

Oak Tree High

Yorkshire Muslim Academy, Gate No 3 Bland Street, Sheffield, South Yorkshire S4 8DG

Inspection dates

21 November 2017

Overall outcome

The school does not meet all of the independent school standards that were checked during this inspection

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b)

- During the full standard inspection in November 2016, arrangements for safeguarding were judged to be ineffective. Policies were identified to be out of date and not following required government guidance. Staff were not sufficiently well trained and aware of appropriate procedures; therefore, pupils' safety was not fully taken into account.
- The action plan school leaders produced in June 2017 to address these issues was judged by the Department for Education to be not acceptable.
- This inspection identified that the proprietor has ensured that the child protection policy now conforms to current government guidelines and is available on the school website. School staff all have very recent training in child protection. When asked, staff know they must refer any concerns about pupils to the designated safeguarding leads. Documentation confirms that records resulting from staff concerns are made.
- The new designated safeguarding lead and her deputy have recently undertaken appropriate training. They and the proprietor have also completed safer recruitment training. They are beginning to meet regularly and make close links with the local authority safeguarding officers. However, records are not currently fit for purpose. They are generally not detailed enough, are not organised well and the designated safeguarding lead does not always follow up on pupil welfare following incidents.
- Senior leaders have identified issues which may compromise the safety of pupils. However, they have not dealt with these issues in a timely manner.
- The proprietor has not fully addressed all issues surrounding pupil welfare and, therefore, these standards remain unmet.

Paragraphs 16, 16(a), 16(b)

- Inspectors in November 2016 identified that suitable risk assessments were not in place to safeguard pupils. For example, the risk assessments to identify actions needed when a member of staff starts working at the school before the completion of required recruitment checks.
- The action plan the school leaders produced in June 2017 to address these issues was

judged to be not acceptable.

- The risk assessment and health and safety policy gives guidance regarding assessing, reporting and taking action to deal with potential risks. The proprietor has now created a comprehensive risk assessment form should a member of staff commence work prior to a suitability check being gained. This details what action should be taken once the risk has been assessed.
- However, risk assessments have not been completed, with subsequent actions, to deal with other risks, such as the shared use of the building. Therefore, these standards remain unmet.

Part 4. Suitability of staff, supply staff, and proprietors

Paragraphs 18(2), 18(2)(c), 18(2)(c)(ii), 18(3), 21(3), 21(3)(a)(ii), 21(3)(a)(iii)

- The inspection in November 2016 identified that the required recruitment checks and the recording of recruitment checks had not been carried out by school leaders.
- The school's action plan did not clarify how school leaders were going to ensure that these required checks and documentation would be completed.
- The proprietor has ensured that all recruitment checks are made and evidence recorded and stored in line with government guidance.
- These standards are now met.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1), 23(1)(a), 23(1)(b), 25

- This inspection identified that some of the toileting facilities that were being used for pupils were not for their sole use and therefore not suitable.
- Therefore these standards are not met.

Part 6. Provision of information

Paragraphs 32(1), 32(1)(d)

- The inspection carried out in November 2016 identified that the school's website did not make the last inspection report available to parents.
- The subsequent action plan did not contain details of how and when the school propose to meet this failed standard.
- The proprietor has ensured that the school website now makes available the last inspection report.
- The proprietor has ensured that these standards are now met.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b), 34(1)(c)

- In November 2016, inspectors identified that leaders and managers had failed to ensure that the independent school standards are consistently met and that pupils' welfare and well-being are promoted.
- The action plan that leaders and managers have written did not adequately address how the unmet standards would be met and in what timescales.
- The proprietor has taken action to ensure that some of the standards not met at the last inspection have now been met. He has ensured that senior leaders and teaching staff have had up-to-date safeguarding training. His senior leaders are taking advice from external authorities, such as the National Society for the Prevention of Cruelty to Children and the local authority safeguarding officer, to ensure that they have a better understanding of how to deal with and record any safeguarding concerns. The proprietor has ensured that policies are up to date and that the previous inspection report is available to parents and carers.
- However, safeguarding is not as effective as it should be. At some times of the school day, the safety of pupils is compromised due to ineffective action being taken by school leaders. Some toileting facilities are also not appropriate for pupils. Therefore, not all independent school standards have been met and the well-being of pupils is not consistently actively promoted.
- These standards have not been met.

Compliance with regulatory requirements

The school does not meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

The school now meets the following independent school standards

- Part 4. Suitability of staff, supply staff and proprietors. The proprietor has now ensured that all appropriate recruitment checks are completed (paragraphs 18(2), 18(2)(c), 18(2)(c)(ii), 18(3), 21(3), 21(3)(a)(ii), 21(3)(a)(iii)).
- Part 6. Provision of information. The proprietor has now ensured that a copy of the report following an inspection is published on the school's website (paragraphs 32(1), 32(1)(d)).

The school must meet the following independent school standards

- Part 3. Welfare, health and safety of pupils. The proprietor has not ensured that arrangements are made to safeguard and promote the welfare of pupils (paragraphs 7, 7(a), 7(b)). The proprietor has not ensured that risk assessments are drawn up and effectively implemented and appropriate action taken to reduce risks (paragraphs 16, 16(a), 16(b)).
- Part 5. Premises of and accommodation at schools. The proprietor has not ensured that toileting facilities that pupils use are for their sole use and that, therefore, the welfare of pupils is ensured (paragraphs 23(1), 23(1)(a), 23(1)(b), 25).
- Part 8. Quality of leadership in and management of schools. The proprietor has not ensured that those with leadership responsibilities demonstrate skills and knowledge appropriate to their role so that the independent school standards are met consistently and that they actively promote the well-being of pupils (paragraphs 34(1), 34(1)(a), 34(1)(b), 34(1)(c)).

School details

Unique reference number	137568
DfE registration number	373/6003
Inspection number	10040368

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Independent Muslim girls school
School status	Independent school
Age range of pupils	11 to 16
Gender of pupils	Girls
Number of pupils on the school roll	69
Number of part-time pupils	0
Proprietor	Irshad Akbar
Chair	Abdul Khayum
Headteacher	Irshad Akbar
Annual fees (day pupils)	£1,550
Telephone number	01142 447700
Website	www.ymasheffield.co.uk
Email address	headteacher@oaktreehs.org
Date of previous standard inspection	15–17 November 2016

Information about this school

- Oak Tree High is an independent Muslim school which accepts up to 100 girls between the ages of 11 and 16 years. There are currently 69 girls on roll, none who have an education, health and care plan.
- The school was last inspected in November 2016 when its overall effectiveness was judged inadequate.
- The proprietor is also the headteacher. The designated safeguarding lead and the deputy safeguarding lead took on these roles in September 2017.
- The school is based in a large section of a building owned by the Yorkshire Muslim

Academy. The building is used for a range of community activities in the evenings and for a nursery during the day.

- The school does not provide, or use any services from, other alternative education provision.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- This was the school's first progress monitoring inspection since being judged to be inadequate in November 2016. The inspection was conducted by one of Her Majesty's Inspectors without notice.
- The school produced an action plan to demonstrate how it would meet the unmet standards identified at the last inspection. The Department for Education confirmed in June 2017 that the action plan was not acceptable.
- The inspector spoke to a large number of pupils during their breaktimes throughout the day.
- The inspector held meetings with the headteacher, the designated safeguarding lead and the deputy designated safeguarding lead. The inspector also spoke informally to teaching staff throughout the day.
- The inspector examined school documentation relating to safeguarding, and previously unmet independent school standards.

Inspection team

Jo Sharpe, lead inspector

Her Majesty's Inspector

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