

# Harrow Independent College

308–310 East Cote Lane, Harrow, Middlesex HA2 9AH

**Inspection date**

18 October 2023

**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(1), 2(1)(a), 2(2), 2(2)(a)*

- The previous graded inspection in March 2023 found that leaders did not provide a broad and ambitious curriculum for all pupils. The curriculum for secondary-age pupils studying GCSE courses did not include a suitably broad range of subjects. Pupils did not have regular timetabled opportunities for physical education or for learning humanities and creative subjects. This limited pupils' post-16 options also.
- The school's post-inspection action plan outlined a range of ambitious priorities to introduce new subjects to the curriculum, recruit experienced teachers and invest in and develop a range of resources, facilities, policies and curriculum plans. However, the planned actions lacked detail. The plan proposed one single completion date for all the combined actions and the timescale was unrealistic, as was the associated budget.
- This inspection found that leaders have not realised their proposed actions to introduce new subjects to the curriculum, hire experienced staff and devise curriculum plans. Instead, the inspection found that leaders had stopped admitting pupils of compulsory school age. From September 2023, the school only supports students aged 16 to 19 years with A-level study on a part-time basis. The proprietor has applied to the Department for Education to formally change the school's registration to admit students aged 16 to 19 years only but the school's current registration is unchanged.
- These independent school standards (the standards) remain not met.

*Paragraphs 2(2), 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii), 2(2)(g), 5, 5(b), 5(b)(v), 5(b)(vi)*

- The previous inspection found that leaders had not prioritised the delivery of pupils' personal development education and had not ensured that all pupils accessed the planned personal, social, health and economic (PSHE) education and relationships and sex education (RSE) programmes. Leaders had not ensured that the programme of PSHE education and RSE had been taught to pupils according to the school's policies.
- Leaders' action plan stated that the PSHE education policy and curriculum would be updated and that a new member of teaching staff would be appointed. There was little detail provided and the actions were judged to be unrealistic.
- This inspection found that no students are receiving any timetabled personal

development provision and that solely A-level tuition is delivered. There are no lessons, assemblies, workshops, outings, projects or other planned opportunities to develop students socially, morally, spiritually or culturally. No PSHE education or RSE programmes are currently being taught.

- These standards remain not met.

*Paragraphs 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii)*

- The previous inspection found that careers guidance was limited to support for students with the completion of university applications. Leaders did not provide pupils with information regarding alternative options to enable them to make informed, independent choices and consider options for their future working lives. The inspection reported that leaders were at the advanced stages of developing a programme of careers education, drawing appropriately on external support and training, to be launched in September 2023.
- The action plan stated that a range of actions would be completed by 31 July 2023. These included appointing 'an appropriate careers leader[...]who can give impartial and beneficial advice to the leadership and careers team of the college to create a suitable careers program' as well as to 'meet students in groups and individually to provide helpful careers advice'.
- This inspection found that leaders have been unsuccessful in appointing a careers leader. The school's careers guidance continues to be weekly support for students with the completion of university applications only. No new programme of careers education was launched in September 2023. The school continues to not ensure that pupils have a broad view of the careers options open to them.

- These standards remain not met.

*Paragraphs 2A(1), 2A(1)(b), 2A(1)(d), 2A(1)(f), 2A(1)(g), 2A(2)*

- The previous inspection reported that leaders did not fulfil their responsibility to provide RSE for all pupils of secondary age, including students in Years 12 and 13, as the school's RSE policy stated that they would. Leaders had not consulted parents and carers about the content of the RSE programme or informed them about their statutory right to withdraw their children from the sex education part of RSE.
- Leaders' action plan stated that the RSE requirements were now being met and that RSE was taught to students in Years 12 and 13.
- This inspection found this not to be the case. The school's published RSE policy, which continues to outline the intended curriculum coverage for students in Years 12 and 13, and the associated curriculum plans are not being implemented.

- These standards remain not met.

- All the standards checked remain not met.

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

*Paragraphs 7 to 7(b)*

- The previous inspection found that leaders and staff did not know or fulfil their statutory safeguarding responsibilities. Leaders had not ensured that there was a culture of safeguarding across the school. Leaders and staff were not alert to potential and actual

safeguarding risks to pupils. Leaders with responsibility for safeguarding had not received up-to-date safeguarding training. Leaders did not ensure that they and staff received and acted upon training and guidance to identify and support vulnerable pupils. They were unclear about correct reporting procedures for safeguarding concerns. Leaders did not pay enough attention to encouraging pupils to recognise safe and unsafe situations. Leaders' awareness of and partnership with outside agencies to safeguard pupils' well-being was weak. Leaders did not ensure that referrals were made when concerns were raised.

- Leaders' action plan outlined a number of general actions to improve the school's culture of safeguarding. These mainly related to training and liaison with the local authority. The vast majority of the specific concerns raised at the previous inspection had not been addressed adequately or at all. Leaders collated their actions together with a completion date of 31 July 2023, which suggested a serious lack of urgency.
- This inspection found that the school's safeguarding arrangements remain weak for a range of reasons.
- The sole proprietor, who is also the headteacher, is also the school's named designated safeguarding lead. This is not appropriate.
- The school's published safeguarding policy, due for review in August 2023, has not been updated. This is because leaders mistakenly believe that they need to wait for a policy template from a local authority representative who visited the school in July 2023.
- Leaders with responsibility for safeguarding have attended some safeguarding training with the local authority. However, they have a poor knowledge and understanding of the latest 'Keeping children safe in education' statutory guidance. For example, they were not aware of the changes in guidance relating to attendance or filtering and monitoring. The school does not have a suitable system in place to filter content and monitor students' use of the internet.
- Staff have not received recent and specific up-to-date safeguarding training in light of the latest guidance or in relation to the specific context in which they work.
- Overall, the proprietor has still not ensured that there is a strong culture of safeguarding at the school. Leaders' knowledge and understanding is limited.
- This standard remains not met.

*Paragraphs 11, 12, 16 to 16(b), 25*

- At the previous inspection, leaders did not ensure that the school's policies for health and safety and risk assessment were implemented effectively. Health and safety concerns were not identified and addressed swiftly.
- Leaders outlined a range of suitable actions in their action plan. These suggested that suitable training for staff and a more vigilant culture of checking and dealing with concerns were established. However, all actions were to be completed by 30 June 2023, which suggested a lack of sense of urgency.
- This inspection found that the premises were in a generally acceptable state of repair. However, fire doors were being held open with door stoppers. The school's fire risk assessment, completed in April 2023, has not been read by leaders. Even the most basic improvement actions, highlighted as needing to be completed as soon as possible, have not been actioned. Leaders are not completing and commissioning the required monthly

and annual checks on the emergency lighting system. The school's current premises risk assessment was not readily available to be checked.

- These standards remain not met, and an additional standard relating to fire safety (paragraph 12) is also now not met.
- All the standards checked remain not met.

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

##### *All paragraphs*

- Routine checks on the single central record of pre-employment checks on staff found that some checks, such as prohibition from teaching and management, right to work in the UK and staff qualifications, had been completed but the date of the checks were not recorded.
- Some standards in part 4 are now not met, as listed in the annex to this report.

#### Part 5. Premises of and accommodation at schools

##### *Paragraphs 29(1) to (b)*

- The previous inspection found that leaders were not providing all pupils with physical education and had not made sure that pupils routinely had access to a suitable outdoor area for recreation.
- The school's action plan not only lacked detail but also suggested a significant lack of sense of urgency. The action plan made no reference to the provision of a suitable outdoor area for recreation.
- This inspection found that no current students receive physical education. There is no access to any suitable outdoor area for recreation.
- The standards checked remain not met.

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

##### *Paragraphs 34(1) to (c)*

- The previous inspection found that the proprietor had not ensured that the school's policies and practice reflected the latest requirements and guidance. Leaders and the proprietor had not demonstrated capacity for improvement. Leaders did not know or follow statutory safeguarding requirements. Leaders did not ensure they complied with all the standards for independent schools.
- Leaders' action plan lacked detail and suggested a lack of overall urgency and precision in meeting the requirements of the standards judged as unmet in March 2023.
- This inspection found that although the school no longer caters for pupils of compulsory school age, the proprietor and leaders continue to demonstrate a lack of capacity to improve the school. They do not know the requirements of the standards well enough to meet them consistently.
- Leaders continue to be unaware of, or not to follow, statutory safeguarding requirements.
- All the standards judged to be not met in March 2023 remain not met, including those in this part. Some additional standards are also not met, as listed in full in the annex.

## **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.

## School details

|                         |          |
|-------------------------|----------|
| Unique reference number | 145568   |
| DfE registration number | 310/6011 |
| Inspection number       | 10309825 |

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.

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|--|--|
| Type of school                         | Other independent school   |
| School status                          | Independent school   |
| Age range of pupils                    | 16 to 19   |
| Gender of pupils                       | Mixed  |
| Gender of pupils in the sixth form     | Mixed  |
| Number of pupils on the school roll    | 7  |
| Of which, number on roll in sixth form | 7  |
| Number of part-time pupils             | 7  |
| Proprietor                             | Kandiah Kandeepan  |
| Headteacher                            | Kandiah Kandeepan  |
| Annual fees (day pupils)               | £9,700 to £11,950  |
| Telephone number                       | 020 8423 6227  |
| Website                                | <a href="http://www.harrowindependentcollege.co.uk">www.harrowindependentcollege.co.uk</a>       |
| Email address                          | <a href="mailto:office@harrowindependentcollege.co.uk">office@harrowindependentcollege.co.uk</a> |
| Date of previous standard inspection   | 28 February to 2 March 2023  |

## Information about this school

- The school is registered as an independent day school for pupils aged 14 to 19 years. Since the previous inspection, leaders have decided to no longer admit pupils of compulsory school age. The school now only admits students aged 16 to 19.
- All students are following A-level courses in biology, chemistry, physics, mathematics, further mathematics or psychology. All students attend the site on a part-time basis.
- The proprietor operates a separate tutorial college in the evening and at weekends from the same premises.

- The school's previous standard inspection took place in February and March 2023.
- 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.
- This was the school's first progress monitoring inspection since its last inspection in March 2023. The inspection was conducted without notice.
- Since the previous inspection, leaders were asked to submit an action plan. This was judged by Ofsted to be not acceptable in July 2023 and was subsequently rejected by the Department for Education.
- The inspector met with the sole proprietor, who is also the headteacher and designated safeguarding lead. He met with all students in attendance. The inspector also met with other staff. He toured the premises and reviewed a range of documents, including policies, logs and the record of pre-employment checks.

## Inspection team

James Waite, 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 unmet at this inspection*

#### Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if-
  - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively; and
- 2(2) For the purposes of paragraph (2)(1)(a), the matters are-
  - 2(2)(a) full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), which gives pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education;
  - 2(2)(d) personal, social, health and economic education which-
    - 2(2)(d)(i) reflects the school's aim and ethos; and
    - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act;
  - 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that-
    - 2(2)(e)(i) is presented in an impartial manner;
    - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
    - 2(2)(e)(iii) helps to encourage them to fulfil their potential;
  - 2(2)(g) where the school has pupils above compulsory school age, a programme of activities which is appropriate to their needs;
- 2A(1) The standard in this paragraph is met if the proprietor-
  - 2A(1)(b) ensures that every registered pupil who is provided with secondary education at the school is provided with relationships and sex education, except in so far as the pupil is excused as mentioned in sub-paragraph (2),
  - 2A(1)(d) in making arrangements for the purposes of paragraphs (a), (b) or (c), has regard to any guidance under section 80A of the Education Act 2002 that applies in relation to the provision of education by maintained schools,
  - 2A(1)(f) consults parents of registered pupils at the school before making or revising a statement under sub-paragraph (e), and
  - 2A(1)(g) publishes a copy of the statement on a website and provides a copy of the statement free of charge to anyone who asks for one.
- 2A(2) Arrangements made by the proprietor for the purposes of sub-paragraph (1)(b) must ensure that where a pupil's parent requests that the pupil is wholly or partly excused from sex education provided as part of relationships and sex education, the pupil is so excused until the request is withdrawn, unless or to the extent that the head teacher considers that the pupil should not be so excused.

## **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-
  - 5(b) ensures that principles are actively promoted which-
  - 5(b)(v) further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures;
  - 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.
- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
- 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 5. Premises of and accommodation at schools**

- 25 The standard in this paragraph is met if the proprietor ensures 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.
- 29(1) The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable-
  - 29(1)(a) physical education to be provided to pupils in accordance with the school curriculum; and
  - 29(1)(b) pupils to play outside.

## **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; and
  - 34(1)(c) actively promote the well-being of pupils.

*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**

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

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

- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(3) The information referred to in this sub-paragraph is-
  - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether-
  - 21(3)(a)(iii) a check was made to establish whether S 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;
  - 21(3)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
  - 21(3)(a)(vii) a check of S's right to work in the United Kingdom was made; and
  - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e).

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