

Mazahirul Uloom School

241-243 Mile End Road, London, E1 4AA

Inspection dates

10–11 March 2015

Overall outcome

Independent school standards not met

Context of the inspection

- This inspection was undertaken at the request of the registration authority for independent schools in order to monitor the progress the school has made in implementing its action plan.
- The school was last inspected on 16-17 October 2014 when a large number of regulations were not met. These related to a range of safeguarding and welfare concerns, the quality of the curriculum and teaching, compliance with the equalities law, students' understanding of fundamental British values and laws, and the cleanliness and maintenance of the school's premises.
- The Department for Education asked the school to submit its action plan in two parts detailing the steps it planned to take to rectify these concerns. The two parts were submitted on 5 December and 24 December 2015. Part one was evaluated on 16 December 2015 and judged to be satisfactory subject to the checking of its implementation. Part two was evaluated on 5 January 2015 and found to require improvement.
- The purpose of this inspection was to assess the school's progress in its implementation of both parts of the action plan. The inspector was also asked to check that the school's safeguarding policies and practices comply with the independent school standards.
- This inspection focused on the school's progress in those parts of the action plan relating to Parts 3, 4 and 5 of the independent schools standards. On this occasion, the inspector did not examine any aspects relating to Parts 1 and 2 of the standards.

Main findings

Welfare, health and safety

- The inspection of October 2014 found that the school did not know about or record the destinations of pupils who left the school at times other than the end of the school year. Neither did the school liaise with the pupils' home local authority to make sure they were safe. The school's safeguarding policy did not reflect the latest national guidance.
- The school planned to revise its record keeping system and its safeguarding policy; as a result of these revisions, arrangements for safeguarding now meet the standard. A new computerised attendance management system is used to produce accurate records of the whereabouts of all students, including those who leave the school during the academic year. The school routinely liaises with the relevant local authorities when students leave the school, including when a destination is already known. The school's revised child protection and safeguarding policies now make clear reference to the latest statutory guidance from the Department for Education. Recent training for all staff and trustees means that staff knowledge of, and confidence in, safeguarding and welfare matters is sufficient. Plans to monitor and review the ongoing work of the school in these areas are also effective. The requirements for safeguarding are now met.
- The October 2014 inspection reported that staff training in first aid was not up to date. The school planned to redraft the first aid policy and improve staff training. The new first aid policy is implemented effectively and an appropriate number of staff are now trained to carry out first aid. Arrangements for the renewal of their training at least every three years are in place.

- The October 2014 inspection found that the school's health and safety policy was not effectively implemented and there were numerous hazards to students' health and safety. The school set out its intention to review the policy and to ensure that it was fully implemented. This has been accomplished and the new policy is fully implemented, so that the requirement is now met.
- The present inspection found that the school has a suitable written fire safety policy. Fire extinguishers are serviced regularly and are of an appropriate type in each location. Records are kept of weekly fire alarm tests and emergency evacuation procedures and fire exits are clearly marked throughout the school. Fire drills are held at regular intervals with the most recent occurring on 24 December 2014. However, the associated log book, while partially complete, is not maintained according to the school's own guidance. As a result, the requirements for fire safety are still not met.
- A risk assessment policy is in place and it is reviewed regularly by the headteacher and trustees. A wide range of risk assessments is maintained relating to educational trips and visits, physical education and sporting activities and the day-to-day management of the school. Interviews with students, staff and trustees revealed a sound appreciation of the importance of assessing risk in a range of activities. However, the present inspection found that some risk assessments were incomplete or missing. For example, arrangements for the safe management of the daily break time trip to a local park were incomplete. The requirement for an effective risk assessment policy is still not met.

Suitability of staff, supply staff and proprietors

- The inspection of October 2014 found that recruitment procedures were weak. Not all the required checks on staff were carried out and recorded as members of staff were appointed. As set out in the action plan, the school's procedures to recruit staff have been improved. All the necessary background checks have been carried out for staff, retrospectively for those already employed by the school and routinely for all new appointments. Staff personnel files now contain all the appropriate records including at least two verified references from previous employers or trainers.
- The single central register of staff checks is now accurate and up to date for full-time staff, temporary staff and trustees. All the requirements in this part are now met.

Premises and accommodation

- The October 2014 inspection found that the building was poorly maintained and unclean, and the security of the premises was uncertain. The action plan detailed the school's intentions for refurbishing parts of the building. All the planned improvements are now complete, including improvements to the security of the premises. Separate entrances to the school and the mosque have been created, a bedroom area within the school has been removed and replaced with a classroom resource store, and access to the kitchen in the basement is now restricted to adults.
- Classrooms, corridors and social areas are bright and airy, well maintained and clean. Student and staff toilet and washing facilities are hygienic, tidy and free of clutter. Students and staff report a 'significant improvement' in the premises since the last inspection. Students are especially pleased that they all have new private lockers for storage. The requirements for the effective maintenance of the premises are now met.
- The school took immediate action to repair or replace a number of broken coat hooks found during this inspection.
- This monitoring inspection found that the school has only one shower for students following their afternoon physical education lessons. At any one time, up to 24 boys might need access to this shower following their physical education lesson. This still does not meet the requirement for suitable changing and showering arrangements.

Quality of leadership and management

- The school's leaders have not ensured that all the regulations are met or that the welfare of students is assured. The associated standards for the leadership and management of the school are therefore not met.

Compliance with regulatory requirements

In addition to the unmet regulations in parts 1 and 2 (judged in October 2014 but which were not considered during this monitoring inspection), the school must take action to meet The Education (Independent School Standards) Regulations 2014 and associated requirements .

- The school must ensure that the Regulatory Reform (Fire Safety) Order 2005 is complied with (paragraph 12).
- The school must ensure that the welfare of students at the school is safeguarded and promoted by the implementation of an effective risk assessment policy (paragraphs 16, 16(a)).
- The school must ensure that suitable changing accommodation and showers are provided for students aged 11 years or over at the start of the school year who receive physical education (paragraphs 23(1), 23(1)(c)).
- The school must ensure that persons with leadership and management responsibilities at the school demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently; fulfil their responsibilities effectively so that the independent school standards are met consistently and actively promote the wellbeing of pupils (paragraphs 34(1), 34(1)(a), 34(1)(b), 34(1)(c)).

Inspection team

Debbie Clinton, Lead inspector

Her Majesty's Inspector

Information about this school

- Mazahirul Uloom is an Islamic boys' secondary school. The school is located in premises adjacent to and above the Mazahirul Uloom Mosque.
- The school admits students in Year 7 through to Year 11. It operates a selective admission system by ability.
- The number of students with special educational needs is minimal.
- The school has a number of aims including 'to promote a culture of achievement', 'to prepare students for adult Muslim life', and 'to prepare students who can live by the Islamic code of life and participate fully in British society without compromising their faith'.

School details

Unique reference number	133307
Inspection number	463622
DfE registration number	211/6391

This inspection was conducted at the request of the registration authority for independent schools. It was carried out under section 109(1) and (2) of the Education and Skills Act 2008.

Type of school	Muslim secondary school
School status	Independent school
Age range of pupils	11-16
Gender of pupils	Boys
Number of pupils on the school roll	96
Number of part time pupils	0
Proprietor	Mazahirul Uloom London
Chair	Jamshed Ali
Headteacher	Imdadur Rahman Al-Madani
Date of previous school inspection	16-17 October 2014
Annual fees (day pupils)	£2,700
Telephone number	020 7702 8533
Email address	info@mul.org.uk

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