

# North Road Academy

North Road, Cobridge, Stoke-on-Trent ST6 2BP

## Inspection dates

18 May 2016

## Overall outcome

**Independent school standards met**

## Context of the inspection

- This unannounced inspection was undertaken at the request of the registration authority for independent schools to monitor the progress the school has made in implementing its action plan.
- The Department for Education (DfE) approved a temporary material change to increase the school's capacity from 100 to 105 pupils on 4 September 2016.
- The DfE served a notice on the school on 26 November 2015 following a material change inspection on 8 October 2015 when a number of standards were considered unmet. These unmet standards were within Parts 3 (welfare, health and safety of pupils), 4 (suitability of staff, supply staff and proprietors) and 8 (quality of leadership and management of schools) of the independent school standards.
- Following the material change inspection, the school was asked to submit an action plan to show how the school would meet the independent school standards. The school submitted its action plan in December 2015. The plan was approved on 20 January 2016.
- This is the first progress monitoring visit to check on the progress made by the school in meeting standards considered unmet at the material change inspection.
- The inspector met with the headteacher, who is also the proprietor, and the deputy headteacher to discuss the actions taken since the material change inspection. These members of staff are also the school's designated safeguarding leads. The inspector toured the school and visited all the classrooms with the headteacher and spoke with pupils and members of staff.
- A range of documents were scrutinised. These included the school's checks on the suitability of staff to work with children, including staff's personnel files, and the admission and attendance registers. The school's policies for child protection and safeguarding, health and safety, staff conduct and discipline, dealing with allegations of abuse against staff and pupils' behaviour were examined. The school's current programme of lessons and extra-curricular activities and the plans for the next academic year were evaluated.
- The inspector also checked the premises to judge their suitability to accommodate 200 pupils in the three to 16 age range.

## Main findings

### Welfare, health and safety

- At the time of the previous inspection in October 2015, the school had carried out relevant United Kingdom (UK) police checks but had not carried out the necessary overseas criminal record checks on staff that had lived or worked overseas. In addition, the school's record of the checks made on staff (the single central record) did not contain accurate information about the checks made on staff who had lived or worked outside the UK. As a result, the school could not ensure pupils' safeguarding and welfare.
- The school's action plan identified appropriate measures to address the unmet independent school standards. These included making sure overseas criminal record checks were completed and that risk assessments were carried out on staff awaiting the results of the checks. In addition, the school stated that it would update and modify its safeguarding and child protection policies and single central record to make sure safeguarding was effective.

- School leaders have successfully implemented the action plan and addressed the previous failings relating to the welfare, health and safety of pupils. All the necessary checks on staff's suitability to work with children are thorough and robust and have been completed. This includes the overseas criminal record checks on staff who have previously lived or worked outside the United Kingdom.
- The school's single central record is fully compliant and is an accurate record of the checks made on staff.
- The school's safeguarding and child protection policy is in line with, and informed by, the latest government guidance. The policy is available on the school's website.
- Leaders have completed appropriate and up-to-date safeguarding and child protection training including training for safer recruitment and preventing radicalisation and extremism.
- All staff complete safeguarding and child protection training annually. This training has been delivered by the local authority and includes how to identify and refer potentially vulnerable pupils and families, including those at risk of radicalisation, female genital mutilation or child sexual exploitation.
- The school's monitoring of pupils' attendance is secure. The procedures include telephone calls to a child's home on the first day of absence and referrals to the local authority's children missing in education team if a child's absence is prolonged.
- The school's admission register is up to date and contains all the required information.
- The school site is safe and secure. Risk assessments for school activities and trips are thorough and detailed and minimise any risks appropriately. Pupils say they feel safe at the school. The school works with outside agencies including the police and fire service to develop pupils' understanding of how to avoid potential risks and dangers such as 'stranger danger', e-safety, road safety, firework safety and playing with matches.
- The health and safety of pupils, staff and visitors is of paramount importance to school leaders. They demonstrate a secure understanding of the current government guidance and work successfully with staff, parents and outside agencies to ensure safeguarding is effective.

### **Suitability of staff, supply staff, and proprietors**

- At the time of the previous inspection in October 2015, the proprietor had carried out the necessary checks on adults working in the school to confirm their identity, qualifications, medical fitness and right to work in the United Kingdom. A UK enhanced criminal record check had been undertaken on all adults. In addition, the proprietor had checked that no member of staff worked in the school in breach of a prohibition order or was disqualified by being associated with another person who is disqualified. The single central record contained all the required information regarding these checks. However, the necessary overseas criminal record checks on staff that had lived or worked overseas had not been completed and the school's single central record did not contain accurate information about these checks.
- The school's action plan identified appropriate measures to address the gaps in the checks on staff's suitability to work with children and the inaccuracies on the school's single central record. These included making sure overseas criminal record checks were completed and that risk assessments were carried out on staff awaiting the results of the checks. In addition, the school stated that it would update and modify its single central record.
- School leaders have successfully implemented the action plan and addressed the previous shortcomings relating to the checks made on staff's suitability to work with children and the inaccuracies on the school's single central record. All the necessary checks on staff's suitability to work with children are thorough and robust and have been completed. This includes the overseas criminal record checks on staff who have previously lived or worked outside the United Kingdom. The school's single central record is fully compliant and accurately records the checks made on staff's suitability to work with children.
- No staff are recruited from employment agencies.

## Quality of leadership and management of schools

- At the time of the previous inspection in October 2015, it was found that school leaders, including the proprietor, had not made sure that all of the independent school standards were met and that all pupils were safe.
- The school's action plan identified appropriate measures and timescales to resolve the unmet independent school standards. These included making sure overseas criminal record checks were completed and that risk assessments were carried out on staff awaiting the results of the checks. In addition, the school stated that it would update and modify its safeguarding and child protection policies and single central record to make sure safeguarding was effective.
- The action plan has been successfully implemented. The requirements for Part 3 and Part 4 are now met. As a result, the requirements for Part 8 are now met.
- School leaders, including the proprietor, have worked relentlessly to improve the school buildings, policies and practice. As a result, pupils make progress and are safe and happy at the school. Leaders have provided frequent and effective training for all staff, including on the 'Prevent' duty and child protection guidance. Classrooms, corridors and assembly halls are bright, cheerful and stimulating. Displays are up to date, celebrate pupils' work and actively promote fundamental British values. Safeguarding is effective.

## Material change application

- The school now meets all the independent school standards.
- The current accommodation will accommodate 200 pupils aged three to 16 years. Classrooms and other facilities are of an adequate size for the age range using them.
- The proposed key stage 3 and 4 teaching block consists of a suitable science room and appropriate technology teaching facilities.
- There are sufficient toilet and washroom facilities for the proposed number on roll. Toilets and urinals are of an appropriate size, quantity and quality to meet the needs of pupils in key stages 3 and 4.
- The school has made arrangements with Port Vale Football Club to use their sports and shower facilities for the delivery of key stage 3 and 4 physical education.
- The school has increased its staffing to cater for the increasing number of pupils on roll and to teach the key stages 3 and 4 curriculums. Teachers have good subject knowledge and a secure understanding of the examination requirements.
- The school has developed a broad and balanced secular and Islamic curriculum for all primary and secondary pupils. All of the required areas of learning are covered in all years.
- A suitable curriculum policy is in place, largely based on the national curriculum in Years 1 to 9, and on examination syllabuses for pupils in Years 10 and 11.
- The curriculum takes account of pupils' differing capabilities and specific needs. It is supported by appropriate plans and schemes of work. The schemes of work for key stage 4 are based on examination syllabuses.
- Appropriate assessment systems are in place for judging pupils' attainment and progress.
- The school has been registered as an approved examination centre with the Joint Council for Qualifications. A room has been appropriately modified to ensure examination scripts can be kept securely.
- The DfE is recommended to approve the school's material change application to increase the school's capacity to a maximum of 200 pupils and to include admission to pupils in Years 10 and 11.

## Compliance with regulatory requirements

**The school meets The Education (Independent School Standards) Regulations 2014 and associated requirements**

## Inspection team

Peter Humphries, lead inspector

Her Majesty's Inspector

## Information about this school

- The school is housed in a former local authority primary school. The premises were purchased in April 2011 and an extensive refurbishment was completed before the school opened in November 2012 with 17 pupils on roll.
- North Road Academy is an independent Muslim faith school located in the Cobridge area of Stoke-on-Trent. The school is registered for up to 100 boys and girls aged from three to 14 years. On 4 September 2015, the DfE granted temporary approval for the school to admit 105 pupils and to increase the age range to 16 years. The school has increased its staffing to cater for the increased number of pupils on the school roll.
- There are currently 96 full-time pupils on the school roll in Years 1 to 10.
- Pupils are of mainly Asian heritage and most speak English as an additional language.
- The headteacher is also the sole proprietor of the school. There are no trustees and no governing body.
- The school's last full inspection by Ofsted was in December 2013. The school's overall effectiveness was judged good and it met all of the independent school standards.
- The school aims to provide a caring, safe and enjoyable environment in which every pupil can discover and reach their potential. It aims to provide Muslim children with a high standard of education based on the national curriculum in addition to teaching Islamic studies and the Arabic language.
- The school does not make use of alternative provision.
- The school shares the site with the North Road Nursery. The school and nursery are owned by the same proprietor. The nursery is inspected separately by Ofsted.

## School details

<b>Unique reference number</b>	139071
<b>Inspection number</b>	10017928
<b>DfE registration number</b>	861/6008

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.

<b>Type of school</b>	Muslim faith school
<b>School status</b>	Independent school
<b>Age range of pupils</b>	3–16
<b>Gender of pupils</b>	Mixed
<b>Number of pupils on the school roll</b>	96 – all pupils are full time
<b>Proprietor</b>	Naeem Bashir
<b>Headteacher</b>	Naeem Bashir
<b>Date of previous school inspection</b>	8 October 2015
<b>Annual fees (day pupils)</b>	£2,500 (key stages 1 and 2); £3,500 (key stage 3); £4,000 (key stage 4)
<b>Telephone number</b>	01782 829870
<b>Email address</b>	<a href="mailto:info@northroadacademy.com">info@northroadacademy.com</a>

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