

# Al-Khair Boys' Secondary School

109–117 Cherry Orchard Road, Croydon, Surrey CR0 6BE

**Inspection dates**

11 September 2019

**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 3, 3(j)*

- The inspection in January 2019, when Al-Khair was a mixed school, found that boys and girls did not have opportunities to work and socialise together. Leaders segregated pupils by sex without legal justification, which was in breach of the Equality Act 2010.
- Since September 2019, the school has provided education solely for secondary-age boys. Leaders organise opportunities for boys at the school to take part in joint events and activities with pupils at the girls' secondary school. This inspection found that leaders are actively helping to prepare pupils for the next steps in their education and to broaden their outlook beyond life at school.
- This inspection of the boys' secondary school finds that unlawful segregation by sex no longer applies.
- Leaders have ensured that this standard is now met.

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

#### *Paragraph 7, 7(a), 7(b)*

- The January 2019 inspection found that leaders did not take appropriate steps to vet the suitability of visitors to the school.
- Leaders have drawn upon external support productively to improve the overall quality of safeguarding training in the school and ensure that their own training is up to date. Staff know how to apply safeguarding guidance to their day-to-day responsibilities in school. The school's safeguarding policy and procedures reflect current requirements. Leaders have made sure that appropriate processes are in place so that staff check the suitability of visitors to the school.
- Leaders apply their safeguarding training to the context of the school. Staff are aware of, and alert to, local risks for the pupils. Staff know what to do if they have any concerns.
- Leaders have ensured that this standard is now met.

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

*Paragraph 19(2), 19(2)(a)(i)(cc), 19(2)(c)*

*Paragraph 21(5), 21(5)(a)(i)*

- The inspection in January 2019 found that leaders did not follow statutory guidance on the safer recruitment of staff. They did not carry out all the essential pre-employment checks on the suitability of those employed to work in the school. Records of the checks made were not recorded systematically.
- Leaders know the current requirements for safer recruitment. They thoroughly assess the suitability of those they are considering for employment. Leaders pursue references and overseas checks diligently. They make additional checks beyond the statutory requirements. Processes to review the suitability of staff, including supply staff, are thorough and fit for purpose.
- Leaders have made sure that administration of the record of pre-employment checks complies with requirements and is well organised.
- Leaders have ensured that this standard is now met.

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

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

- The previous inspection found that leaders had not ensured that all the independent school standards (ISS) were met.
- On this inspection, leaders showed that they have made the necessary improvements. They have ensured that the previously unmet ISS are now met and demonstrated the skills and knowledge required for their roles.
- Safeguarding policy and practice in the school clearly promote pupils' well-being as a priority for all staff.
- Leaders have fulfilled, to date, their intended actions, stipulated in their post-inspection action plan.
- Governors have been appointed and their first meeting, when the chair will be elected, is due to take place before the end of September 2019.
- Leaders have ensured that this standard is now met.

## **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**

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school:
  - 3(j) does not discriminate against pupils contrary to Part 6 of the 2010 Act.

#### **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; and
  - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.

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

- 19(2) The standard in this paragraph is met if:
  - 19(2)(a)(i)(cc) if the employment business has obtained such a certificate before the person is due to begin work at the school, whether it disclosed any matter or information; and
  - 19(2)(c) before a person offered for supply by an employment business begins work at the school the person's identity is checked by the proprietor of the school (irrespective of any such check carried out by the employment business before the person was offered for supply).
- 21(5) The information referred to in this sub-paragraph is, in relation to supply staff:
  - 21(5)(a)(i) checks corresponding to those referred to in sub-paragraph (3)(a)(i) to (iv), (vi) and (vii) have been made to the extent relevant to any such person.

#### **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; and
- 34(1)(c) actively promote the well-being of pupils.

## School details

Unique reference number	134585
DfE registration number	306/6096
Inspection number	10120964

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	Boys
Number of pupils on the school roll	82
Number of part-time pupils	0
Proprietor	Qasim Rashid Ahmed
Headteacher	Aisha Chaudry
Annual fees (day pupils)	£5,200
Telephone number	0208 662 8664
Website	<a href="http://www.alkhairschool.org.uk">www.alkhairschool.org.uk</a>
Email address	<a href="mailto:aisha.chaudhry@alkhairschool.org.uk">aisha.chaudhry@alkhairschool.org.uk</a>
Date of previous standard inspection	29–31 January 2019

## Information about this school

- Al-Khair Boys' Secondary School is an independent day school for boys in the London Borough of Croydon. The school has a Muslim ethos.
- The school was previously a primary and secondary school for boys and girls. In September 2019, the school became Al-Khair Boys' Secondary School. It is registered for up to 100 boys and currently has 82 on roll.
- The school occupies converted commercial and residential buildings. It shares the site with Al-Khair Girls' Secondary School. Al-Khair Preparatory School for primary-age pupils occupies a separate site.
- The previous headteacher of the boys' secondary school left the school in August 2019. The acting headteacher took up post in September 2019 and is also the executive

headteacher of the girls' secondary school and the preparatory school.

- The school is part of the Al-Khair Foundation, a registered charity. The school has a newly formed governing body.
- A school material change inspection took place on 25 June 2019 when the inspectors found that all the independent school standards were likely to be met when the school opened in September 2019.
- Inspectors evaluated the school's action plan on 1 July 2019 and found it to be acceptable.
- The school does not use any alternative 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.
- The inspection was carried out with no notice.
- The inspector held meetings with: the executive headteacher; the executive headteacher's assistant; members of the human resources team; and members of staff.
- A wide range of documentation was evaluated, including that relating to safeguarding, safer recruitment and governance.
- The inspector toured the school, accompanied by the executive headteacher's assistant.
- The proprietor was unavailable to meet with the inspector.

## Inspection team

Amanda Carter-Fraser, lead inspector

Her Majesty's Inspector

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