

The Imam Muhammad Adam Institute School

372 East Park Road, Leicester LE5 5AY

Inspection dates

11 December 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

Paragraph 3(j)

- At the previous inspection, the proprietor operated a policy of unlawful segregation by sex. Currently, boys in Years 1 to 4 and girls in Years 1 to 11 are taught at the site inspected. Boys in Years 5 to 11 are taught at a separate school site. The school is in the process of registering the separate site as a separate school for boys. The registration of the new school has not been confirmed by the Department for Education (DfE).
- This inspection considered the extent to which the school site at 97 Bridge Road, Leicester LE5 3LD met the unmet standards identified at the previous standard inspection. The school inspected does not segregate by gender on this site. There is no evidence that pupils are being disadvantaged or discriminated against contrary to Part 6 of the Equality Act 2010.
- The school meets the requirements of all the independent school standards in this part.

Part 2. Spiritual, moral, social and cultural development of pupils

Paragraph 5(b), 5(b)(iii)

- At the previous inspection, leaders had not ensured that pupils had sufficient opportunities to undertake off-site visits, particularly in the local community. This limited pupils' opportunities for cultural and social development.
- Leaders and other staff ensure that the school provides a structured citizenship programme. On the day of the inspection, pupils in Year 5 visited a local Gurdwara to develop their understanding of Sikhism. Pupils in key stage 3 recently planned and organised a fundraising event. However, opportunities to interact with the local community are still limited. Leaders have not planned carefully enough how to strengthen this aspect of pupils' social and cultural development. Pupils, particularly those of secondary age, still have limited experiences of visitors coming into the school or of external visits.
- The school does not meet the requirements of all the independent school standards in this part.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b), 9, 9(a), 11, 12, 16, 16(a), 16(b)

- At the previous inspection, the arrangements to safeguard pupils were judged to be inadequate. Leaders did not keep accurate safeguarding records. Leaders' understanding of necessary recruitment checks was not secure.
- Leaders have been effective in improving the school's safeguarding policies, procedures and practices. They have ensured that the written policy for safeguarding is up to date and provides accurate guidance. Leaders have ensured that this is published on the school's website. The designated leaders for safeguarding and other staff have had relevant training. Leaders have sought and acted upon the advice of external professionals to improve this aspect of the school's work. Leaders now have clear oversight and understanding of the necessary recruitment checks. They are strengthening the recruitment process further. Leaders maintain detailed and accurate safeguarding records when there are concerns about a pupil's welfare.
- At the previous inspection, leaders did not ensure that a written health and safety policy was implemented sufficiently well.
- Leaders have ensured that a written health and safety policy is in place. In accordance with the policy, they have appointed a health and safety coordinator. Leaders oversee a range of health and safety checks to ensure that appropriate arrangements are in place.
- Leaders have ensured that the school now complies with the Regulatory Reform (Fire Safety) Order 2005. Leaders have addressed the concerns raised at the previous inspection. Fire exit routes are now unobstructed. Leaders undertake regular fire-safety checks and record these carefully.
- At the previous inspection, the behaviour policy did not set out the sanctions to be adopted in the event of pupils' poor behaviour. Leaders have ensured that the policy now identifies clearly both rewards and sanctions. The policy is displayed in the school hall and is understood by the pupils. Pupils say poor behaviour is very rare, because all who are part of the school community are kind and 'connected'. They know what would happen if behaviour was below the expectations of leaders and staff. Staff ensure that classrooms are calm, orderly places in which to learn.
- At the previous inspection, leaders had not ensured the effective implementation of a written risk-assessment policy. Appropriate action had not been taken to reduce identified risks to pupils' welfare, health and safety.
- Leaders have put a written risk-assessment policy into place. They have taken decisive actions to remedy many of the issues identified at the previous inspection. Leaders have clarified roles and responsibilities and now make frequent checks on the premises. They have drawn up a plan to prioritise the further actions they need to take. While they have made clear progress towards meeting this part of the independent school standards, there is still work to do to implement the risk-assessment policy fully. There are still some actions that need to be taken to reduce remaining risks in relation to the school site.
- The school does not meet the requirements of all the independent school standards in

this part.

Part 5. Premises of and accommodation at schools

Paragraph 25, 29(1), 29(1)(b)

- At the previous inspection, the school's premises posed risks to pupils' health, safety and welfare, because they were not maintained to a reasonable standard. Conditions in the science room, for example, were unacceptable. Leaders had not ensured that fire escape routes were appropriate to ensure pupils' safe evacuation.
- The proprietor and other leaders have taken effective action to remedy many aspects identified at the previous inspection. They have been particularly effective in bringing about improvements to the science laboratory. They have gone some way towards addressing the slip hazard on the fire escape. Fire-exit routes are unobstructed. Leaders ensure that classrooms and communal spaces are tidy.
- However, leaders have not been sharp enough in addressing fully the concerns identified at the previous inspection and other aspects of the school site. Concerns relating to the external fire escape remain. There are still some cracked window panes. Leaders have not considered carefully enough how they ensure the security of the external school gates.
- At the previous inspection, not all pupils had regular opportunities to spend social time outdoors during the school day. Leaders have ensured that pupils in key stages 1 and 2 now have frequent opportunities to spend time outdoors. Leaders plan to make the outdoor space more attractive. However, leaders have not ensured that these opportunities extend regularly to secondary-age pupils.
- The school does not meet the requirements of all the independent school standards in this part.

Part 8. Quality of leadership in and management of schools

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

- At the previous inspection, leaders did not demonstrate the appropriate skills and knowledge or fulfil their role sufficiently well to meet all the independent school standards consistently.
- Since the previous inspection, leaders have taken many decisive actions and made improvements. Leaders have ensured that previously missing or unsatisfactory policies are now in place. They have ensured that leadership and staff roles and responsibilities are defined more clearly. There are now clear procedures by which the proprietor can hold leaders to account.
- Leaders have a secure understanding of the independent school standards. Many aspects of the standards that were unmet are now met. Leaders have a secure oversight of the school and its priorities for improvement. However, further work needs to be done to ensure that the school meets all parts of the standards fully and consistently. These relate to remaining improvements to the premises that need to be made and provision for pupils' cultural, social and personal development.
- The school does not meet the requirements of all the independent school standards in

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, 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.

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 for Education.
- 9 The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that—
 - 9(a) a written behaviour policy is drawn up that, amongst other matters, sets out the sanctions to be adopted in the event of pupil misbehaviour;
- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up of an effective implementation of a written health and safety policy.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.

The school still does not meet the following independent school standards

Part 2. Spiritual, moral, social and cultural development of pupils

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor—
 - 5(b) ensures that principles are actively promoted which—

- 5(b)(iii) encourage pupils to accept responsibility for their behaviour, show initiative and understand how they can contribute positively to the lives of those living and working in the locality in which the school is situated and to society more widely;

Part 3. Welfare, health and safety of pupils

- 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 5. Premises of and accommodation at schools

- 25 The standard in this paragraph is met if 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 pupils are ensured.
- 29(1) The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable—
 - 29(1)(b) pupils to play outside.

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	137561
DfE registration number	856/6011
Inspection number	10124569

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 16
Gender of pupils	Mixed
Number of pupils on the school roll	193
Number of part-time pupils	0
Proprietor	Shaykh Faheem ibn Ismaeel
Headteacher	Shaykh Faheem ibn Ismaeel
Annual fees (day pupils)	£1,740 to £1,800
Telephone number	0116 3192489
Website	www.imai.org.uk
Email address	school@imai.org.uk
Date of previous standard inspection	12–14 March 2019

Information about this school

- The Imam Muhammad Adam Institute is an Islamic independent day school. The school is officially located on two sites in the Evington area of the city of Leicester. The school is registered to provide full-time education for 255 boys and girls aged five to 16. The school is currently in the process of registering the site at 372 East Park Road, Leicester, LE5 5AY as a separate school.
- At the request of the DfE, this inspection was of the school at 97 Bridge Road, Leicester LE5 3LD. The school caters for mixed-gender, primary-aged pupils in Years 1 to Year 4, primary-aged girls in Years 5 and 6, and secondary-aged girls.
- The previous standard inspection took place from 12 to 14 March 2019 and the school was judged as inadequate.

- Following the last standard inspection, the DfE required the school to prepare an action plan. Ofsted evaluated the plan in September 2019. The DfE judged the plan to be unacceptable.
- At the previous inspection, the number of pupils on roll exceeded the maximum which the school is registered for. It is leaders' intention that the school inspected will maintain the school's current registered capacity of 255. At the time of the inspection, 193 pupils were on roll at the site.
- There are no pupils who have special educational needs and/or disabilities, or who have 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.
- The inspection was unannounced and was the school's first progress monitoring inspection since the school was judged to be inadequate in March 2019.
- The inspector met with the principal, who is also the proprietor, the assistant principal and other senior leaders and members of staff.
- The inspector undertook a tour of the school to check the school's compliance against Part 5 of the independent school standards.
- The inspector visited all classrooms and met with groups of pupils formally and informally.
- The inspector examined a wide range of policies and documents, including those relating to safeguarding, behaviour, health and safety, and risk assessment. The inspector checked the school's single central register of recruitment checks.

Inspection team

John Lawson, lead inspector

Her Majesty's Inspector

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