

# Birmingham Muslim School

Bisley Works, Golden Hillock Road, Small Heath, Birmingham, West Midlands B11 2PZ

## Inspection dates

10 July 2019

### Overall outcome

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

## Main inspection findings

### Part 1. Quality of education provided

*1, 3, 3(a), 3(c), 3(d), 3(f)*

- Leaders have not improved the quality of teaching since the last standard inspection in October 2017. Consequently, teaching and learning continue to be ineffective.
- There has been a high turnover of staff over the last year. This has led to further inconsistencies in the quality of teaching.
- Work in pupils' books shows that they have made poor progress in English and mathematics over the year. Pupils' work continues to show inconsistencies in presentation. Teachers' feedback has little or no impact on developing learning over time.
- When teachers are absent, pupils join other classes. Where this occurs, pupils' learning is adversely affected. Teachers give pupils work that is too easy for them. Teachers in these classes show little or no understanding of pupils' learning needs. Pupils say that they often join other classes.
- Teachers do not use classroom resources effectively to meet pupils' learning needs. Teachers do not ensure that the classrooms are organised well enough to enable effective teaching to take place. For example, pupils are not grouped together when they are reading together, which makes it difficult for them to hear one another reading. This makes it more challenging for pupils to participate in learning.
- This evidence correlates with the concerns raised in a complaint received by the Department for Education (DfE) prior to this inspection.
- These standards remain unmet.

*3(e)*

- Teachers' subject knowledge is not sufficiently developed to enable them to plan to meet pupils' learning needs. This is especially so when pupils from other year groups join their classes. Leaders do not ensure that staff are supported adequately to enable them to meet the needs of these pupils. In addition to this, teachers do not demonstrate that they have a secure understanding of what pupils in the year group they teach have learned previously, and how to build on that learning.

Work in pupils' books in all year groups continues to show that pupils often repeat the same work despite demonstrating a secure understanding of the concept. Thus, progress is inadequate. Discussions with pupils and work in their books confirm that they are not challenged. This means that many pupils are unable to reach their full potential by the time they leave the school.

- This standard was previously met and is now unmet.

### Part 3. Welfare, health and safety of pupils

- 6, 7, 7(a), 16, 16(a), 16(b)

- The headteacher is currently subject to an interim prohibition order for teaching. This was served on the headteacher in February 2019. An interim prohibition order means that an individual is not allowed to undertake any teaching work.
- Evidence from this inspection clearly shows that the proprietor of the school has not taken into account the known potential safeguarding risks posed by the headteacher towards pupils. During the inspection, the headteacher stated that there was no risk assessment in place to mitigate any risks of the interim prohibition order being breached. The headteacher stated that the trustees come in to school to speak to staff to check that she is not teaching but could provide no evidence of this.
- Towards the end of the inspection a trustee provided the lead inspector with a written risk assessment. This risk assessment was their assessment of the risk posed by the headteacher and how the risk was to be mitigated. However, during the inspection the headteacher and deputy headteacher demonstrated no knowledge of this risk assessment.
- The risk assessment indicates that the designated officer had been contacted and has no objection to the employee continuing to work during the investigation into her conduct. Initially, the trustee stated that they had made direct contact with the designated officer. However, the trustee was unable to provide any evidence that the designated officer had been contacted. They subsequently admitted that no contact has been made with the designated officer by any of the trustees.
- The trustee stated that the risk assessment ensures that the interim prohibition order is not breached. However, the supervision arrangements for the headteacher, described as being in place by this trustee, are inadequate. The risk assessment does not provide sufficient information about how the headteacher will be supervised to ensure that she does not breach the interim prohibition order, including promoting views that undermine fundamental British values.
- In the risk assessment the arrangements to reduce or remove any risks are recorded as 'meeting with trustees'. The trustee spoken to during the inspection stated that he comes into school regularly to speak to staff and leaders. Evidence from the inspection shows that he has visited the school on two occasions, once in March and once in April, since the risk assessment was put in place. The deputy headteacher stated that she met with him in March to confirm that the headteacher is not teaching. Other staff stated that they have not spoken to any of the trustees about the headteacher.

- On inspection there was very little evidence that the risk assessment had been implemented or that staff knew their role in ensuring that it is adhered to. Therefore, there is insufficient evidence to demonstrate that action has been taken to ensure that, when working, the headteacher is not breaching the interim prohibition order or the 2014 standards.
- Other aspects of the risk assessment policy, such as risk assessments for trips and visits, are broadly fit for purpose.
- These standards were previously met but are now unmet.

*7(b), 14, 32(1)(c)*

- The safeguarding policy is published on the school's website. The policy does not consider the particular circumstances of the school, including the fact that the headteacher herself has been identified as being a potential risk to pupils by the Teaching Regulation Agency, who act on behalf of the Secretary of State for Education. The policy was updated during the inspection to reflect government guidance.
- During the inspection pupils were supervised adequately throughout the school day, including during lessons and at breaktimes. This evidence does not correlate with the concerns raised in the complaint relating to supervision.
- These standards are met.

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

*21(1), 21(3), 21(3)(a), 21(3)(a)(iii), 21(3)(b), 21(4), 21(6)*

- During the last monitoring inspection, all the information on the single central register was recorded accurately. However, at the time of this inspection, the above standards were not recorded accurately on the single central record. The record does not state that the headteacher is subject to an interim prohibition order. The section 128 checks are also not recorded.

- These standards are unmet but were met at the previous inspection.

*17, 18(1), 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3)*

- The headteacher has ensured that all required checks have been undertaken on staff. Evidence of the checks was viewed on inspection. However, staff recruitment folders are haphazard and disorganised. For example, the headteacher was unable to provide copies of application forms. Nevertheless, the headteacher was able to demonstrate that all relevant safeguarding checks have been completed.

- These standards are met.

*21(2), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii)*

- The single central record was checked. It is held in an electronic format which can be reproduced if required. The checks relating to the above standards are recorded correctly on the single central record in line with government guidance and the standards.

- These standards are met.

## Part 8. Quality of leadership in and management of schools

### *34(1), 34(1)(a), 34(1)(b)*

- The proprietor, headteacher and other leaders do not have the necessary skills to ensure that all of the independent school standards are consistently met. The school is in decline. Some independent school standards which were previously met are now unmet.
- The proprietor does not understand, or fulfil, their safeguarding responsibilities. This is especially so in respect of the interim prohibition order currently in place on the headteacher. The proprietor has paid no regard to ensuring that the headteacher is supervised to guarantee that she poses no risk to pupils or is involved in any teaching activities. The evidence presented on inspection in relation to the interim prohibition order was unreliable.
- Evidence from this inspection demonstrates that the quality of teaching and learning has not improved since the last standard inspection. In some parts of the school the quality of teaching has declined.
- Since the previous inspection in September 2018, responsibility for monitoring the quality of teaching and learning has been passed to the deputy headteacher and the English and mathematics leaders. There is no evidence that the quality of teaching has improved as a result of this change.
- The proprietor and leaders have an overgenerous view of the quality of teaching. They do not have the knowledge and skills to identify the weaknesses in teaching and are therefore not able to provide the right support to improve it. The proprietor's and leaders' monitoring arrangements are poor. Their monitoring pays little attention to the progress pupils make over time. Leaders have sought additional support from an external headteacher. However, joint lesson observations with this headteacher have only recently been undertaken. Therefore, no impact of this support can be seen.
- Leaders have managed the relatively high turnover of staff poorly. This has contributed to the inconsistencies in the quality of teaching. It has also resulted in disruption to pupils' learning when they have to join other classes as a result of staff absences.
- The proprietor and leaders do not have the knowledge or expertise to write a suitable action plan. The school's action plan required by the DfE has previously been judged as unacceptable on two occasions. The updated action plan remains unacceptable. The actions in the plan are more akin to vague intentions such as 'to purchase new resources' or 'quality marking'. Success criteria are not specific, and in many instances there is no indication of what leaders hope to achieve as a result of the actions. For example, some state simply 'pupil books', or 'monitoring resources'. Monitoring arrangements and timeframes are equally as weak and, in some cases, non-existent.
- The current action plan has no clear strategic focus and it is unlikely that the unmet standards will be met with this plan in place.
- These standards were unmet at the last inspection and remain unmet.

### *34(1)(c)*

- The independent school standards 7(a), 16(a) and 16(b) are unmet. This raises serious concerns about pupils' welfare. Leaders have not taken sufficient action to ensure that all aspects of pupils' welfare are safeguarded well enough.

- This standard was met at the last inspection but is now unmet.

#### Statutory requirements of the Early Years Foundation Stage

- The safeguarding and welfare requirements of the children in the early years are unmet. The proprietors have not taken sufficient steps to ensure that children are protected from the potential known risks posed by the headteacher. Their supervision arrangements of the headteacher are inadequate.
- The learning and development requirements in the early years are unmet. They were previously met. This is because children's books show that work is not appropriately matched to their varying abilities. Writing books show activities that do not enable children to show what they are capable of and children repeat similar activities over time. This limits their progress. Additionally, children's mathematical skills have not been developed well enough over the year.
- Opportunities to promote learning through purposeful play activities are limited. Staff do not support and develop children's learning sufficiently through the use of effective questioning. Consequently, children do not make as much progress as they might and are not prepared well enough for Year 1.

## **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	133521
DfE registration number	330/6102
Inspection number	10104189

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	Muslim independent day school
School status	Independent school
Age range of pupils	4 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	83
Number of part-time pupils	0
Proprietor	The Albayan Education Foundation Ltd
Headteacher	Miss Janet Laws
Annual fees (day pupils)	£1,980
Telephone number	0121 7668129
Website	<a href="http://www.birminghammuslimschool.org">www.birminghammuslimschool.org</a>
Email address	<a href="mailto:info@birminghammuslimschool.org">info@birminghammuslimschool.org</a>
Date of previous standard inspection	17–19 October 2017

## Information about this school

- Birmingham Muslim School is an independent Islamic day school for girls and boys aged four to 11 years old. It was opened in 2001.
- Since June 2018, there have been a number of changes in staffing. Seven staff have left the school.
- There are currently 83 pupils on roll.
- No pupils have been identified as having special educational needs and/or disabilities.
- The proprietor is The Albayan Education Foundation Ltd. This is made up of a board of three trustees, one of whom is the headteacher.
- The headteacher does not have a class teaching commitment. The headteacher is

currently subject to an interim prohibition order.

- The last full inspection of the school took place in October 2017, when its overall effectiveness was judged to be inadequate.



## 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 inspection was commissioned to check whether the school is demonstrating that action has been taken to ensure that the headteacher is not breaching an interim prohibition order or the 2014 standards when working in the school.
- The inspection was also commissioned to review standards in Parts 1, 3 and 4 of the independent school standards in response to a complaint.
- The DfE requires the school to produce an action plan. During the inspection, the school's updated action plan was evaluated. The previous action plans were deemed unacceptable by Ofsted in February 2018 and February 2019. The current action plan is still unacceptable.
- The inspection was conducted without notice and lasted one day.
- This was the second progress monitoring inspection since the previous standard inspection in October 2017. The first progress monitoring inspection was in September 2018.
- This inspection was quality assured by a Senior Her Majesty's Inspector.
- The inspectors met with the headteacher, deputy headteacher, a trustee and the mathematics leader. Inspectors also spoke to teachers.
- The inspectors observed teaching, looked at samples of pupils' work and spoke informally to pupils. Inspectors observed pupils at breaktimes and lunchtime.
- The inspectors reviewed a range of documentation including safeguarding policies and related information; the school's single central record; documents relating to risk assessments; schemes of work; and the school's action plan.
- There have been no responses on Parent View in the last 365 days.
- The lead inspector reviewed the school's website prior to the inspection.
- The inspectors conducted a tour of the school's premises with the headteacher. The lead inspector reviewed the books available in the library.

## Inspection team

Ann Pritchard, lead inspector

Her Majesty's Inspector

Alan Johnson

Ofsted 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 un-met at this inspection*

#### **Part 1. Quality of education provided**

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
  - 3(a) 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
  - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time
  - 3(d) 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
  - 3(f) utilises effectively classroom resources of a good quality, quantity and range.

#### **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 1. Quality of education provided**

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
  - 3(e) demonstrates good knowledge and understanding of the subject matter being taught.

#### **Part 3. Welfare, health and safety of pupils**

- 7 The standard in this paragraph is met if the proprietor ensures that–
  - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school.

- 16 The standard in this paragraph is met if the proprietor ensures that–
  - 16(a) 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
  - 16(b) appropriate action is taken to reduce risks that are identified.

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

- 21(1) 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.
- 21(3) The information referred to in this sub-paragraph is–
  - 21(3)(a) in relation to each member of staff ("S") appointed on or after 1st May 2007, whether–
    - 21(3)(a)(iii) a check was made to establish whether S is subject to 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 such a direction
  - 21(3)(b) in relation to each member of staff ("S"), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.
- 21(4) The information referred to in this sub-paragraph is, in relation to each member of staff in post on 1st August 2007 who was appointed at any time before 1st May 2007, whether each check referred to in sub-paragraph (3) was made and whether an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained.
- 21(6) 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.

#### **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)(c) actively promote the well-being of pupils.

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