

Olive Tree Primary School

116 Bury Park Road, Luton, LU1 1HE

Inspection dates

1 October 2014

Overall outcome

Independent school standards not met

Context of the inspection

- This inspection was conducted by Ofsted at the request of the registration authority for independent schools. It was carried out under section 162A of the Education Act 2002, as inserted by schedule 8 of the Education Act 2005.^{1,2}
- The school was inspected by two of Her Majesty's Inspectors on 13 May 2014 and was judged inadequate.
- The school submitted its plan detailing the actions it intends to take in order to address the Independent School Standards it failed to meet.
- The plan was evaluated on 14 August 2014 and found to require improvement.

Main findings

Quality of education provided

- The inspection of May 2014 found that the school's curriculum policy did not include enough detail about the subjects taught at the school. It did not provide an accurate summary of the curriculum experienced by the pupils. In its action plan, the school indicated that it would re-write the curriculum policy ensuring it reflects the taught curriculum. The school now has a published curriculum which includes further detail about all of the subjects covered, supported by schemes of work. The school has also set out details of how the new subject of religious education will be taught. Requirements are now met.
- The school has recently commissioned an external review by Luton Borough Council. Leaders hope that this will provide guidance and support to help the school improve.

Spiritual, moral, social and cultural development of pupils

- The inspection of May 2014 found that the school failed to ensure that its educational resources presented balanced views of the world. Some of the books in the pupils' library promoted fundamentalist views. The school's resources did not provide pupils with the opportunity to develop a broad understanding of the major world religions, other than Islam.
- The school did not ensure that it promoted respect for the British values of democracy, the rule of law, including tolerance of people with different faiths, beliefs, cultural

¹ www.legislation.gov.uk/ukpga/2002/32/contents.

² www.legislation.gov.uk/ukpga/2005/18/contents.

traditions, relationships and lifestyles.

- The school has made a good start in implementing its plan to promote understanding and tolerance of people with different faiths. Pupils are excited by new opportunities to learn about a range of world religions. Although this work is at an early stage, pupils have a growing understanding of the Buddhist religion they are learning about. One pupil wisely said that by learning about different religions *'We can understand and respect people who follow those religions'*.
- School leaders have removed unsuitable books from the library. The remaining books are appropriate but there are still too few resources in the school that reflect a range of religious traditions and beliefs. The school plans to provide more books about major world faiths.
- Leaders are in the process of reaching out to other faith groups locally. It hopes to arrange visits to the school so that religious leaders can talk to pupils. It also plans to secure links with schools from contrasting communities. This work is not yet completed.
- The school has planned and begun to deliver a series of weekly assemblies to explore themes linked to spiritual, moral, social and cultural development but has not considered how this work will be developed in lessons and with different year groups so that work is appropriate to pupils' ages and levels of understanding.
- In order to develop an understanding of the democratic process the school has conducted elections for a pupil council. Staff plan to provide more opportunities for pupils to take responsibility, for instance, in publishing a school magazine. Leaders also plan a visit to the Houses of Parliament and visits from the police to develop an understanding of British law.
- Whilst there are encouraging signs that the school is providing opportunities for pupils to understand some of the diversity that exists in Britain, plans and actions are limited to promoting understanding and tolerance of differences in faith. This view of diversity is too limited. The school is not doing, or planning to do, enough to ensure that pupils develop respect for other groups of people including those with the protected characteristics set out in the Equality Act 2010. The requirements for spiritual, moral, social and cultural development are not met.

Welfare, health and safety of pupils

- The school has commissioned an external review of its safeguarding procedures, which will be conducted by representatives from Luton Borough Council.
- At the time of the last inspection, the school had not ensured that robust safeguarding procedures were in place. The person responsible for safeguarding was not clear enough about the expectations of the role. The record of pre-employment safeguarding checks was incomplete. As a result of implementing its action plan, the school has updated the record of most of the necessary pre-employment checks. The person responsible for safeguarding has delivered and organised further child protection training for all members of staff. Staff are clear about what they must do if they have concerns about pupils' welfare or safety. However, the school is not rigorous enough in checking the employment histories of staff or in securing employers references. In this respect the requirements are not met.
- Leaders are looking forward to the external review of safeguarding and anticipate that it will provide further guidance and support to ensure that safeguarding procedures are robust.
- In May 2014 the school's anti-bullying policy was not effective because pupils had an incomplete understanding of what constitutes bullying. In line with its action plan, the

school has updated and published the anti-bullying policy. Pupils understand the main forms of bullying, including through the use of the internet. Pupils know what to do if they are concerned. They are confident that adults at the school will help them. The requirement is met.

Suitability of staff, supply staff and proprietors

- The inspection of May 2014 found that the single central record which holds information on all the necessary safeguarding checks was incomplete. The single central record is now complete and the requirements are met.

Provision of information

- The school failed to make available to parents details of the curriculum policy at the time of the inspection in May 2014. The policy has been reviewed and now includes an accurate account of the curriculum policy and it is published on the school's website.

Compliance with regulatory requirements

The school must take action to meet The Education (Independent School Standards) (England) Regulations 2010, as amended, and associated requirements

- Actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs (paragraph 5(a)).
- Enable pupils to distinguish between right and wrong and to respect civil and criminal law (paragraph 5(b)(ii)).
- Encourage pupils to contribute positively to the lives of those living and working in the locality in which the school is situated and to society more widely (paragraph 5(b)(iii)).
- Further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures (paragraph 5(b)(v)).
- Encourage respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010 (paragraph 5(b)(vi))
- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school and that arrangements have regard to guidance issued by the Secretary of State (paragraph 7).

Inspection team

Michelle Winter, Lead inspector

Her Majesty's Inspector

Christopher Moodie

Her Majesty's Inspector

Information about this school

- Olive Tree Primary school is a very small Islamic day school for boys and girls aged five to 11 years.
- It serves a Muslim community near the centre of Luton and shares its premises with a mosque.
- No pupils have a statement of special educational needs.

School details

Unique reference number	131825
Inspection number	452774
DfE registration number	821/6004

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Type of school	Islamic Primary
School status	Independent school
Age range of pupils	5–11
Gender of pupils	Mixed
Number of pupils on the school roll	64
Number of part time pupils	0
Proprietor	Mr Farasat Latif
Headteacher	Mr Abdul Qadeer Baksh
Date of previous school inspection	13 May 2014
Annual fees (day pupils)	£1,650
Telephone number	01582 416940
Email address	admin@olivetreeprimary.co.uk

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