

The Fountain

109–111 New Cross Street, Bradford BD5 8BP

Inspection dates

7 March 2018

Overall outcome

The school meets all of the independent school standards that were checked during this inspection

Main inspection findings

Part 1. Quality of education provided

Paragraph 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii)

- The inspection in January 2017 found that the proprietor and headteacher had not ensured that pupils received impartial careers guidance, which would have helped to raise their aspirations and to allow them to make informed choices about their futures. In addition, leaders did not check whether pupils completed the courses they had chosen to follow, after leaving the school. As a result, leaders could not evaluate whether they had prepared pupils effectively for their next stage of education and did not know if pupils were fulfilling their potential.
- Immediately following the last inspection, the headteacher contacted an external provider of careers advice and guidance. An adviser from the commissioned company has visited the school since then for two full days to work with pupils in Years 9 to 11. The guidance from the adviser included information about opportunities in the local job market and employment levels across different sectors locally, compared to the national picture. Pupils were also informed about the qualification and credit framework in England and were helped to write individual action plans for their next steps after leaving school. Further visits from the external careers adviser are calendared.
- The school has continued to provide a timetabled careers lesson each week for all pupils in Year 10 and Year 11. The careers teacher is also available at break and lunchtimes to provide ongoing advice and guidance for pupils and to support them with applications to further education providers, local sixth forms, apprenticeships or into employment with training.
- A programme of visits out of school has continued. In February 2018, all Year 10 and Year 11 pupils visited a careers fair in Manchester and pupils also visited Huddersfield University in the autumn term 2017.
- Pupils in Year 10 completed a week of work experience in January 2018. Most placements were in local primary schools, nurseries and pharmacies.
- Since the previous inspection, the headteacher has established a comprehensive database of the courses pupils have gone on to study when they left the school and the destinations they subsequently progressed on to. As a result of gathering this data, the

school has begun a programme of visits from former pupils, to talk to current pupils about their careers.

- The school has continued to provide a science, technology, engineering and mathematics (STEM) club for pupils, to broaden their understanding of possible careers.
- During this inspection, the proprietor and headteacher agreed to extend the school's careers programme, including the provision of impartial guidance, to encompass pupils across Years 8 to 11, in line with the requirement set out in the Department for Education's statutory guidance (January 2018).
- The actions taken to improve careers education mean the above standards are now met.

Paragraph 3, 3(a), 3(c), 3(d)

- The previous inspection found teachers did not routinely plan lessons that enabled pupils with different starting points to make good progress and acquire new knowledge. In particular, inspectors found the most able pupils were commonly provided with the same work as other pupils and spent too much valuable learning time waiting for others to catch up. Furthermore, the inspection found teachers' assessments of pupils' abilities were overly generous, which meant gaps in pupils' knowledge were not been addressed well enough.
- Since then, the headteacher has taken a far more proactive approach and monitored the quality of teaching more rigorously. She has observed lessons more frequently and provided teachers with helpful feedback. The headteacher has also met with all teachers of national curriculum subjects, including English, mathematics, science and religious education, each week to review the work in pupils' books and to reflect on the aspects of teaching that were more or less successful. The headteacher maintains rudimentary records of these meetings.
- A number of new teachers have joined the school, including an experienced teacher of mathematics. Scrutiny of mathematics books showed the level of challenge for pupils has increased. Work provided is suitable for pupils with different starting points, including the most able pupils.
- New text books have been purchased which support classwork and are used by pupils at home to support independent study. These books are appropriately tiered for different entry levels at GCSE.
- The school has introduced seating plans. Pupils in each class are now typically grouped by ability and are regularly provided with tailored work appropriate to their starting point. The headteacher now checks teachers' planning more meticulously, especially to see whether work is appropriate for pupils of different abilities. Lesson plans now routinely identify how the work provided will be adapted for pupils with different starting points.
- Teachers have had opportunities to attend external standardisation courses provided by awarding bodies and a link with Dixon's Trinity Academy has been used to foster teachers' accuracy in assessments.
- The school has developed its assessment procedures for tracking pupils' progress and attainment. There are more thorough records in place for each pupil. The school continues to gather information about pupils' attainment in key stage 2 national curriculum tests. However, the headteacher and proprietor are yet to put in place an

efficient system for tracking pupils' progress from the point they enter the school in Year 7.

- Pupils who make slower progress are now identified and provided with extra teaching to address gaps in their knowledge. Checks on books and discussions with teachers identified good examples of where this has been done successfully for the most able pupils in Year 11 mathematics and for lower-attaining pupils in Year 10 English.
- The proportion of pupils attaining grade 4 or better in English and mathematics GCSE examinations in 2017 was well above the national average. The proportion of pupils attaining top grades also increased on that seen in the previous year. Outcomes in other subjects were also well above national averages.
- The actions taken by the headteacher to improve the quality of teaching have improved the progress made by pupils from their various starting points. As a result, the above standards are now met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b).

- The school's safeguarding policy was reviewed in January 2018 and is in line with the most recent Department for Education guidance. The school does not have a website but does make a copy of the safeguarding policy available to parents and carers on request.
- The headteacher has created a safe and healthy culture for the safeguarding of pupils. All members of staff have received up-to-date safeguarding training. This has been supplemented with further training about specific aspects of safeguarding, including the risk of female genital mutilation and the duty to protect children from radicalisation and extremism.
- Members of staff fully understand the steps they must take if they have a concern about a pupil's safety. The headteacher, as lead person for child protection in the school, works effectively with external agencies and parents to protect pupils, where concerns are identified.
- The above standards, which were met at the time of the previous inspection, continue to be met.

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

Paragraph 18(2), 18(2)(d)

- When the school was inspected in January 2017, inspectors found that not all members of staff had the necessary level of vetting checks for their role. Although the oversight was rectified during the inspection, inspectors judged the above standards were not met.
- Since then, leaders have made meticulous checks on all new members of staff employed. In all cases, an enhanced disqualification and barring check has been made and the certificate obtained and kept on file. All relevant information has been added to the school's single central record of these checks.
- All necessary details of vetting checks made on teachers who teach in the madrasa, including the teacher who is available to fulfil the duties of a trustee, are included on the

school's single central record.

- Thorough checks have been made to establish the identity, right to work in the UK and suitability of all new members of staff.
- Since the last inspection, the headteacher has also introduced a policy to ensure that all older pupils who stay on at the school to complete their Islamic studies also complete a disqualification and barring check.
- The headteacher has completed up-to-date training in the safer recruitment of staff.
- The above standards are now met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b)

- In January 2017, inspectors found the headteacher and proprietor were not sufficiently meticulous in steering the work of the school and that this slowed the school's improvement. The inspection found gaps in some of the school's systems, including the tracking of attendance, provision of impartial careers guidance and monitoring of pupils' destinations after they leave the school. Inspectors also found teachers did not receive the guidance they needed to be fully effective and that teaching did not therefore meet the needs of pupils effectively. The quality of assessment was also found to be inaccurate and overly generous. Lastly, inspectors found policies and procedures for checking the suitability of staff were not applied with complete consistency.
- Since then, the headteacher and proprietor have responded positively and ensured that all the unmet independent school standards are now met.
- In addition, the headteacher has established a system for the monitoring of pupils' attendance. Attendance registers are completed daily and the information is analysed to determine weekly attendance for each year group. The information shows attendance for the year to date is around 94.5%, which is close to the national average for secondary schools.
- An increased programme of visits out of school, such as those to careers fairs and universities, together with opportunities for pupils to join revision classes with pupils in other local schools, has provided pupils with more opportunities to meet people of other faiths and cultural backgrounds.

Compliance with regulatory requirements

The school meets 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 1 Quality of education provided

- Paragraphs 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii). The proprietor has ensured that pupils have access to accurate, up-to-date impartial careers guidance which enables them to make informed choices about a broad range of career options.
- Paragraphs 3, 3(a), 3(c), 3(d). The proprietor has ensured that teaching at the school:
 - enables pupils to acquire new knowledge and make good progress according to their ability, so that they increase their understanding and develop their skills in the subjects taught
 - involves well planned lessons and effective teaching methods, activities and management of class time
 - shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons.
- Paragraphs 18(2), 18(2)(d). The proprietor has ensured that, where relevant to any such person, an enhanced criminal record check is made in respect of that person and an enhanced criminal record certificate is obtained before or as soon as practicable after that person's appointment.
- Paragraphs 34(1), 34(1)(a), 34(1)(b). The proprietor has ensured that persons with leadership and management responsibilities at the school demonstrate good leadership skills and knowledge appropriate to their role, so that the independent school standards are met consistently.

School details

Unique reference number	134587
DfE registration number	380/6116
Inspection number	10047073

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	Other independent school
School status	Independent school
Age range of pupils	10 to 16
Gender of pupils	Female
Number of pupils on the school roll	103
Number of part-time pupils	20
Proprietor	Mr M I Afsar
Headteacher	Abeer Niehad
Annual fees (day pupils)	£1,745
Telephone number	01274 735913
Website	The school does not have a website
Email address	admin@fountainschool.co.uk
Date of previous standard inspection	17–19 January 2017

Information about this school

- The school is run by the sole proprietor and the headteacher. An additional maulana (teacher at the madrasa, the Islamic school using the school during the evenings and at weekends) is available to fulfil the duties of a trustee, if required.
- The school building is used as a madrasa, run by the school's proprietor, a local imam.
- Twenty former pupils, aged between 17 and 19, attend the school during the school day to complete their Islamic studies. Since the previous inspection, the headteacher has introduced a policy of completing a disclosure and barring check on all of these pupils.
- There are no pupils who have special educational needs and/or disabilities. All pupils speak English as an additional language and are fluent in the use of English.

- The school does not use any alternative provision.
- This inspection was the first progress monitoring inspection since the school's previous standard inspection in January 2017.
- The school aims to 'provide a balanced high quality Islamic and national curriculum based on theoretical and vocational education, within a secure Islamic all female environment, to equip the pupils with the necessary knowledge, skills, experience, moral values, and Islamic spirituality for a successful life'. The school also aims to 'infuse into the whole of the pupil's personality and create in her an emotional attachment to Islam and enable her to follow the Koran and Sunnah and be a law abiding British citizen prepared to contribute to society'.

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.
- The inspection took place without notice.
- The Department for Education required an action plan following the school's previous standard inspection. The action plan submitted by the school was deemed to be acceptable with modifications in July 2017. The school subsequently adapted its action plan to incorporate the required modifications.
- The inspector held meetings with the headteacher, the proprietor and a number of teachers. The inspector visited several lessons with the headteacher to observe the quality of teaching and the progress of pupils currently in the school. During these visits, the inspector sampled pupils' books and talked to pupils about their work.
- The inspector scrutinised examples of teachers' lesson planning, looked at assessment information, the safeguarding policy, staff training records, records of leaders' checks on the quality of teaching and vetting checks made on staff who work in the school.

Inspection team

Chris Smith, lead inspector

Her Majesty's Inspector

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