



Department
for Education

Department for Education
Bishopsgate House
Feethams
Darlington
DL1 5QE

Our ref: 919/6109
Direct line: 01325 340440

The Proprietor
Rudolf Steiner School
Langley Hill
Kings Langley
Hertfordshire
WD4 9HG

stephen.bishop@education.gsi.gov.uk

Date: 25 July 2017

Dear Proprietor

Rudolf Steiner School, Langley Hill, Kings Langley, Hertfordshire

I refer to the inspection by Her Majesty's Chief Inspector of Education, Children's Services and Skills ('HMCI') that was carried out at the above school ('the school') under section 109 of the Education and Skills Act 2008 ('the Act') on 23 and 24 May 2017. You will see from the enclosed report of that inspection that it was concluded that there were a number of failures to comply with the independent school standards ('the ISS').

This inspection followed the decision of the Secretary of State to impose a relevant restriction, requiring the proprietor of the school to cease to admit new pupils. In the department's letter of 9 March 2017 giving notice of this decision to impose a relevant restriction, it was stated that:

Continued failure to comply with the ISS may also result in the Secretary of State considering that it is appropriate to remove the school from the register of independent schools

Despite this, the report of the 23-24 May inspection shows that, whilst some progress has been made, there are still numerous failures to meet the ISS in relation to the school, including serious failures relating to leadership and management and safeguarding. In addition, there appears to be a culture at the school relating to safeguarding which is at odds with relevant statutory guidance 'Keeping Children Safe In Education'. The welfare of the children attending is not properly prioritised. In the circumstances, the Secretary of State has decided that it is appropriate to remove the school from the register of independent educational institutions in England.

Decision to deregister the school

Taking account of the report relating to the 23-24 May 2017 inspection carried out by HMCI, the Secretary of State is satisfied, for the purposes of section 115(1) of the Act that a number of the independent school standards are not being met in relation to the school. In addition, the action plan submitted in relation to the school, in response to the notice dated 12 May 2016 from the Secretary of State requiring the proprietor to submit an action plan, was rejected on 26 May 2016. This means that one of the conditions referred to in section 115(3) of the Act (specifically, the condition contained in section 115(4)(a) and (b)(ii) of the Act) is satisfied, and that therefore, the Secretary of State is authorised to take enforcement action under section 116 of the Act in relation to the school.

Having the power to take enforcement action under section 116 of the Act, and having considered what is the appropriate course of action to take in the circumstances, the Secretary of State has decided to remove the school from the register of independent schools.

if you do not appeal against this decision, the school will be removed from the register once the period of 28 days, beginning with the day on which the attached notice is served on you, has expired. In doing so, the assumption is that the notice will have been served two working days after the date of this letter, ie on 27 July 2017.

As the proprietor of the school, you have the right under section 124(1)(d) of the Act to appeal against the decision, to the First-Tier Tribunal, HM Courts and Tribunal Service, 1st Floor, Darlington Magistrates' Court, Parkgate, Darlington, DL1 1RU; telephone number: 01325 289350. Any appeal must be made, in writing, within 28 days of the day on which the attached notice is served on you, which on the assumption specified above is 28 days from 27 July 2017, that is to say, by 24 August 2017.

It is an offence, under section 96(2) of the Act, to conduct an independent school which is unregistered, with penalties of up to six months imprisonment and/or a substantial fine. Therefore, where the school is removed from the register, you must take appropriate action to ensure that this offence is not committed.

Yours faithfully



PETER SWIFT
DEPUTY DIRECTOR,
INDEPENDENT EDUCATION DIVISION

**SECTION 116(1)(b) and (2) OF THE EDUCATION AND SKILLS ACT 2008¹
(‘the Act’),**

**NOTICE OF THE DECISION BY THE SECRETARY OF STATE FOR
EDUCATION TO REMOVE THE FOLLOWING SCHOOL FROM THE
REGISTER OF INDEPENDENT EDUCATIONAL INSTITUTIONS:**

TO THE PROPRIETOR
Rudolf Steiner School
Langley Hill
Kings Langley
Hertfordshire WD4 9HG
(‘the school’)

WHEREAS

The Secretary of State for Education, being the regulator of independent schools in England,

- (i) is satisfied for the purposes of section 115(1) of the Act, having taken into account the report of the Chief Inspector² relating to an inspection of the School on 23-24 May 2017, that one or more of the independent school standards (“the standards”), as prescribed in the Education (Independent School Standards) Regulations 2014, are not being met in relation to the school;
- (ii) having rejected on 26 May 2016 an action plan submitted by the proprietor of the school, which was required to be submitted to the Secretary of State by a notice dated 12 May 2016 under section 114(7) of the Act, and, therefore, the condition in section 115(4)(a) and (b)(ii) of the Act is met;
- (iii) has decided to remove the school from the register of independent educational institutions in England kept by the Secretary of State under section 95 of the Act.

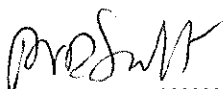
NOW THEREFORE -

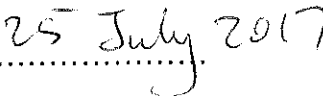
Notice is hereby given to you, the proprietor, for the purposes of section 116(2) of the Act, that the Secretary of State has decided under section 116(1) of that Act to remove the school from the register of independent educational institutions in England kept by the Secretary of State under section 95 of that Act.

¹ c.25.

² Section 138 of the Education and Skills Act 2008 defines “the Chief Inspector” as Her Majesty’s Chief Inspector of Education, Children’s Services and Skills.

By virtue of section 116(3) of the Act, the decision in question does not take effect during the period in which (a) an appeal may be brought against it under section 124 of the Act or (b) where such an appeal is brought, the appeal has not been determined, withdrawn or otherwise disposed of.³

Signed.....

Date.....

Dr Peter Swift
Deputy Director, Independent Education Division

³ Any appeal under the section 124 must be brought within the period of 28 days beginning with the day on which notice of the decision is served on the proprietor (section 124(2) of the Act).

**ANNEX TO NOTICE OF THE DECISION TO REMOVE THE SCHOOL
FROM THE REGISTER OF INDEPENDENT EDUCATIONAL INSTITUTIONS**

Rudolf Steiner School
Langley Hill
Kings Langley
Hertfordshire WD4 9HG
(‘the school’)
(919/6109)

**The following independent school standards, as prescribed in the
Schedule to the Education (Independent School Standards) Regulations
2014, are not being met in relation to the school:**

PART 1: Quality of education provided

1. The standards about the quality of education provided at the school are those contained in this Part.

3. The standard in this paragraph is met if the proprietor ensures that the teaching at the school—

(a) 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;

(c) involves well planned lessons and effective teaching methods, activities and management of class time;

(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons;

(g) demonstrates that a framework is in place to assess pupils’ work regularly and thoroughly and use information from that assessment to plan teaching so that pupils can progress; and

(h) utilises effective strategies for managing behaviour and encouraging pupils to act responsibly.

PART 3: Welfare, health and safety of pupils

6. The standards about the welfare, health and safety of pupils at the school are those contained in this Part.

7. The standard in this paragraph is met if the proprietor ensures that—

(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and

(b) such arrangements have regard to any guidance issued by the Secretary of State.

9. The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that—

(b) the policy is implemented effectively.

16. The standard in this paragraph is met if the proprietor ensures that—

(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

(b) appropriate action is taken to reduce risks that are identified.

PART 7: Manner in which complaints are handled

33. 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—

(a) is in writing;

(b) is made available to parents of pupils;

(c) sets out clear time scales for the management of a complaint;

(d) allows for a complaint to be made and considered initially on an informal basis;

(e) where the parent is not satisfied with the response to the complaint made in accordance with sub-paragraph (d), establishes a formal procedure for the complaint to be made in writing;

(f) where the parent is not satisfied with the response to the complaint made in accordance with sub-paragraph (e), makes provision for a hearing before a panel appointed by or on behalf of the proprietor and consisting of at least three people who were not directly involved in the matters detailed in the complaint;

(g) ensures that, where there is a panel hearing of a complaint, one panel member is independent of the management and running of the school;

(h) allows for a parent to attend and be accompanied at a panel hearing if they wish;

(i) provides for the panel to make findings and recommendations and stipulates that a copy of those findings and recommendations is—

(i) provided to the complainant and, where relevant, the person complained about; and

(ii) available for inspection on the school premises by the proprietor and the head teacher;

(j) provides for a written record to be kept of all complaints that are made in accordance with sub-paragraph (e) and—

(i) whether they are resolved following a formal procedure, or proceed to a panel hearing; and

(ii) action taken by the school as a result of those complaints (regardless of whether they are upheld); and

(k) provides that correspondence, statements and records relating to individual complaints are to be kept confidential except where the Secretary of State or a body conducting an inspection under section 109 of the 2008 Act requests access to them.

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—

(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;

(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and

(c) actively promote the well-being of pupils.

(2) For the purposes of paragraph (1)(c) “well-being” means well-being within the meaning of section 10(2) of the Children Act 2004⁴.

⁴ 2004 c.31.

