

Imam Zakariya Academy

447–451 Romford Road, Forest Gate, London E7 8AB

Inspection dates

21 March 2018

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

Paragraph 7, 7(a) and 7(b)

- At the time of the previous inspection, the school's safeguarding policy did not include details of the procedure to follow should any member of the school's community have concerns or allegations against the headteacher. In the school's action plan, it was not clear if leaders recognised that weaknesses in the school's arrangements for safeguarding extended beyond the previously identified lack of pre-employment checks.
- Leaders have made progress in developing a culture of safeguarding. Pupils say they feel safe and they know who to go to if they have any concerns. Staff are knowledgeable and clear about their responsibilities. The training of leaders and staff is up to date. Leaders are developing effective partnerships with the local authority and the police. The safeguarding policy meets requirements.
- However, the procedure for vetting visiting speakers is not systematic. Different leaders are responsible for different parts of the process and so no one has a clear overview. The records of checks on what the individual or organisation is speaking about are not kept appropriately.
- The requirements of this paragraph remain unmet.

Paragraph 11

- At the time of the previous inspection, leaders had not ensured that an adequate health and safety policy was in place. Parts of the school were in a poor state of repair and leaders' approach to mitigating reasonable risks was weak. In the school's action plan, the proposed actions to improve the rigour of the school's health and safety arrangements, including the consistent and effective implementation of a health and safety policy, were vague. The action plan did not include reasonable time frames.
- The health and safety policy now meets requirements. However its implementation is not effective. The routines and systems for checks on the premises are not rigorous enough. The daily/weekly checks consist mainly of checking that cleaning has been done. There are no separate checks on individual classrooms. Health and

safety issues are not followed up in a timely way or, if they are, there is no record of who is responsible or when they were completed.

- The requirements of this paragraph remain unmet.

Paragraph 12

- At the time of the previous inspection, leaders had not acted rapidly enough to address the concerns raised by an external fire safety review.
- The checks of fire alarms, fire extinguishers and emergency lighting are now made and recorded in an organised manner in a fire log book. Fire drills are carried out regularly and are also recorded. Fire signage, including escape routes, is clear and helpful. Leaders have made general improvement to the building, including additional fire exits.
- The requirements of this paragraph are met.

Paragraph 13

- At the time of the previous inspection, leaders had not ensured that first aid was administered in a timely and competent manner and supported by an effective written first aid policy.
- The arrangements for first aid and medicines now meet requirements. All staff are trained in paediatric first aid. The details of pupils receiving first aid are recorded clearly. Leaders ensure that parents are informed by telephone and pupils also take an information slip home. Pupils are confident in the management of first aid. Medicines are kept securely and appropriate records are kept.
- The requirements of this paragraph are met.

Paragraph 14

- At the time of the previous inspection, the supervision of pupils by staff was not adequate to support pupils' welfare throughout the day.
- Leaders now ensure that pupils are well supervised throughout the school day, including break and lunchtime in the school building and in the playground. Rotas for staff supervision have been organised and pupils say that staff are always available.
- The requirements of this paragraph are met.

Paragraph 16, 16(a) and 16(b)

- At the time of the previous inspection, leaders' approach to risk assessment was not effective. The school's action plan was unclear.
- The risk assessment policy meets requirements but it is not implemented effectively. Risk assessments exist in a range of formats, which makes them difficult for staff to follow. Risk assessments also vary in quality. Some are suitable, but others are too generic and not specific enough to reduce risk effectively. Some risk assessments do not make roles and responsibilities clear.
- The requirements of this paragraph remain unmet.
- The school does not meet all the requirements for this part.

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

Paragraph 18(2) and 18(2)(a)

- At the time of the previous inspection, leaders had not ensured that all of the required pre-employment checks had been made prior to staff starting work at the school.
- These checks on staff are now completed and systems are in place to ensure that they are made routinely when a new member of staff is appointed. Senior leaders and the chair of the governing body have attended safer recruitment training.
- The requirements of this paragraph are met.

Paragraph 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii) and 20(6)(c)

- At the time of the previous inspection, some members of the proprietorial body had not been checked.
- The checks on the proprietor and members of the proprietorial body are now completed and systems are in place to ensure that these are made as a matter of routine when there are any changes.
- The requirements of this paragraph are met.

Paragraph 21(1), 21(3), 21(3)(a), 21(3)(a)(ii), 21(6), 21(7), 21(7)(a) and 21(7)(b)

- At the time of the previous inspection, leaders did not record checks appropriately.
- The single central record of pre-employment checks for staff, governors and the proprietor now meets requirements. Accountability for the checks is clear. The leader responsible is knowledgeable and conscientious and the register is well organised.
- The requirements of this paragraph are met.
- The school meets all the requirements for this part.

Part 5. Premises of and accommodation at schools

Paragraph 23(1), 23(1)(a) and 23(1)(b)

- At the time of the previous inspection, leaders had not ensured that suitable toilet and washing facilities were available for the sole use of pupils. This included having separate toilet facilities available for boys aged eight years or over.
- There are separate toilets for girls and boys. However, the provision of sole use of toilets for boys is unclear. Documentation and labelling suggests that they may also be used by the staff and public. Leaders gave contradictory information on this matter during the inspection.
- The boys' toilets are referred to as 'the mosque toilets' in some school documentation. Leaders state that they are 'public toilets' for use by members of the public who come in to pray at the mosque. This happens for an hour each afternoon. At this time, pupils are in classes and senior staff supervise visitors. The routines are clearly well practised, in line with the risk assessment. This part of the arrangement is effective.
- However, the toilets in the boys' toilet block are labelled and described by leaders as

'staff toilets'. In addition, the toilet on the first floor which leaders say is for staff, is referred to by pupils as the women's staff toilet. Inspection evidence gathered confirmed that male staff use the boys' toilet washing area at lunchtime. The standard is therefore not met.

- The requirements of this paragraph remain unmet.

Paragraph 25

- At the time of the previous inspection, the school's accommodation was in a poor state of repair. The action plan did not resolve issues, including leaders' ability to effectively identify, mitigate and monitor risks to the health and safety of pupils.
- Leaders have made a number of improvements to the buildings, both inside and out. However, the procedures for the maintenance of the building do not meet requirements because the monitoring of health and safety issues is not systematic.
- The requirements of this paragraph remain unmet.

Paragraph 28(1), 28(1)(a), 28(1)(c), 28(2), 28(2)(a) and 28(2)(b)

- At the time of the previous inspection, leaders had not ensured that suitable cold drinking water was available for pupils at all times.
- Leaders have ensured that pupils have access to drinking water. The water fountains are located around the school and are clearly labelled.
- The requirements of this paragraph are met.
- The school does not meet all the requirements for this part.

Part 6. Provision of information

Paragraph 32(1), 32(1)(a), 32(1)(b), 32(2), 32(2)(b) 32(2)(b)(ii), 32(3), 32(3)(e), 32(3)(f), and 32(3)(g)

- At the time of the previous inspection, leaders had not ensured that they met the requirements of standards relating to the provision of information.
- The school's website is being reconstructed and, although it is available to parents, it contains very little information. The contact details for the school, headteacher, governors and the proprietor are clearly displayed at the school entrance. Parents are invited to request policies through the school newsletter, which is distributed to all parents. Leaders have not made arrangements to provide information to parents about the school's latest inspection report and its academic performance.
- The requirements of this paragraph remain unmet.
- The school does not meet all the requirements for this part.

Part 8. Quality of leadership in and management of schools

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

- At the time of the previous inspection, leaders had not ensured that all the independent school standards were met.
- Leaders have made progress and a number of the independent school standards checked are now met. However, overall, leaders have not ensured that all the independent school standards are met.

- The requirements of this paragraph remain unmet.
- The school does not meet all the requirements for this part.

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 does not meet the following independent school standards

- The proprietor ensures that arrangements are made to safeguard and promote the welfare of pupils at the school; and such arrangements have regard to any guidance issued by the Secretary of State (paragraph 7, 7(a) and 7(b)).
- The proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy (paragraph 11).
- The proprietor ensures that the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy and appropriate action is taken to reduce risks that are identified (paragraph 16, 16(a) and 16(b)).
- The proprietor ensures that suitable toilet and washing facilities are provided for the sole use of pupils (paragraph 23(1), 23(1)(a)).
- The proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured (paragraph 25).
- The proprietor ensures that particulars of the school's academic performance during the preceding school year, including the results of any public examinations; a copy of the report of any inspection carried out under sections 108 or 109 of the 2008 Act or section 87(1) of the 1989 Act are made available to parents (paragraph 32(3), 32(3)(e) and 32(3)(g)).
- The proprietor ensures 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 well-being of pupils (paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

The school now meets the following independent school standards

- The proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 12)
- The proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy (paragraph 13).

- The proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff (paragraph 14).
- The standard in this paragraph is met if no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act (paragraph 18(2) and 18(2)(a)).
- The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if–
 - MB is not barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that individual is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 of that Act; and
 - does not carry out work, or intend to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or any direction made under section 128 of the 2008 Act or section 142 of the 2002 Act or any disqualification, prohibition or restriction which takes effect as if contained in either such direction (paragraph 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a),(ii)).
- The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to MB–
 - where relevant to the individual, an enhanced criminal record check
 - checks confirming MB's identity and MB's right to work in the United Kingdom; and
 - where, by reason of MB's living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish MB's suitability to work in a school, such further checks as the Chair of the school considers appropriate, having regard to any guidance issued by the Secretary of State
 - and, where an enhanced criminal record check is made, the Chair obtains an enhanced criminal record certificate relating to the individual; and subject to sub-paragraph (8), where the Secretary of State makes a request for an enhanced criminal record check relating to MB countersigned by the Secretary of State to be made, such a check is made (paragraph 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii) and 20(6)(c)).
- The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
 - The information referred to in this sub-paragraph is – in relation to each member of staff ("S") appointed on or after 1st May 2007, whether– a check was made to establish whether S is barred from regulated activity relating to children in

accordance with section 3(2) of the 2006 Act (paragraph 21(1), 21(3), 21(3)(a) and 21(3)(a)(ii)).

- The information referred to in this sub-paragraph is, in relation each member (“MB”) of a body of persons named as the proprietor appointed on or after 1st May 2007, whether the checks referred to in paragraph 20(6)(b) were made, the date they were made and the date on which the resulting certificate was obtained (paragraph 21(6)).
- The information referred to in this sub-paragraph is, in relation to each member of a body of persons named as the proprietor in post on 1st August 2007 who was appointed at any time before 1st May 2007– whether each check referred to in sub-paragraph (6) was made; and whether an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained (paragraph 21(7), 21(7)(a) and 21(7)(b)).
- The standard in this paragraph is met if separate toilet facilities for boys and girls aged 8 years or over are provided except where the toilet facility is provided in a room that can be secured from the inside and that is intended for use by one pupil at a time (paragraph 23(1)(b)).
- The standard in this paragraph is met if the proprietor ensures that– suitable drinking water facilities are provided; cold water supplies that are suitable for drinking are clearly marked as such; and the facilities provided under sub-paragraph (1)(a) will be suitable only if they are readily accessible at all times when the premises are in use; and they are in a separate area from the toilet facilities (paragraph 28(1), 28(1)(a), 28(1)(c), 28(2), 28(2)(a) and 28(2)(b)).
- The standard about the provision of information by the school is met if the proprietor ensures that–
 - the information specified in sub-paragraph (2) is provided to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector¹, the Secretary of State or an independent inspectorate
 - the information specified in sub-paragraph (3) is made available to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate
 - particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school’s internet website or, where no such website exists, are provided to parents on request; (paragraph 32(1), 32(1)(a), 32(1)(b) and 32(1)(c))
 - where the proprietor is a body of persons, the address and telephone number of its registered or principal office (paragraph 32(2), 32(2)(b) and 32(2)(b)(ii))
 - details of the complaints procedure referred to in paragraph 33, and the number of complaints registered under the formal procedure during the preceding school year; and (paragraph 32(3) and 32(3)(f)).

¹ For the meaning of “Chief Inspector” see section 138(1) of the 2008 Act.

School details

Unique reference number	134577
DfE registration number	316/6063
Inspection number	10045184

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	5 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	94
Number of part-time pupils	0
Proprietor	Mr Asif Chowdhury
Chair	Mr Mian Aslam
Headteacher	Ms Faiza Abdi
Annual fees (day pupils)	£2,300
Telephone number	020 8555 6258
Website	www.iza.org.uk
Email address	info@iza.org.uk
Date of previous standard inspection	4–6 July 2017

Information about this school

- The school opened in 2003 and is registered as an independent day school. The school has a Muslim ethos and is located within the premises of the Forest Gate Mosque.
- The school is registered for boys and girls between the ages of five to 11. There are 94 pupils on roll.
- Since the previous standard full inspection, there have been a number of changes in leadership. A new proprietor has taken over responsibility for the school. The headteacher is now the chair of the governing body. The previous deputy headteacher is now the substantive headteacher and a new deputy headteacher has been

appointed.

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 first monitoring inspection since the full standard inspection in July 2017.
- The inspection took place without notice.
- The inspection focused on Parts 3, 4, 5, 6 and 8 of the independent school standards.
- The inspector made a tour of the building.
- The inspector talked informally with pupils and staff at and breaktime and met with a group of pupils representing the school council and 'fighting against bullying'.
- The inspector met with the chair of the governing body, the headteacher and senior leaders. The inspector held a telephone conversation with the proprietor.
- The inspector scrutinised a range of documentation including the single central record of staff pre-employment checks, risk assessments and other documentation relating to health and safety.
- There were insufficient responses to the Ofsted online questionnaire, Parent View, to make analysis possible.

Inspection team

Janet Hallett, lead inspector

Her Majesty's Inspector

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