

# Al-Mahad-Al-Islami

1 Industry Road, Sheffield, South Yorkshire S9 5FP

## Inspection dates

17 September 2019

## Overall outcome

**The school meets 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), 7(b)*

- At the time of the previous inspection, safeguarding systems and actions within the school were not adequate. For example, staff recruitment processes did not meet the requirements of the school's own policy or national guidance. Staff were not sufficiently aware of the role they needed to play in keeping children safe in school.
- The school action plan identified a number of actions, including an array of staff training.
- This inspection confirmed that staff had completed a range of different safeguarding training and are now confident in the role they play in supporting pupils' welfare and safety.
- Leaders and governors have completed safer recruitment training. New processes have been put in place, which ensures that all staff are now recruited safely. The headteacher has also now obtained missing references for staff whose recruitment did not follow national guidance.
- The recording of incidents is now more rigorously undertaken by all staff. Discussion with staff showed that they had a clear understanding of what to do if a pupil approached them with a concern.
- Leaders have identified three staff who have completed designated safeguarding lead (DSL) training. This has ensured that, should the DSL be out of school, any one of her three deputies can take on the role.
- The headteacher and DSL have also formed strong links with the local authority safeguarding lead. Initially, her role was to support them to meet the independent school standards and improve safeguarding in school. Now, school leaders are enjoying working with the local authority to develop pupils' understanding of safeguarding.
- As a result of actions taken by school leaders, the standards identified in these paragraphs are now met.

#### *Paragraph 15*

- During the last inspection, inspectors identified that the school's admissions register was not compliant with current legislation.

- Leaders have made sure that the required changes have been made to ensure compliance. For example, the register is now routinely completed when pupils arrive or leave school. The local authority's missing children team is now working closely with school leaders to ensure that they follow up pupils taken out of school to be home-educated or who go missing from education.
- As a result of these actions, the standards identified in these paragraphs are now met.

*Paragraph 16, 16(a)*

- At the time of the previous inspection, leaders had not ensured that a risk assessment policy specifically written for the school was in place.
- A new risk assessment policy is now in place. Leaders have taken care to ensure that it meets the needs of the school.
- Examples of current risk assessments demonstrate that staff are following the new policy. Risk is clearly identified and measured actions are in place to safeguard pupils' welfare.
- As a result of actions taken by school leaders, the standards identified in these paragraphs are now met.

Part 4. Suitability of staff, supply staff and proprietors

*Paragraphs 18(2), 18(2)(c), 18(2)(c)(ii), 18(2)(c)(iv), 18(2)(e), 18(3), 21(3), 21(3)(a), 21(3)(a)(iv), 21(3)(a)(viii)*

- During the previous inspection, inspectors identified several checks on the suitability of staff which had not been completed and recorded on the single central record (SCR).
- The missing checks included checking the medical fitness of staff, the required checks on staff who had lived and worked outside the UK, and staff qualifications.
- Safeguarding checks carried out during the current inspection showed that the SCR was compliant in all areas.
- Retrospective checks have now been carried out on all staff who have lived or worked outside the UK. Staff's medical fitness checks have also been carried out.
- The headteacher has put in place a pro-forma specifically for interviewing new staff. All relevant checks are listed. However, at the time of the inspection, no new staff had been appointed so completed forms were not available.
- As a result of the actions taken by school leaders, the standards identified in these paragraphs are now met.

Part 8. Quality of leadership in and management of schools

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

- At the time of the last inspection, the proprietor had not ensured that the leadership team demonstrated skills and knowledge appropriate to their roles. Not all of the independent school standards had been met and leaders had not ensured pupils' safety and welfare.
- This inspection demonstrated that the headteacher and proprietor have taken steps to

ensure that all of the independent school standards are now met.

- The headteacher has ensured that staff know and understand the safeguarding requirements. The headteacher has translated sections of the key document, Keeping Children Safe in Education, into Urdu to ensure that all governors and the proprietor have a clear understanding in their home language. A strong safeguarding ethos is now in place across the school.
- The headteacher has played a pivotal role in bringing about the required changes. She has sought and acted upon guidance given, particularly by the local authority, and is now keen to become a beacon of excellent practice for pupils' welfare and safeguarding.
- The standards identified in these paragraphs are 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 3 Welfare, health and safety of pupils. *Paragraph 7, 7(a), 7(b)*
- Part 4 Suitability of staff, supply staff and proprietors. *Paragraphs 18(2), 18(2)(c), 18(2)(c)(ii), 18(2)(c)(iv), 18(2)(e), 18(3), 21(3), 21(3)(a), 21(3)(a)(iv), 21(3)(a)(viii)*
- Part 8 Quality of leadership and management of schools. *Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

## School details

Unique reference number	131122
DfE registration number	373/6028
Inspection number	10115700

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 17
Gender of pupils	Girls
Gender of pupils in the sixth form	Girls
Number of pupils on the school roll	49
Of which, number on roll in sixth form	0
Number of part-time pupils	0
Proprietor	Mohammed Hayat Khan
Chair	Mohammed Hayat Khan
Headteacher	Mrs Juwairiah Khan
Annual fees (day pupils)	£1,400
Telephone number	0114 243 1224
Website	Website under construction
Email address	jkhan@almahadalislami.co.uk
Date of previous standard inspection	29–31 January 2019

## Information about this school

- Al-Mahad-Al-Islami is an independent day school for secondary-aged girls. The school has an Islamic ethos.
- Most pupils who attend come from the locality of the school. Some travel into school from around the Sheffield area.

- At the time of the inspection, no pupils of sixth-form age were attending the school.
- The previous standard inspection took place in January 2019.
- There are no pupils currently attending school who access alternative education provision.
- There are no pupils with an education, health and care plan.

## 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 one-day inspection was carried out with no notice.
- The inspector conducted a learning walk and looked at a range of pupils' work, accompanied by the headteacher.
- Meetings were held with the headteacher, the proprietor, the DSL, a group of pupils and a group of members of staff.
- A range of policies and other documents were also scrutinised, including the risk assessment policy and the SCR.

## Inspection team

Marian Thomas, lead inspector

Her Majesty's Inspector

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