

Olive Tree Primary School

116 Bury Park Road, Luton, LU1 1HE

Inspection dates

11 June 2015

Overall outcome

Independent school standards 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.
- The school was inspected on 13 May 2014 by one of Her Majesty's Inspectors and an Additional Inspector, and was judged to be inadequate.
- Two of Her Majesty's Inspectors conducted a monitoring inspection at the school on 1 October 2014 and found that it failed to meet the independent school standards.
- The school submitted its plan detailing the actions it intended to take in order to address the independent school standards it failed to meet.
- The plan was evaluated on 2 March 2015 and found to require improvement.

Main findings

Spiritual, moral, social and cultural development of pupils

- The monitoring inspection of October 2014 found that the school failed to provide enough resources that reflected a range of religious traditions and beliefs. School leaders have sought advice from Luton local authority and bought resources, including books, about the major world religions, including Judaism, Sikhism, Hinduism and Christianity. The school has also invested in the Luton library service, which provides books on a termly basis to support the curriculum and the promotion of spiritual, moral, social and cultural development.
- At the time of the previous monitoring inspection, the school was not doing enough to ensure that it promoted respect for the British values of democracy, the rule of law, including tolerance of people with different faiths, beliefs and cultural traditions, relationships and lifestyles. The school had begun teaching pupils about different faiths and it had planned links with local faith groups, but this work was at an early stage.
- The school has made great strides in developing its work to promote tolerance and respect for the diverse local and wider communities. Pupils now speak knowledgeably about the different faiths they have studied. Their work in lessons is supplemented by a wide range of visits from faith leaders. Pupils have also visited local places of worship to put their learning into context.
- Pupils have recently visited a local Christian church and a Hindu temple. Pupils understand the importance of learning about people with different faiths and with no faith. Pupils know about atheism and what this means. They say that understanding diverse beliefs helps them to respect people who are different to themselves or their families.
- Pupils have visited the Houses of Parliament. A local barrister and police officers visited the school recently. The school held mock elections where the broad policies of the UK parties standing for election in May were outlined, in a non-partisan way. These and other learning opportunities, in citizenship and circle time lessons, promote well pupils' understanding of

democracy and the rule of law and help to prepare them for life in modern Britain.

- The inspection of October 2014 found that the school's plans to promote tolerance and respect, by helping pupils to understand the diversity that exists in Britain, were too limited because they were restricted to understanding differences in faith. At that time the school had no plans to ensure that pupils developed respect for groups of people with the protected characteristics set out in the Equality Act of 2010.
- The school now has a planned approach to promoting spiritual, moral, social and cultural development. A programme of assemblies, which explore monthly themes, is appropriately followed up with age-appropriate learning in lessons. These monthly themes, adopted as the school's shared values, include tolerance, respect, diversity and equality. Teachers understand that these values link together to support each other and they explain to pupils how these links are important.
- The school now teaches pupils to understand a wider range of people who have contrasting lifestyles. Pupils understand that many different sorts of families exist. They know that same sex marriages are legal and that some mothers and fathers choose not to marry. Pupils say that although their Muslim faith does not promote these choices and lifestyles, they must respect people who lead lives different to their own. Older pupils talk with confidence about diversity and the need for tolerance of difference.
- Pupils learn about events in British history as part of the curriculum. They also learn about the life of people in contrasting locations around the world. The school teaches pupils about historical events relating to the fight for equality, for instance when learning about Rosa Parks and the civil rights movement in The United States of America and Nelson Mandela's struggles in apartheid South Africa.
- School staff have forged links with a local maintained school. Teachers have visited the school to support their moderation of teachers' assessments. The school plans to expand these links so that pupils can visit each other in their schools. School leaders talk passionately about the need to reach out to the wider community for the mutual benefit of this Muslim community and the community beyond the school.

Welfare, health and safety of pupils

- The monitoring inspection in October 2014 found some weaknesses in the school's safeguarding procedures. The school was not rigorous enough in checking the employment histories of staff or in ensuring that references from previous employers were obtained to check that candidates for positions in the school were suitable to work with children.
- As a result of Luton Borough Council's review of safeguarding at the school, the school has updated its policies and procedures. The school now ensures that recruitment procedures are robust. It has adopted a common format for reference requests for job applicants, which includes specific questions about a candidate's suitability to work with children. School staff now explore appropriately any gaps in employment.
- School leaders have recognised some of the potential risks for its pupils. It now has detailed and appropriate policies for safeguarding pupils against the dangers of radicalisation and extremism, as well as policies to safeguard pupils against specific abuses, such as female genital mutilation. These policies contain clear guidance to help staff identify the risk of harm to pupils. The policies outline the action to take and the people to contact when there are concerns. They include, for example, the contact details of the Local Authority Designated Officer (LADO).
- All staff, including the school's safeguarding lead, have attended safeguarding training. Records show that the school deals appropriately with any concerns about the welfare of pupils, including by working with social care professionals.

Compliance with regulatory requirements

The school meets The Education (Independent School Standards) Regulations 2014

and associated requirements

Inspection team

Michelle Winter, Lead inspector

Her Majesty's Inspector

Marianick Ellender-Gele

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	464297
DfE registration number	821/6004

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	Islamic Primary
School status	Independent school
Age range of pupils	5–11
Gender of pupils	Mixed
Number of pupils on the school roll	77
Number of part time pupils	0
Proprietor	Mr Farasat Latif, Chair of Islam Education Trust
Headteacher	Abdul Qadir Baksh
Date of previous school inspection	1 October 2014
Annual fees (day pupils)	£1,650
Telephone number	01582 416940
Email address	admin@olivetreeprimary.co.uk

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