - 32(1)(d) following an inspection under section 108 or 109 of the 2008 Act, a copy of the report of the inspection (if it has been sent to the proprietor) is published and maintained on the school's internet website, and provided to the parents of each registered pupil, by any date specified by the body who conducted the inspection.
- 32(2) The information specified in this sub-paragraph is:
  - 32(2)(a) the school's address and telephone number and the name of the headteacher
  - 32(2)(b)(ii) the proprietors' address and telephone number of its registered or principal office.
- 32(3) The information specified in this sub-paragraph is:
  - 32(3)(c) particulars of the policy referred to in paragraph 2

- 32(3)(f) details of the complaints procedure referred to in paragraph 33, and the number of complaints registered under the formal procedure during the preceding school year; and
- 32(3)(g) a copy of the report of any inspection carried out under sections 108 or 109 of the 2008 Act or section 87(1) of the 1989 Act.

### **Part 7. Manner in which complaints are handled**

- 33, 33(b) The standard about the manner in which complaints are handled is met if the proprietor ensures that a complaints procedure is drawn up and effectively implemented which deals with the handling of complaints from parents of pupils and which is made available to parents of pupils.

## School details

Unique reference number	131788
DfE registration number	307/6080
Inspection number	10056883

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
Number of pupils on the school roll	74
Number of part-time pupils	0
Proprietor	The Greek Embassy in London
Chair	George Kosyvas
Headteacher	Dr Barbara Masourou
Annual fees (day pupils)	No fees charged
Telephone number	020 89926156
Website	<a href="http://dim-london.europe.sch.gr/">http://dim-london.europe.sch.gr/</a>
Email address	<a href="mailto:londongreekprimary@gmail.com">londongreekprimary@gmail.com</a>
Date of previous standard inspection	9–11 January 2018

### Information about this school

- The Greek Primary School of London is a small co-educational primary school, which was opened in 1984 by the Greek Ministry of Education to serve the Greek community in London.
- The Greek government provides free education at the school for Greek pupils. All pupils are either native Greek speakers or bilingual.
- There are currently 74 pupils on roll, aged from 4 to 11, and all attend full time. There are a very small number of children who are in Reception; there is no nursery.

- The school is currently registered to admit up to 80 pupils. There are no pupils who have special educational needs and/or disabilities. No pupil has an education, health and care plan. There are no disadvantaged pupils.
- The school teaches the Greek national curriculum and the language of instruction is Greek.
- The school aims to 'provide a high-quality education for its pupils, to encourage and deepen their understanding of the Greek language and culture, and to keep them in touch with their roots'.
- The current headteacher was appointed in November 2017.
- The early years leader is also the head of Reception and Year 1, according to the English national curriculum.
- There is a high turnover of staff. In the previous years, almost all staff, including the headteacher, were seconded from Greek schools for one year to work at the school. However, all the current staff, including the headteacher, are seconded at the school for at least three years.
- The role of the governing body is fulfilled by the 'educational counsellor'. As a representative of the proprietors, they check on the quality of education, and oversee the management of the school.
- There is high mobility among pupils, with pupils joining and leaving the school at different points during the school year.
- The school does not meet the statutory requirements for the publication of information on its website.
- The school's last standard inspection was from 9 to 11 January 2018.

## 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.
- At the request of the Department for Education (DfE), the inspection was carried out without notice. This was the school's first monitoring inspection since its previous standard inspection in January 2018 when some of the independent school standards were not met and the overall effectiveness of the school was judged as requires improvement.
- The school submitted an action plan in May 2018 outlining its proposals to address the unmet standards at its previous inspection. The action plan was evaluated in June 2018 and the proposed action plan was judged as not acceptable.
- The inspector was asked to report against the requirements contained within Parts 1, 2, 3, 6, 7 and 8 of the independent school standards. In addition, the inspector was asked to check the school's safeguarding policy and its implementation and that this policy is published on the school's website or otherwise made available to parents.
- The DfE reported that the school attempted to change its registration details on the maximum capacity of pupils from 74 to 100 and asked the inspector to consider this material change. However, the school leaders claim that they were attempting to correct the school's previous information on 'Get information about the school' (GIAS) on the capacity of the school, rather than requesting an increase in the number of pupils on roll. The current GIAS contains the correct information on the capacity of the school, which is 74, and matches the number of pupils on roll. Therefore, no material change was considered in this inspection.
- The inspector held a meeting with a group of key stage 2 pupils about their safety, well-being, learning and views about the school.
- The inspector met with the headteacher, the head of the lower school and teachers. The inspector held a telephone discussion with the proprietors' representative ('educational counsellor').
- The inspector scrutinised a range of documentation related to the independent school standards, including information on the curriculum, safeguarding, fire safety and risk assessments and policies. The inspector checked the records of pre-employment on a small number of new staff recently appointed to the school. The inspector also checked the school's compliance with Schedule 10 of the Equality Act 2010.
- The inspector conducted a short tour of the school and observed pupils in the playground during break to check on the safety and supervision of pupils.
- There were no recent responses to Ofsted's online survey (Parent View) at the time of the inspection.

## Inspection team

Avtar Sherri, lead inspector

Ofsted 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 un-met at this inspection*

#### **Part 1. Quality of education provided**

- 2(2) For the purposes of paragraph (2)(1)(a), the matters are–
  - 2(2)(d) personal, social, health and economic education which:
    - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act [1]
    - 2(2)(i) effective preparation of pupils for the opportunities, responsibilities and experiences of life in British society.

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

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor: ensures that principles are actively promoted which–
  - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

#### **Part 3. Welfare, health and safety of pupils**

- 16 The standard in this paragraph is met if the proprietor ensures that:
  - 16(a) 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
  - 16(b) appropriate action is taken to reduce risks that are identified.

#### **Part 6. Provision of information**

- 32(1) The standard about the provision of information by the school is met if the proprietor ensures that:
  - 32(1)(c) particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school's internet website or, where no such website exists, are provided to parents on request
- 32(3) The information specified in this sub-paragraph is:
  - 32(3)(a) particulars of the school's policy on and arrangements for admissions, misbehaviour and exclusions
  - 32(3)(d) particulars of arrangements for meeting the standards contained in paragraphs 9, 10, 11 and 13
  - 32(3)(e) particulars of the school's academic performance during the preceding school year, including the results of any public examinations.

#### **Part 8. Quality of leadership in and management of schools**

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school:
  - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently
  - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently.

The school does not comply with Schedule 10 of the Equality Act 2010.

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

### **Part 3. Welfare, health and safety of pupils**

- 7 The standard in this paragraph is met if the proprietor ensures that:
  - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
  - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.

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