

# Greek Primary School of London

3 Pierrepont Road, Acton, London W3 9JR

**Inspection dates**

9 May 2019

**Overall outcome**

**The school meets all of the independent school standards that were checked during this inspection**

## Main inspection findings

### Part 1. Quality of education provided

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

- At the progress monitoring inspection in November 2018, it was found that pupils had a limited understanding of people whose characteristics, such as disability, are protected. Additionally, it was judged that pupils had insufficient opportunities to learn about cultures and faiths, other than their own, represented in British society.
- The action plan stated a list of activities under the headings 'curriculum' and 'celebrations' which set out which aspects will be taught in each of the three terms throughout the school year. These overviews covered a range of celebrations and activities but lacked detail on what pupils would be taught.
- Leaders and teachers have gone beyond what was set out in the action plan. They have mapped in detail where, when and what pupils will learn about British values, other faiths and cultures and life in modern Britain. To do this they have looked across the subject schemes of work, including the discrete lessons in personal, social, health and citizenship education (PSHCE), special events, celebrations, trips and general discussions with pupils. They have also incorporated opportunities for pupils to develop age-appropriate understanding of the protected characteristics.
- Teachers also make use of current news events, as well as links with a local care home and another school. For example, they used the recent birth of the royal baby to discuss different types of family with key stage 2 pupils. Pupils articulated well their learning experiences and what they had learned about life in modern Britain. They showed a secure awareness of the diversity of British society, as well as a mature recognition of equality for all. However, pupils' views of life in Britain are very centred around London. Leaders agree that pupils would benefit from learning more about life in other parts of Britain.
- The requirements of this paragraph are met.
- The school meets all the requirements for this part.

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

### *Paragraph 5, 5(b), 5(b)(vi)*

- These standards were not met at the previous inspection because leaders had not ensured that pupils had a secure understanding of people with protected characteristics.
- The action plan set out the curriculum objectives for pupils' learning. The proposed actions were activities and events for each of the three terms of the school year. It was not made clear how leaders planned to meet the unmet standards.
- The school has adhered to the curriculum objectives set out in the action plan. Teachers have documented what pupils will learn across the school year in the various activities and events the school provides. Discussions with staff and pupils verified the depth and breadth of opportunities, as well as identifying some that had not been included. Pupils' learning on disability has included opportunities for older pupils to learn to sign and explore braille. Teachers are now working to review pupils learning about life in modern Britain, other faiths and cultures and their understanding of people with protected characteristics to enhance provision.
- The requirements of this paragraph are met.
- The school meets all the requirements for this part.

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

### *Paragraph 7, 7(a), 7(b)*

- At the time of the November 2018 inspection, these standards were not met because only some members of staff, including those new to the school, had received safeguarding training based on the current statutory guidance issued by the Secretary of State. It was also found that the school's safeguarding policy had not been updated to take into account the Secretary of State's September 2018 'Keeping children safe in education' statutory guidance. At that time, leaders had arrangements in place with the local authority to deliver training in late November 2018 to all staff on the September 2018 published statutory guidance. The school then intended to update its safeguarding policy and make it available to parents on the school's website.
- The action plan stated that the training for staff took place in November 2018. The safeguarding policy was then updated and made available to parents in January 2019.
- The school's website was checked ahead of the inspection. The school had followed through on its intentions to update the safeguarding policy and make this available to parents on the school website. Review of the revised safeguarding policy found it to be suitable and paying due regard to the 2018 statutory guidance.
- Scrutiny of school records showed that staff had participated in the planned training. Staff said they had found the training, delivered by the local authority, informative. They said that they felt better equipped to identify and report any concerns they may have about their pupils. Additional training in mental health matters, both for staff and pupils, was also helping them to ensure a safer and more supportive environment for pupils.
- The requirements of this paragraph are met.

*Paragraph 16, 16(a), 16(b)*

- At the previous inspection in November 2018, these standards were not met because leaders had not ensured that risk assessments and the risk assessment policy were up to date. It was also reported that the risks associated with the external gate had not been properly assessed or addressed.
- The school stated in its action plan that leaders would 'sign a contract' with a company to undertake health and safety audits. Leaders also planned for the headteacher to be trained in health and safety on four dates throughout February and March 2019 and for online training to be provided for staff. The school also stated that a risk assessment for the external gate was completed in November 2018 and a new gate and main entrance door would be installed by the end of May 2019. The school also intended to update its risk assessment policy and publish it on the website in May 2019.
- The school has carried out all of these actions and more. A new and more secure gate has been installed, and the work on the main entrance door is almost complete. Staff and the headteacher have all undertaken training and show a secure awareness of health safety matters and risk assessments. A full health and safety audit of the school took place in January 2019, with 39 actions identified for the school to address. Several included additional training for leaders and/or staff. All of the most urgent issues, including the additional training and an asbestos survey, have been addressed, together with most of the less urgent ones. The school is well on track to complete these by the end of the school year, in line with the recommendations of the health and safety consultant who undertook the audit.
- The headteacher, head of lower school and staff have worked with diligence on a comprehensive and detailed suite of risk assessments, covering all aspects of the premises and school life. Additional health and safety procedures have been established, such as for infection control and the management of asbestos and dangerous substances. The revised policy for health and safety is comprehensive and well set out. Both the health and safety and risk assessment policies are published on the school's website.
- The requirements of this paragraph are met.
- The school meets all the requirements for this part.

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

*All paragraphs*

- Leaders have continued to ensure that all appropriate checks are completed for staff. This is also the case for the temporary 'educational counsellor', who acts as the proprietor's representative.
- The recruitment systems and checking processes are robust, and firmly based on safer recruitment practice. The checks are appropriately and accurately recorded on the single central record.
- The school does not make use of contract or supply staff.
- Leaders have ensured that all the applicable requirements in this part continue to be met.

## Part 6. Provision of information

### *Paragraph 32(1), 32(1)(c), 32(3)(a), 32(3)(d), 32(3)(e)*

- At the progress monitoring inspection in November 2018, these standards were not met because the school's website was not fully compliant with the independent school standards. Policies on safeguarding, admissions and health and safety were not available on the school's website. Arrangements had not been made for parents to access hard copies of the policies that were not available on the school's website. Additionally, information on pupils' performance was not published on the school's website in line with the requirements.
- The school stated in its action plan that the website would be up and running by January 2019. The school also stated that all the relevant information, including the school's updated safeguarding policy and information on pupils' performance, would be published for parents to access.
- The school has followed through on its planned actions with the website published on 20 January 2019. The policies for safeguarding, behaviour, admissions, anti-bullying, health and safety, and first aid together with details of academic performance in the previous school year have been published. In line with their plan, parents were emailed on 24 January 2019 to inform them the website was operational and that policies were available for them to access. They could now access school policies and other information online and, if they wished, request paper copies.
- The requirements of this paragraph are met.
- The school meets all the requirements for this part.

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

### *Paragraph 34(1), 34(1)(a), 34(1)(b)*

- At the time of the inspection in November 2018 leaders had made some progress in addressing the unmet standards identified in January 2018. However, they had not ensured that all the independent school standards were met.
- The action plan stated that leaders would meet each month to review their actions, but it was not made clear how leaders intended to review the planned actions.
- The headteacher and head of lower school, supported by the educational counsellor and teachers, have successfully addressed all the unmet independent school standards identified at the inspection in November 2018. Both senior leaders are committed to improving provision and meeting the English independent school standards as well as the Greek education requirements. They are growing rapidly in their knowledge of the independent school standards. They have responded positively to the rejection by the Department for Education of the action plan. They are revising their plans while working with focus to address the shortcomings. This particularly applies to the work they have undertaken to improve health and safety arrangements for staff and pupils.
- The training provided for themselves and staff has gone beyond that outlined in the plan, as they have responded to feedback or identified further needs. For example, training has included work on health and safety and mental health matters.

- The previous educational counsellor has monitored and supported the school leaders, ensuring that they are on track to meet the independent school standards. The new educational counsellor, while acting in an interim capacity, is equally committed to supporting the leaders in their journey of improving the school.
- The school is in breach of its current published registration number. However, leaders are working with the Department for Education, the registration authority, to resolve this.

#### Schedule 10 of the Equality Act 2010

- At the time of the previous inspection the school did not have an accessibility plan in place.
- Leaders have now written a detailed accessibility plan that is reflective of the school's practice to ensure that pupils are able to access the curriculum, the premises and information.
- The school now complies with the requirement of Section 10 of the Equality Act 2010.

## **Compliance with regulatory requirements**

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

#### **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
  - 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**

- 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.
- 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 now complies with Schedule 10 of the Equality Act 2010.**

## School details

Unique reference number	131788
DfE registration number	307/6080
Inspection number	10103036

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	75
Number of part-time pupils	0
Proprietor	The Greek Embassy in London
Chair	Michail Kokolakis (acting)
Headteacher	Dr Barbara Masourou
Annual fees (day pupils)	No fees charged
Telephone number	0208 992 6156
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 school is currently registered to admit up to 74 pupils aged between 4 and 11.

- The Greek government provides free education at the school for Greek pupils. All pupils are either native Greek speakers or bilingual.
- There are currently 78 pupils on roll, all of whom attend full time. There are a very small number of children who are in Reception; there is no Nursery. There is high mobility among pupils, with pupils joining and leaving the school at different points during the school year.
- There are no pupils who have special educational needs and/or disabilities. No pupil has an education, health and care plan.
- 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 early years leader is also the head of Reception and Year 1, according to the English national curriculum. These pupils are taught in one class and forms the 'pre-school', which is also known as the 'Lower School'.
- In the past there has been a high turnover of staff. 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, he or she checks on the quality of education and oversees the management of the school. There was a change of educational counsellor from 1 April 2019. The current postholder is temporary until the permanent counsellor takes up his post on 1 July 2019.
- The school's previous standard inspection took place in January 2018, when the school was judged overall as requires improvement. All other aspects of the school, including the early years, were judged to be good except for leadership and management which was judged as requires improvement. This was because several of the independent school standards were judged as unmet. These related to the quality of education, pupils' spiritual, moral, cultural and social development, welfare, health and safety of pupils, the provision of information for parents and the school's leadership and management.
- A progress monitoring inspection took place in November 2018. While some of the unmet standards were judged as met, it was found that additional standards relating to the welfare, health and safety of pupils were no longer met.

## 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 second monitoring inspection since its previous standard inspection in January 2018. At that time, some of the independent school standards were not met. The overall effectiveness of the school was judged as requires improvement.
- The school submitted an action plan in May 2018, which detailed how it intended to meet the unmet independent school standards, identified in the January 2018 inspection. The plan was evaluated on 1 June 2018 and was judged to be unacceptable. A progress monitoring inspection took place on 5 November 2018 when some but not all of the unmet standards were judged to be met. Further standards were also identified as not meeting requirements. The school submitted a further action plan on 15 February 2019, outlining its proposals to address the unmet standards identified at the November 2018 progress monitoring inspection. This action plan was evaluated on 21 March 2019 and was judged as not acceptable.
- The inspector was asked to report against unmet requirements within Parts 1, 2, 3, 6 and 8 of the independent school standards. In addition, she was asked to check the school's safeguarding policy, its implementation and availability to parents.
- The inspector met with the headteacher, the head of the lower school and a group of teachers. The inspector held a telephone discussion with the proprietors' representative (the educational counsellor).
- 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 checked the school's single central record of staff checks, the safeguarding policy and its implementation. She scrutinised a range of documentation related to the independent school standards. These included documentation on the British values curriculum, safeguarding, staff training records, health and safety, risk assessments and policies. 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, visiting all classrooms and the school's outside area to check on the safety and supervision of pupils.
- There was one response to Ofsted's online survey (Parent View) at the time of the inspection.

## Inspection team

Angela Corbett, lead inspector

Ofsted Inspector

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