

Oak Tree High

Yorkshire Muslim Academy, Gate No 3 Bland Street, Sheffield, South Yorkshire S4 8DG

Inspection dates

14 January 2020

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 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i)

- At the previous standard inspection in October 2018 and at the previous progress monitoring inspection in July 2019, inspectors found that curriculum plans did not take into account the aptitudes and needs of pupils.
- Curriculum plans still do not have enough emphasis on meeting pupils' needs. Year 8 and 9 curriculum plans are a list of topics in most subjects. There is not a sufficient curriculum plan in place for physical education (PE).
- These standards were not met at the previous standard inspection and the previous progress monitoring inspection and remain not met.

Paragraph 2(2), 2(2)(a)

- The school no longer provides pupils with experience in technological education, as required by the independent school standards.
- This standard was met at the previous standard inspection and is now not met.

Paragraph 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii)

- At the previous progress monitoring inspection, inspectors found that there was not a comprehensive plan for teaching careers in key stage 3.
- There is a strong focus on careers education for pupils in Year 11. Leaders have recently reintroduced the opportunity for Year 11 pupils to participate in work experience. However, there is still not a comprehensive plan in place for delivering careers education to pupils in Years 8 and 9. Little progress in developing the careers programme for pupils in Years 8 and 9 has been made since the previous progress monitoring inspection.
- These standards were not met at the previous standard inspection and the previous progress monitoring inspection and remain not met.

Paragraph 3(a), 3(c), 3(d)

- At the previous progress monitoring inspection, the inspector found that teachers did not check pupils' understanding effectively before moving their learning on.

- Since the previous progress monitoring inspection, some teachers have visited another local school to develop their teaching practice. Staff appreciate these opportunities. However, the quality of teaching remains weaker in key stage 3 compared to key stage 4. Teachers do not check pupils' learning consistently before moving on. This leads to gaps in pupils' knowledge, understanding and skills. There are not enough opportunities for pupils to revisit previous learning. This is also evident in curriculum plans, particularly in key stage 3 subjects.
- These standards were not met at the previous standard inspection and the previous progress monitoring inspection and remain not met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b)

- At the previous standard inspection and the previous progress monitoring inspection, inspectors found the arrangements for safeguarding were not effective. At the previous progress monitoring inspection, the school's safeguarding policy was not in line with statutory guidance.
- The safeguarding policy is available on the school's website. It is now in line with the statutory guidance in 'Keeping Children Safe in Education' (2019).
- The local authority is working with the school to help leaders to improve the arrangements for safeguarding. Staff have now received safeguarding training. The designated senior leader for safeguarding (DSL) has recently received training. The deputy designated safeguarding leader is also trained. The headteacher has completed safer recruitment training.
- However, the arrangements for safeguarding are still not effective. There is not a culture of safeguarding at the school.
- Some aspects of the recruitment checks made on staff to ensure that they are safe to work with pupils are now compliant. However, safer recruitment procedures are still not rigorous enough. There are incomplete recruitment checks on staff. There remains some confusion from leaders about the different types of checks a school must carry out on staff. Leaders do not always ensure that references are obtained from a member of staff's most recent employer.
- The DSL does not have sufficient knowledge and understanding of 'Keeping Children Safe in Education' (2019).
- The DSL and headteacher do not have access to the school's internet filtering reports. These are held by the chair of the governing body. Consequently, leaders do not monitor if pupils are trying to access inappropriate websites.
- Although the recording of information in pupils' welfare files is improving, follow-up actions taken by the school are not consistently recorded.
- During the inspection, an inspector found live exposed wires in a corridor. This is a danger to pupils. Leaders rectified this during the inspection.
- Chemicals used in science lessons are not stored safely. During the inspection, an inspector found chemicals that were not labelled. Some chemicals are not locked away safely. The fume cupboard does not work. Leaders do not know how chemicals are

disposed of. The headteacher acknowledges that staff training is needed to ensure pupils' safety in science lessons.

- These standards were not met at the previous standard inspection and the previous progress monitoring inspection and remain not met.

Paragraph 11

- The school has a health and safety policy. However, leaders do not ensure that this policy is implemented effectively. This was also found to be the case at the previous progress monitoring inspection.
- Leaders are not complying with their legal duty to ensure that chemicals are used and stored safely. Chemicals used in science are being stored in unlocked cupboards. Some chemicals are not labelled. This is a breach of the school's own health and safety procedures.
- Leaders say that they carry out daily checks on the school building. However, inspectors found safety issues during the inspection. For example, exposed live wires and a fire point in the gym that does not work.
- The school's health and safety policy notes that legionella checks will be carried out. The headteacher was not able to provide any evidence that these checks have been made.
- This standard was not met at the previous standard inspection and the previous progress monitoring inspection and remains not met.

Paragraph 12

- Fire safety checks are now being logged. This aspect of the school's fire safety policy is being implemented.
- However, during the previous progress monitoring inspection, the inspector found that there were no signs in classrooms to show fire exit routes. This remains the case.
- At the previous progress monitoring inspection, the fire point in the school's gym was broken. The fire point has been fixed. However, it still does not work. Leaders were not aware that the fire point was not working.
- During this inspection, inspectors found that some fire doors were wedged open.
- This standard was not met at the previous standard inspection and the previous progress monitoring inspection and remains not met.

Paragraph 13

- At the previous progress monitoring inspection, the inspector found that leaders did not ensure that an accurate record of accidents was kept. Since then, leaders have ensured that staff are consistently logging any accidents. Although there are few accidents, leaders still do not have an overview of accident trends.
- The school has a first aid policy in place. At the previous progress monitoring inspection, the school did not have an administration of medicines policy. This policy is now in place and being implemented.
- This standard was not met at the previous standard inspection and the previous progress monitoring inspection and is now met.

Paragraph 15

- During the previous progress monitoring inspection, the admissions register was not fully compliant. Staff were not informing the local authority if a pupil left or joined the school during the school year. Leaders have ensured that all admissions requirements are now met.
- This standard was not met at the previous progress monitoring inspection and is now met.

Paragraph 16, 16(a), 16(b)

- At the previous standard inspection and the previous progress monitoring inspection, the site was not secure. It was unsafe. Since then, leaders have improved site security. The school is no longer accessible from connecting buildings. An outside fence has been erected to separate the on-site nursery from the school.
- However, although there is a risk assessment policy in place it is not being effectively implemented. For example, staff are not following risk assessments for the safe use and storage of chemicals in the science classroom.
- This standard was not met at the previous standard inspection and the previous the previous progress monitoring inspection and remains not met.

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

Paragraph 18(1), 18(2), 18(2)(a), 18(2)(c), 18(2)(d), 18(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(v), 21(3)(a)(vi)

- At the previous progress monitoring inspection, it was found that leaders did not carry out all appropriate checks on adults working with pupils. Leaders still do not make sure that all the statutory checks to ensure that staff are safe to work with pupils are carried out before staff are appointed. Safer recruitment procedures are still not thorough enough.
- These standards were not met at the previous progress monitoring inspection and remain not met.

Paragraph 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(b), 20(6)(b)(i)

- The chair of the governing body does not ensure that all the statutory checks are carried out on new members of the governing body.
- These standards were met at the previous progress monitoring inspection and are now not met.

Paragraph 18(2)(b), 18(2)(c)(i), 18(2)(c)(iii), 18(2)(c)(iv), 21(3)(a)(i), 21(3)(a)(iv), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b)

- Leaders have ensured that some of the statutory checks that were not carried out on staff at the previous progress monitoring inspection have now been completed. For example, leaders have done a prohibition from teaching check on staff.
- These standards were not met at the previous progress monitoring inspection and are now met.

Part 5. Premises of and accommodation at schools

Paragraph 23(1)(c)

- At the previous progress monitoring inspection, the inspector found that the PE changing accommodation was being used for storage. This is no longer the case. The changing room is now suitable for use by pupils.
- This standard was not met at the previous progress monitoring inspection and is now met.

Paragraph 25

- The school building is not maintained to a standard to ensure the safety of pupils. During the inspection, an inspector found live exposed wires in a corridor. This is a danger to pupils. Leaders rectified this during the inspection.
- This standard was met at the previous standard inspection and is now not met.

Paragraph 29(1), 29(1)(a)

- At the previous progress monitoring inspection, there was no suitable accommodation for pupils to do PE outside. Leaders have cleared an area outside and this is now being used for PE lessons.
- These standards were not met at the previous standard inspection and previous progress monitoring inspection and are now met.

Part 6. Provision of information

Paragraph 32(1)(b), 32(3), 32(3)(b)

- At the previous standard inspection and the previous progress monitoring inspection, the school's special educational needs and/or disability policy did not refer to provision for pupils who have an education, health and care plan. The school's policy has now been updated to include reference to pupils with education, health and care plans. It is available on the school's website.
- These standards were not met at the previous standard inspection and previous progress monitoring inspection and are now met.

Paragraph 32(1), 32(1)(d), 32(2)(c), 32(3)(g), 32(4), 32(4)(a), 32(4)(b)

- Leaders have not ensured that the previous progress monitoring inspection report is available on the school's website.
- It is not clear from the school's website the address for corresponding with the chair of the governing body.
- Leaders have not made sure that the decision by the Secretary of State to remove the school from the independent school register is available on the school's website. Leaders have also not made available the decision by the Secretary of State to impose a restriction on the admission of additional pupils.
- These standards were met at the previous standard inspection and are now not met.

Paragraph 32(3)(e)

- At the time of the progress monitoring inspection, the school did not have any details about the school's academic performance and the results of public examinations on the school's website.
- This standard was met at the previous progress monitoring inspection and is now not met.

Part 8. Quality of leadership in and management of schools

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

- Leaders do not ensure that all the independent school standards are consistently met. There remain too many independent school standards that are not met. The school is repeatedly failing to meet the same standards over time.
- There is a lack of leadership capacity to make the urgent improvements needed. At the previous progress monitoring inspection, the headteacher worked in the school full time. Currently, the headteacher works in the school three days per week. The intention is to reduce this to two days per week in the future. All other leaders work part time.
- Although the school has many policies in place, these are not live documents. Leaders do not ensure that policies, such as the health and safety policy, are implemented effectively to actively promote the well-being of pupils. There remain clear breaches of the school's legal responsibilities.
- Governors do not hold leaders effectively to account. They do not ensure that effective action is taken to ensure that pupils are safe. Leaders and governors are not doing enough to tackle the systemic weaknesses in the school.
- These standards were not met at the previous standard inspection and the previous progress monitoring inspection and remain not met.

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 the standards and associated requirements were checked during this inspection.

School details

Unique reference number	137568
DfE registration number	373/6003
Inspection number	10137617

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	Girls
Number of pupils on the school roll	49
Number of part-time pupils	0
Proprietor	Irshad Akbar
Chair	Irshad Akbar
Headteacher	Mr David Green
Annual fees (day pupils)	£1,700
Telephone number	01142 447700
Website	www.oaktreehs.org
Email address	admin@oaktreehs.org
Date of previous standard inspection	9–11 October 2018

Information about this school

- Oak Tree High is an independent school for girls aged 11 to 16.
- The school has an Islamic ethos.
- At the previous standard inspection in October 2018, the school was judged to be inadequate.
- The previous progress monitoring inspection took place in July 2019. At this inspection, the school did not meet all the independent school standards that were checked during the inspection.

- Since the previous progress monitoring inspection, the school has appointed a deputy headteacher from within the school. The deputy headteacher is also the DSL.
- All staff, including senior leaders, work at the school part time.
- The school uses no alternative education provision.
- The school building is owned by Yorkshire Muslim Academy. The school is based in a large part of this building. During the day, the building is also used for a nursery run by a separate provider from the school. During the evening, the building is used for a range of community activities, including a madrasah.
- The Secretary of State has imposed a restriction on the school from admitting new pupils. This has been in place since February 2018. The school is complying with this restriction. The school has no pupils in Year 7.
- Since the previous progress monitoring inspection, the school has a new website.
- At the previous progress monitoring inspection, Irshad Akbar was the proprietor. Irshad Akbar remains the proprietor as chair of Oak Tree High School governing body.

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 conducted without notice.
- This was the second progress monitoring inspection since the standard inspection in October 2018.
- Inspectors met with the headteacher, a governor, the designated senior leader for child protection, a group of staff and a group of pupils from each year group.
- An inspector checked the school's single central record, which records the recruitment checks made on staff.
- An inspector held a telephone call with local authority safeguarding adviser for schools.
- An inspector toured the school site with the deputy headteacher.
- An inspector visited all year groups and looked at pupils' work.
- An inspector reviewed the school's curriculum plans.

Inspection team

Michele Costello, lead inspector

Her Majesty's Inspector

Robert Jones

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 unmet at this inspection

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if:
 - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively; and
 - 2(1)(b) the written policy, plans and schemes of work:
 - 2(1)(b)(i) take into account the ages, aptitudes and needs of all pupils, including those pupils with an EHC plan; and
 - 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that:
 - 2(2)(e)(i) is presented in an impartial manner;
 - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
 - 2(2)(e)(iii) helps to encourage them to fulfil their potential.
- 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.;

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.
- 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 and 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.
- 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

- 18(1) The standard in this paragraph relates to the suitability of persons appointed as members of staff at the school, other than the proprietor and supply staff.
- 18(2) The standard in this paragraph is met if:
 - 18(2)(a) no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act;
 - 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person:
 - 18(2)(c)(ii) the person's medical fitness;
 - 18(2)(d) the proprietor ensures that, where relevant to any such person, an enhanced criminal record check is made in respect of that person and an enhanced criminal record certificate is obtained before or as soon as practicable after that person's appointment.
- 18(3) The checks referred to in sub-paragraphs (2)(c) and (except where sub-paragraph (4) applies) (2)(e) must be completed before a person's appointment.
- 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)(ii) a check was made to establish whether S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act;
 - 21(3)(a)(v) an enhanced criminal record certificate was obtained in respect of S;
 - 21(3)(a)(vi) checks were made pursuant to paragraph 18(2)(d).

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.

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

- 2(2) For the purposes of paragraph (2)(1)(a), the matters are:
 - 2(2)(a) full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), which gives pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education.

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

- 20(6) The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if:
 - 20(6)(a) MB:
 - 20(6)(a)(i) is not barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that individual is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 of that Act; and
 - 20(6)(b) subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to MB:
 - 20(6)(b)(i) where relevant to the individual, an enhanced criminal record check.

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 of pupils are ensured.

Part 6. Provision of information

- 32(1) The standard about the provision of information by the school is met if the proprietor ensures that:
 - 32(1)(d) following an inspection under section 108 or 109 of the 2008 Act, a copy of the report of the inspection (if it has been sent to the proprietor) is published and maintained on the school's internet website, and provided to the parents of each registered pupil, by any date specified by the body who conducted the inspection.
- 32(2) The information specified in this sub-paragraph is:
 - 32(2)(c) where there is a governing body, the name and address for correspondence of its Chair.

- 32(3) The information specified in this sub-paragraph is:
 - 32(3)(e) particulars of the school’s academic performance during the preceding school year, including the results of any public examinations;
 - 32(3)(g) a copy of the report of any inspection carried out under sections 108 or 109 of the 2008 Act or section 87(1) of the 1989 Act.
- 32(4) The action specified in this sub-paragraph is:
 - 32(4)(a) any decision of the Secretary of State to remove the school from the register under sections 100, 105, 112, 116, 119, or 123 of the 2008 Act;
 - 32(4)(b) any decision of the Secretary of State to impose a relevant restriction on the proprietor under section 116 of the 2008 Act.

The school now meets the following requirements of the independent school standards

Standards that were not met at the previous inspection and are now met

Part 3. Welfare, health and safety of pupils

- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.

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

- 18(2)(b) no such person carries out work, or intends to carry out work, at the school in contravention of a prohibition order, an interim prohibition order, or 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 either such direction;
- 18(2)(c)(i) the person’s identity;
- 18(2)(c)(iii) the person’s right to work in the United Kingdom; and
- 18(2)(c)(iv) where appropriate, the person’s qualifications;
- 21(3)(a)(i) S’s identity was checked;
- 21(3)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
- 21(3)(a)(vii) a check of S’s right to work in the United Kingdom was made; and
- 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.

Part 5. Premises of and accommodation at schools

- 23(1)(c) suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the year who receive physical education.
- 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)(a) physical education to be provided to pupils in accordance with the school curriculum.

Part 6. Provision of information

- 32(1)(b) the information specified in sub-paragraph (3) is made available to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate.
- 32(3)(b) particulars of educational and welfare provision for pupils with EHC plans and pupils for whom English is an additional language.

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