



ISI Independent
Schools
Inspectorate

REGULATORY COMPLIANCE INSPECTION REPORT

HABERDASHERS' ASKE'S SCHOOL FOR GIRLS

JANUARY 2018



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SCHOOL'S DETAILS

School	Haberdashers' Aske's School for Girls			
DfE number	919/6222			
Registered charity number	313996			
Address	Aldenham Rd Elstree Borehamwood Hertfordshire WD6 3BT			
Telephone number	0208 266 2300			
Email address	theschool@habsgirls.org.uk			
Headmistress	Miss Biddie O'Connor			
Chairman of the Aske board	Mr Simon Cartmell			
Chairman of Girls' School Committee	Mr Tony Johnstone-Burt			
Age range	4 to 18			
Number of pupils on roll	1168			
	Boys	0	Girls	1168
	Day pupils	1168		
	EYFS	40	Juniors (Y1-Y6)	281
	Seniors (Y7-Y11)	628	Sixth Form (Y12-Y13)	219
Inspection dates	17 to 18 January 2018			

1. BACKGROUND INFORMATION

About the school

- 1.1 Haberdashers' Aske's School for Girls is an independent day school for girls aged between 4 and 18 years. The school was founded in 1875 by the Worshipful Company of Haberdashers, one of four schools established at the time by the company. It moved to its current site in 1974, adjacent to the boys' school, and is divided into a junior and a senior school with sixth form, which operate on the same campus and share many facilities.
- 1.2 The trustees of the Aske Board act as proprietors and are responsible to the Haberdashers' Company, with day-to-day governance and oversight delegated to the Girls' School Committee, on which many trustees sit.
- 1.3 Since the previous inspection, the school has developed a new management structure and the Aske Board has a new format. A number of new facilities have opened, including a learning resource centre, dining room and a performance space.

What the school seeks to do

- 1.4 The school seeks to provide an excellent academic education, equipping its pupils to be active citizens in the global community of the 21st century, to take on leadership and be aware of their responsibilities. It aims to enable pupils to fulfil their potential and to be confident in themselves.

About the pupils

- 1.5 Pupils come from a diverse range of social and cultural backgrounds, both from London and the surrounding area. Nationally standardised test data provided by the school indicate that the ability of the pupils in the senior school is above average. In the junior school, test data provided by the school indicates that the ability of the pupils are above average. The number of pupils requiring support for special educational needs and/or disabilities (SEND) is 26 in the junior school and 46 in the senior school, mainly for cognitive and learning difficulties. One pupil has an education, health and care (EHC) plan, requiring support with auditory difficulties. Four pupils in the junior school have English as an additional language (EAL), two of whom receive support for their English. No pupils have EAL in the senior school. The school is academically selective and aims to integrate its provision for the needs of its most able pupils into lessons throughout the curriculum.

2. REGULATORY COMPLIANCE INSPECTION

Preface

The registration authority for independent schools is the Department for Education (DfE), which directs inspection according to a specified frequency or at any time where the DfE has particular concerns about a school. The Independent Schools Inspectorate (ISI) is the body approved by the Secretary of State for the purpose of inspecting schools which are, or whose heads are, in membership of the associations which form the Independent Schools Council (ISC) and reporting on the extent to which they meet the Independent School Standards ('the standards') in the Schedule to the Education (Independent School Standards) Regulations 2014. Accordingly, inspection records whether the school meets each of these standards, which are arranged in eight Parts, each of which is divided into separate paragraphs. The inspection of schools that have early years settings not requiring registration similarly records whether the school complies with key provisions of the Early Years Foundation Stage statutory framework, and for registered settings the full range of the Early Years Foundation Stage provisions is considered. Additionally, the inspection reports on the school's accessibility plan under Schedule 10 of the Equality Act 2010 and the ban on corporal punishment under section 548 of the Education Act 1996. It comments on the progress made by the school in meeting the compliance action points set out in the school's most recent statutory inspection.

All association independent schools will have an inspection within three years from April 2016, in accordance with the Framework and DfE requirements. The inspection may be of COMPLIANCE ONLY or a combined inspection of EDUCATIONAL QUALITY AND COMPLIANCE depending on a number of factors, including findings from their most recent inspection. Schools judged not to meet the standards may also be subject to a progress monitoring visit before their next routine inspection. The progress monitoring visit will judge whether the school has taken the necessary action to meet any un-met standards identified at their previous inspection.

The inspection was also carried out under the arrangements of the ISC Associations for the maintenance and improvement of the quality of their membership.

This is a COMPLIANCE ONLY inspection and as such reports only on the school's compliance with the standards. The standards represent minimum requirements and judgements are given either as **met** or as **not met**. All schools are required to meet all the standards applicable to them. Where the minimum requirements are not met, this is clearly indicated in the relevant section of the report and the school is required to take the actions specified.

Inspections do not include matters that are outside of the regulatory framework described above, such as: an exhaustive health and safety audit; compliance with data protection requirements; an in-depth examination of the structural condition of the school, its services or other physical features; contractual arrangements with parents; an investigation of the financial viability of the school or its accounting procedures.

Inspectors may be aware of individual safeguarding concerns, allegations and complaints as part of the inspection process. Such matters will not usually be referred to specifically in published reports in this document but will have been considered by the team in reaching its judgements.

Links to the full regulations and requirements can be found here: [The Education \(Independent School Standards\) Regulations 2014](#), [Early Years Foundation Stage Statutory Framework](#).

Key findings

- 2.1 The school meets the standards in the schedule to the Education (Independent School Standards) Regulations 2014 and relevant requirements of the statutory framework for the Early Years Foundation Stage, and associated requirements, and no further action is required as a result of this inspection.

PART 1 – Quality of education provided

- 2.2 In the junior school, the school measures attainment using national curriculum tests. In 2016, the results in Year 6 were well above the national average for maintained schools.
- 2.3 At GCSE in the years 2014 to 2016, performance has been exceptional for girls in maintained schools and above the national average for girls in maintained selective schools. Results in IGCSE chemistry, geography, mathematics, English language, and English literature have been higher than worldwide norms.
- 2.4 In the sixth form, A-level results in the years 2014 to 2016 have been exceptional for girls in maintained schools and above the national average for girls in maintained selective schools.
- 2.5 The curriculum is documented, supported by appropriate plans and schemes of work for the pupils and covers the required breadth of material. The teaching enables pupils to make good progress, encompasses effective behaviour management and is supported by suitable resources. A suitable framework for the assessment of pupils' performance is in place.
- 2.6 The standards relating to the quality of education [paragraphs 1–4] are met.**

PART 2 – Spiritual, moral, social and cultural development of pupils

- 2.7 Principles and values are actively promoted which facilitate the personal development of pupils as responsible, tolerant, law-abiding citizens.
- 2.8 The standard relating to spiritual, moral, social and cultural development [paragraph 5] is met.**

PART 3 – Welfare, health and safety of pupils

- 2.9 Arrangements are made to safeguard and promote the welfare of pupils by means that pay due regard to current statutory guidance; good behaviour is promoted; bullying is prevented so far as reasonably practicable; health and safety requirements are met, including those relating to fire safety; provision is made for first aid. Pupils are properly supervised; admission and attendance registers are maintained, as required, and there is a strategic approach to risk assessment. A disability access plan is in place.
- 2.10 The standards relating to welfare, health and safety [paragraphs 6–16], the requirement of Schedule 10 of the Equality Act 2010, and the ban on corporal punishment under section 548 of the Education Act 1996 are met.**

PART 4 – Suitability of staff, supply staff, and proprietors

- 2.11 The school makes appropriate checks to ensure the suitability of staff, supply staff, and proprietors and a register is kept as required.
- 2.12 The standards relating to the suitability of those in contact with pupils at the school [paragraphs 17–21] are met.**

PART 5 – Premises of and accommodation at schools

2.13 Suitable toilet, changing and showering facilities for pupils and appropriate accommodation for their medical and therapy needs are provided. The premises are maintained to a standard commensurate with health and safety; acoustics and lighting are appropriate; water provision is adequate. Suitable outdoor space is provided for physical education and outdoor play.

2.14 The standards relating to the premises and accommodation [paragraphs 22–31] are met.

PART 6 – Provision of information

2.15 A range of information is variously published, provided or made available to parents, inspectors and the Department for Education. These include details about the proprietor, the ethos of the school and the curriculum, and of the school's arrangements for admission, behaviour and exclusions, bullying, health and safety, first aid, details of the complaints procedure, and the number of complaints registered under the formal procedure during the preceding school year, and the provision for those with education, health and care plans or English as an additional language. They also include particulars of the school's academic performance during the preceding school year, and its results in public examinations, inspection reports and (for parents only) a report at least annually of their own child's progress. The safeguarding policy is posted on the school's website.

2.16 The standard relating to the provision of information [paragraph 32] is met.

PART 7 – Manner in which complaints are handled

2.17 Parental complaints, if any, are handled effectively through a three-stage process, (informal, formal and a hearing before a panel of three, one of whom is independent of the school). Each stage has clear time scales, and at the third stage the panel can make findings and recommendations which are communicated to the complainant. Records are kept appropriately, including of any action taken, whether or not a complaint is successful.

2.18 The standard relating to the handling of complaints [paragraph 33] is met.

PART 8 – Quality of leadership in and management of schools

2.19 The proprietor ensures that the leadership and management demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met and they actively promote the well-being of the pupils.

2.20 The standard relating to leadership and management of the school [paragraph 34] is met.

3. INSPECTION EVIDENCE

- 3.1 The inspectors observed a small sample of lessons, conducted formal interviews with pupils and examined samples of pupils' work. They held discussions with teachers, senior members of staff and with governors, including the chairman of the Girls' School Committee. They observed a sample of the extra-curricular activities that occurred during the inspection period, and attended registration sessions and assemblies. Inspectors visited the facilities for sick or injured pupils. The responses of parents and pupils to pre-inspection questionnaires were analysed, and the inspectors examined regulatory documentation made available by the school.

Inspectors

Mr Christopher Sanderson

Reporting inspector

Mrs Danielle Clarke

Compliance team inspector (Head, IAPS and SHMIS school)