



**EDUCATIONAL OVERSIGHT INSPECTION OF PRIVATE FURTHER
EDUCATION COLLEGES AND ENGLISH LANGUAGE SCHOOLS**

MONITORING VISIT

LONDON BROOKES COLLEGE

(Company registration no. - 6683232)

Full Name	London Brookes College		
Address	40-42 The Burroughs, Hendon, London NW4 4AP		
Telephone Number	0208 202 2007		
Email Address	info@londonbrookescollege.co.uk		
Website	www.londonbrookescollege.co.uk		
Principal	Mr Ishtiaq Ahmed		
Proprietor	Mr Ishtiaq Ahmed		
Age Range	14+		
Total number of students	57		
Numbers by age and type of study	Under 16:	4	
	16 – 18	22	
	18+:	31	
	FE only:	57	
Inspection date	11 March 2025		

PREFACE

This inspection report follows the Framework for Educational Oversight Monitoring Visits and Extended Monitoring Visits of private further education colleges and English language schools. The focus of the visit is to confirm that the quality standards reported at the last full inspection are being maintained.

The ISI is an approved Educational Oversight body authorised by the Home Office to inspect privately funded further education colleges and English language schools in England and Wales offering courses on the Qualifications and Credit Framework. It is designed to improve the quality of education on offer to international students who attend UK colleges through student visas.

ISI inspections are required to:

- Report on the extent to which colleges comply with the published Educational Oversight Standards;
- Assess and report on the quality of educational outcomes and provision;
- Where applicable, make recommendations outside the scope of the Standards to support continued improvement of quality.

Inspection provides objective and reliable reports on the quality of colleges and, by placing reports in the public domain, makes this information available to students, Government and the wider community. Inspection takes account of the context of each individual college, and of how it evaluates its own performance and demonstrates its success.

The inspection of the college is from an educational perspective and provides limited inspection of other aspects, though inspectors will comment on any significant hazards or problems they encounter which have an adverse impact on students. The inspection does not include:

- (i) an exhaustive health and safety audit;
- (ii) an in-depth examination of the structural condition of the college, its services or other physical features;
- (iii) an investigation of the financial viability of the college or its accounting procedures;
- (iv) an in-depth investigation of the college's compliance with employment law.

A monitoring visit is for those colleges found at the last inspection to have met or exceeded the Standards for Educational Oversight. Inspectors will make judgements on progress against any action points and recommendations made at that time. The inspection will not examine all other Standards in detail but will sample to confirm that previous Standards have been maintained and that there are no contrary indicators to those quality judgements.

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1. CHARACTERISTICS AND CONTEXT

- 1.1 London Brookes College (LBC) is a non-selective private sixth-form college situated in Hendon, north London. Established in 2008, it is a family owned, not-for-profit charitable trust. The college aims to provide every student with the skills, knowledge and understanding to achieve their full potential. Overall governance is provided by a board of governors. The principal, who is also the proprietor, is supported by a board of directors, the vice principal and the senior management team.
- 1.2 The college offers IGCSE and A-Level courses, across a wide range of subjects. The college also offers private tuition classes and acts as an examination centre for private examination candidates. It occupies a Grade 2 listed building with no lifts or disabled access. The college does not provide accommodation for students.
- 1.3 Enrolment for IGCSE and A-level courses is in September. All students are interviewed and assessed before acceptance. Admission to the college is based upon students' previous academic achievement, attitude, ambition and motivation. International students must demonstrate a minimum International English Language Testing System (IELTS) score of at least 5.5 or IGCSE in English Language at grade C or above, in order to ensure that they can meet the demands of the course.
- 1.4 At the time of inspection, 57 students were enrolled at the college. A few students were under the age of 18. There were similar numbers of male and female students. Most students come from the United Kingdom (UK) and have English as their first language. 7 students have been identified as having additional learning needs or disabilities. A single student was studying under Student visa arrangements.
- 1.5 The college was previously inspected on 14 – 16 March 2023, when it was judged to exceed expectations and quality was excellent.
- 1.6 The recommendations from the previous report are:
 - Ensure that all staff has formal appraisals.
 - Ensure that a Staff Whistleblowing policy is in place.

2. SUMMARY OF FINDINGS

- 2.1 **The college does not meet expectations.** The quality of education found at the last inspection of 14 – 16 March 2023 has not been maintained. The college does not meet the following Key Standards:
1. Appropriate safeguarding arrangements are in place and are regularly reviewed to keep all students safe. **[40]**
 2. The leadership of the college or language school provide clear educational direction which is reflected in the quality of education provided, the care of students, and the fulfilment of the college or language school's stated purpose, or its aims and ethos. **[45]**
 3. An enhanced DBS and barred list check is carried out for all staff and volunteers who will provide unsupervised teaching, training, instruction, care, supervision, guidance on well-being for students under eighteen. **[55]**
- 2.2 The quality of the curriculum, teaching and learners' achievements is good. A wide range of IGCSE and A level subjects are offered, which meets students' needs and aspirations well. Students are well educated in accordance with the college's stated aims and objectives. All courses on offer to students studying under Student visa arrangements meet the definition of an approved qualification according to Home Office guidance. The quality of teaching and learning is good. Teachers have good subject knowledge which they use to plan effective lessons. They use questioning skilfully and provide good support for students in small classes. Consequently, students develop in confidence and make good progress. However, in a minority of lessons, teachers talk too much and therefore students are not actively engaged and are less motivated to learn. Students' progress and attainment is good. Teachers assess students' progress regularly and provide constructive feedback to help them improve. However, target grades are not recorded and a consistent system to track and analyse students' results compared to their ability and previous achievement is not in place. The large majority of students achieve a pass in external examinations and progress to university.
- 2.3 Students' welfare, including health and safety, is unsatisfactory. Health, safety and security of premises is satisfactory. The premises are fit for purpose, well-maintained and provide a safe and comfortable learning environment for students. Arrangements are in place to ensure the health and safety of students and staff. Fire safety and first aid arrangements are good. However, safe working practices are not consistently enforced in the science laboratory at all times. Student registration and attendance records are good. LBC keeps highly accurate attendance and registration records and follows up absences promptly. Appropriate arrangements are in place to make reports to the Home Office if required. Safeguarding arrangements are unsatisfactory. A suitable policy is in place and staff understand their responsibilities to safeguard students under the age of 18 well. The Designated Safeguarding Lead (DSL) is appropriately trained. However, the deputy DSLs and responsible governor

are not trained to the appropriate level for their roles. The required Disclosure and Barring Service (DBS) and checks have not been made on all staff prior to their appointment.

- 2.4 The effectiveness of governance, leadership and management is unsatisfactory. Ownership and oversight of the school is unsatisfactory. The proprietor and the board of governors have not ensured that the college's recruitment policy has been followed and that safeguarding arrangements are secure. All legal permissions are met. Governors examine a range of aspects of the college's performance. However, these meetings do not result in clear, measurable actions for improvement that are reviewed and evaluated. Management structures and responsibilities are good. Leaders and managers provide clear educational direction, implement appropriate policies and have maintained a good standard of education for students. Although not the excellent standard that was previously reported. Quality assurance is satisfactory. LBC uses students' views to make improvements to provision. The complaints policy and procedure are clear and transparent. However, there is no effective process to record the resolution of complaints. Staff recruitment and suitability checks are unsatisfactory. All necessary checks are made on staff's identity and right to work in the UK. However, not all the necessary DBS and prohibition from teaching checks were made on staff prior to their appointment and written risk assessments were not in place to ensure the safety of students whilst these were obtained. An accurate Single Central Register (SCR) has not been maintained. Provision of information is satisfactory. However, the website was not updated between inspections to ensure that information for users is accurate at all times.

3. THE QUALITY OF THE CURRICULUM, TEACHING AND LEARNERS' ACHIEVEMENTS

- 3.1 The quality of the curriculum, teaching and learners' achievements is good. All Key Standards continue to be met.
- 3.2 Course provision is good. A wide range of IGCSE and A level subjects are offered intensively or over a longer period, to meet students' differing needs. Courses are well-matched to students' ages, aptitudes and intended future destinations. The college has responded promptly to local demands and added additional subjects. LBC has a clearly expressed statement of educational purpose and students are well educated in accordance with its stated aims and objectives. Consequently, the majority of students complete their programme of study at the college and progress to the university of their choice.
- 3.3 All courses on offer to students studying under Student visa arrangements meet the definition of an approved qualification according to Home Office guidance. The single student currently studying under Student visa arrangements attends 21 hours a week of daytime, classroom-based lessons Monday to Friday.
- 3.4 The quality of teaching and learning is good. Teachers use their good subject knowledge to plan appropriate lessons using a range of activities. The majority of teachers use questioning skilfully to check learning, develop students' understanding and reasoning skills. Students appreciate the support given to them by their teachers in small classes and this enables them to feel safe and develop in confidence. The large majority of students make good progress in lessons. Students study within a mutually respectful environment that promotes tolerance, British Values and does not discriminate against students with any protected characteristics under the Equality Act 2010.
- 3.5 In a minority of lessons, teacher talk dominates and therefore students do not have enough opportunity to interact with each other, the teacher or the class materials. Consequently, they are not sufficiently engaged in their learning and are not motivated to make as much progress as possible in the time available. In the science laboratory safe working practices are not consistently enforced at all times so that students are not learning best practice.
- 3.6 Teachers assess students' progress regularly through end of topic, mid and end of term tests. Students receive constructive feedback from their teachers, which helps them to improve. Additional help is provided for students who are not achieving at the level that their teachers expect from them. However, target grades are not formally recorded for all students and systems to track and analyse students' results, compared to their ability and previous attainments, are not consistent across all subjects and teachers.
- 3.7 Students' progress and attainment is good. A significant number of students enter the college with no prior qualifications or very low scores in their school

examinations. The large majority of students make good progress over time and attain the grades they require for university entrance.

4. STUDENTS' WELFARE, INCLUDING HEALTH AND SAFETY

- 4.1 Students' welfare, including health and safety, is unsatisfactory. Not all Key Standards continue to be met.
- 4.2 Health, safety and security of premises is satisfactory. LBC has appropriate arrangements in place to ensure the health and safety of students and staff. The premises are fit for purpose, well-maintained and provide a safe and comfortable learning environment for students. Free drinking water is provided to aid students well-being. The college has a good level of fire safety arrangements. Adequate risk assessments are in place for activities within and outside the college. There is a well-written first aid policy that is implemented effectively. Incidents and accidents are meticulously recorded. Staff and students receive appropriate training on health and safety during induction. Students' views on health, safety and facilities are sought and actions taken to address issues. However, safe working practices in the science laboratory are not consistently enforced at all times.
- 4.3 Student registration and attendance records are good. The college keeps highly accurate registration and attendance records. Attendance is monitored carefully and absences are followed up immediately to ensure that the college ascertains the whereabouts of missing students promptly. Actions taken to improve the attendance of individual students are effective. LBC has appropriate systems in place to monitor the attendance of students studying under Student visa arrangements and make the required reports to the Home Office if necessary.
- 4.4 Safeguarding arrangements are unsatisfactory. LBC has a suitable policy setting out arrangements for the protection of students under the age of 18. Students feel safe in the college, know who to go to if they have a problem and feel confident that their concerns will be addressed. All staff have had on-line basic awareness training in safeguarding and understand their responsibilities to safeguard students under the age of 18 well. They have also received training in preventing risks from radicalisation and extremism, delivered by the local authority.
- 4.5 The college has in place a DSL who is trained to the appropriate level. There is a governor responsible for overseeing safeguarding and two deputy DSLs, however all three have only undertaken basic awareness training and so are not appropriately equipped for their roles. LBC does not hold regular meetings where safeguarding issues are discussed. Not all staff have had the necessary DBS and prohibition from teaching checks made prior to the commencement of their employment and the college has not maintained an accurate SCR.

5. THE EFFECTIVENESS OF GOVERNANCE, LEADERSHIP AND MANAGEMENT

- 5.1 The effectiveness of governance, leadership and management is unsatisfactory. Not all Key Standards continue to be met.
- 5.2 The recommendations in this area from the previous inspection report are:
- Ensure that all staff has formal appraisals.
 - Ensure that a Staff Whistleblowing policy is in place.
- 5.3 The college has made good progress towards the first recommendation. All staff have now had appraisals, including administration and support staff. This is a new process so the impact on staff performance cannot yet be evaluated.
- 5.4 Excellent progress has been made towards the second recommendation. A suitable whistleblowing policy is in place and published on the college website.
- 5.5 Ownership and oversight of the school is unsatisfactory. The proprietor is also the principal and is closely involved in the day to day running of the college. He and the board of governors have not maintained effective oversight of the college. They have not ensured that the college's recruitment policy has been followed. Consequently, not all necessary pre-employment checks have been made on all staff and an accurate single central record has not been maintained. They have ensured that all legal permissions are met. Governors examine a range of aspects of the college's performance twice a year. However, these meetings do not result in clear, measurable actions for improvement that are reviewed and evaluated within specific timescales.
- 5.6 Management structures and responsibilities are good. Management roles and responsibilities are understood by staff. Appropriate policies are provided and implemented. Leaders and managers provide clear educational direction and have maintained a good standard of education for students, although not the excellent standard that was previously reported.
- 5.7 Quality assurance is satisfactory. The college regularly canvasses the views of students, takes their views into account and makes improvements to provision accordingly. Teachers analyse students' test results and work with the quality manager to identify underachieving students who may need extra help. However, the approach to this is not consistent across all subjects.
- 5.8 The college has a complaints policy and procedure, which is clear and made readily available to students and staff. However, currently there is no effective process to record complaints and the stage at which they were resolved.
- 5.9 Staff recruitment and suitability checks are unsatisfactory. All necessary checks are made on staff's identity and right to work in the UK. However, not all the necessary DBS and prohibition from teaching checks were made on staff prior to their

appointment and adequate written risk assessments were not in place to ensure the safety of students whilst these were obtained. The SCR is not accurately maintained.

- 5.10 Provision of information is satisfactory. The website contains appropriate information that is helpful to students and prospective students. However, policies published were not kept up to date prior to the inspection and this was rectified during the inspection process. The college provided the majority of the information required by inspectors.

6. ACTIONS AND RECOMMENDATIONS

The college has not maintained the excellent quality found at the last inspection.

Actions required to meet the Standards

In order to meet the Standards of Educational Oversight, the college must:

1. Ensure that appropriate safeguarding arrangements are put in place and are regularly reviewed to keep all students safe. Train deputy DSLs and overseeing governor to the appropriate level to equip them for their roles. **[Key Standard 40]**
2. Implement effective oversight procedures which ensure the proprietors are effective in discharging their responsibilities for health and safety, safeguarding and staff recruitment. **[Key Standard 45]**
3. Ensure an enhanced DBS and barred list check is carried out for all staff and volunteers who will provide unsupervised teaching, training, instruction, care, supervision, guidance on well-being for students under eighteen. Where DBS clearance has not been received prior to appointment ensure that appropriate risk assessments are carried out and implemented. **[Key Standard 55]**

Recommendations for further improvement

In addition to the above action points, the college should make the following improvements:

- Share good practice amongst teachers to ensure that students are fully engaged and make the maximum progress possible in all lessons.
- Set and record target grades for all students and monitor their progress against those targets, using a consistent approach across all subjects.
- Ensure that safe working practices are consistently enforced in the lab at all times to protect students from risk of harm.
- Ensure that specific and measurable targets are set, and the impact of actions is evaluated, during governor meetings.
- Implement a reliable system to record the outcomes of complaints and the stage at which they were resolved.
- Review and update policies published on the website regularly to ensure that accurate information is available to users at all times.

INSPECTION EVIDENCE

The inspectors observed lessons and conducted formal interviews with staff and students. They held discussions with senior members of staff and with a governors' representative. The responses of staff and students to confidential pre-inspection questionnaires were analysed, and the inspectors examined regulatory documentation made available by the college.

Inspectors

Ms Angela Moir	Lead Inspector
Ms Pat Clayfield	Team Inspector

7. FINANCIAL SUSTAINABILITY CHECK

A financial sustainability check was not carried out.