

Redstone Educational Academy

466 Moseley Road, Birmingham, West Midlands B12 9AN

Inspection dates

4 May 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 12

- At the time of the previous inspection, the proprietor and leaders had not ensured that the school complied with the Regulatory Reform (Fire Safety) Order 2005. The school's action plan proposed suitable changes to the schedule for checking the different aspects of the fire safety systems.
- Leaders have ensured that a thorough fire risk assessment has been completed. They have responded to the findings of the assessment to reduce the risks from fire. Emergency exits are clear of obstructions and clearly lit. Leaders now complete weekly tests on the fire alarm system and record these appropriately. The school has a few trained fire marshals who have the necessary knowledge and skills to undertake their role effectively.
- The standard for this paragraph is met.

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

Paragraphs 18(2), 18(2)(e)

- At the time of the last inspection, leaders had not ensured that leaders' pre-employment checks were robust, particularly in relation to staff who had lived overseas. In addition, leaders had not promoted equality of opportunity when recruiting new staff. The school's action plan encompasses these failings.
- Leaders now ensure that the single central record requirements are met in line with the Department for Education's (DfE) guidance. Leaders carry out appropriate checks on potential staff who have lived or worked outside the United Kingdom to establish their suitability to work with children. The headteacher and one director have completed safer recruitment training. The school's systems in place for recruiting new staff ensure fairness and transparency, and are consistent with good practice in safer recruitment.
- All standards for these paragraphs are met.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1), 23(1)(c)

- At the time of the last inspection, leaders had not consistently recorded the details of the tests carried out on the water quality in the showers. The school's action plan proposed fitting two new showers and the completion of a Legionella risk assessment every two years.
- An appropriate Legionella risk assessment has now been undertaken by a commercial company to identify any potential risks. Leaders have begun to respond to the recommendations of the risk assessment, addressing the most urgent issues first. Staff conduct regular maintenance tasks, such as running the water in taps which are used infrequently, to reduce the risk of Legionella. Leaders now ensure that the necessary water quality tests are carried out routinely and in accordance with the relevant guidance.
- All standards for these paragraphs are met.

Paragraphs 28(1), 28(1)(d)

- Inspectors found that the temperature of the hot water from the showers posed a scalding risk to pupils. The temperature of water from other taps reached an appropriate temperature. Leaders have a maintenance schedule for adding thermostatic mixing valves (TMVs) to pipes to regulate the temperature of the hot water. The TMVs for the shower pipes are due to be fitted imminently.
- The standards for these paragraphs are not met.

Part 7. Manner in which complaints are handled

Paragraphs 33(j), 33(j)(i), 33(j)(ii), 33(k)

- At the time of the last inspection, leaders had not recorded the details of complaints appropriately. In addition, the complaints policy was not compliant with the independent school standards. The school's action plan proposed a revision of the school's complaints procedure.
- The revised complaints procedure is fully compliant with the independent school standards. Leaders adhere to the school's complaints procedure and ensure that all complaints are recorded appropriately.
- The standards for these paragraphs are met.

Part 8. Quality of leadership and management of schools

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

- At the last inspection, the proprietor and leaders did not demonstrate the knowledge and understanding to ensure that all the independent school standards were met. They had not acted to ensure that all aspects of the premises and accommodation were fit for purpose. In addition, leaders did not ensure that recruitment processes were appropriate. As a result, the school's overall effectiveness was judged inadequate.
- This inspection found that leaders have acted promptly to address all of the shortfalls that were identified at the time of the previous inspection. Furthermore, leaders have taken action to more rigorously evaluate the quality of teaching and provide helpful

guidance to teachers on how they can improve their practice.

- A new proprietorial board took over the running of the school in September 2017 and a new chair of directors was appointed. Leaders reported to inspectors that they had informed the DfE about the change of proprietor, although the DfE 'Get Information About Schools' website is still showing the name of the previous proprietor. Following changes to the governance structure, leaders and governors' roles, including lines of accountability, are clearer. Directors have a better understanding about what needs to be done in relation to improving the school's provision and outcomes for pupils.
- Despite leaders' intentions to improve the curriculum by providing more aesthetic and creative opportunities, this has been slow to materialise. Leaders have begun to implement plans and expose pupils through the curriculum to more opportunities for art and design. However, pupils reported that their experiences have been very limited to date.
- The school's safeguarding policy is fit for purpose and takes into account guidance issued by the Secretary of State. It is readily accessible and published on the school's website.
- As a result of one standard relating to the temperature of water not being met, leaders have not ensured that all of the standards are met. Therefore, the standards for these paragraphs remain unmet.

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, as set out in the annex of this report. 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.

School details

Unique reference number	137560
DfE registration number	330/6009
Inspection number	10045415

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	11 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	122
Number of part-time pupils	0
Proprietor	Mr Waheed Alam
Chair	Mr Waheed Alam
Headteacher	Mr Saadat Rasool
Annual fees (day pupils)	£2,585 key stage 3 / £2,885 key stage 4
Telephone number	0121 4487933
Website	www.redstoneacademy.com
Email address	headteacher@redstoneacademy.com
Date of previous standard inspection	10–12 May 2017

Information about this school

- Redstone Educational Academy is a Muslim faith secondary school situated in Balsall Heath, less than two miles from Birmingham city centre.
- The school does not use alternative provision.
- The school uses former commercial premises which have been converted for use as a school.
- The school operates a policy of segregation by sex for almost all activities. There are some brief occasions when pupils mix, such as for certain assemblies involving outside visitors and when pupils have attended a careers conference at an external venue. The

school's policy of segregation by sex is for religious reasons only and, accordingly, it is not possible for the 'positive action' exception, under s.158 Equality Act 2010, to apply. The segregation policy causes the following detriment to pupils: a denial of choice offered to the opposite sex. For example, boys cannot choose to socialise with girls, and vice versa, and therefore they miss out on the educational benefits of doing so, including preparing them for life in modern Britain. Given this detriment, the policy constitutes direct discrimination contrary to the Equality Act 2010.

- In 2017, the Court of Appeal affirmed that segregation by sex in schools, in analogous circumstances, is direct sex discrimination contrary to the Equality Act 2010. The Court of Appeal also said there is a strong argument for the Secretary of State and Ofsted to recognise that, given the history of the matter, the schools affected should be given time to put their houses in order in the light of the conclusion that this is unlawful sex discrimination. Ofsted and DfE have accepted this. Therefore, the school's policy of segregation has not been taken into account in this inspection when determining the inspection judgements. We intend to write to the Secretary of State and to suggest that he commissions a further inspection of the school in or after September 2018. Following September 2018, we will take any ongoing breach of the Equality Act 2010 arising from segregation into account in relation to key inspection judgements made.
- The school provides full-time education for 122 pupils aged 11 to 16 years from a wide range of cultural backgrounds. Many pupils speak English as an additional language, although all are proficient in English language. There are no pupils with an education, health and care plan or a statement of special educational needs.
- The school informed inspectors of a change of proprietor. Leaders stated that they had informed the DfE of this change. However, the DfE website 'Get Information About Schools' is still showing Dr Perwaiz Alam, the previous proprietor's name.
- The school had its last full standard inspection in May 2017.

Information about this inspection

- This unannounced 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 progress monitoring inspection since the school was judged inadequate.
- The school submitted an action plan outlining its proposals to address the unmet standards. This action plan was evaluated in January 2018. The proposed action plan was rejected.
- Inspectors scrutinised a range of documents, including school policies, pupils' assessment information, checks made on staff's suitability to work with children, risk assessments, the admission and attendance registers, and records relating to the monitoring of teaching and learning.
- One inspector briefly visited a few classes to observe teaching and learning and look at pupils' work.
- An inspector met with a group of pupils and members of the senior leadership team. One inspector held a telephone discussion with the chair of directors.
- The school had its last full standard inspection in May 2017 when it was judged inadequate. The school did not comply with all of the independent school standards at this time.

Inspection team

Tim Hill, lead inspector

Her Majesty's Inspector

James McNeillie

Her Majesty's Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain unmet at this inspection

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school:
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently.

Standards that were met at the previous inspection, but are now judged to not be met at this inspection

Part 5. Premises of and accommodation at schools

- 28(1) The standard in this paragraph is met if the proprietor ensures that:
 - 28(1)(d) the temperature of hot water at the point of use does not pose a scalding risk to users.

The school now meets the following independent school standards

- Part 3, paragraph 12
- Part 4, paragraphs 18(2), 18(2)(e)
- Part 5, paragraphs 23(1), 23(1)(c)
- Part 7, paragraphs 33(j), 33(j)(i), 33(j)(ii), 33(k)
- Part 8, paragraphs 34(1), 34(1)(a), 34(1)(b)

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