

Al-Hikmah Boys' School

145 High Street, Luton, Bedfordshire LU4 9LE

Inspection dates

18 February 2020

Overall outcome

The school is likely to meet all the independent school standards. It is currently operating without registration

Main inspection findings

Part 1. Quality of education provided

- At the time of the first pre-registration inspection, in July 2019, the three independent school standards for the quality of education were likely to be met and this remains the case.

Paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 2(1)(b)(ii), 2(2), 2(2)(a), 2(2)(b), 2(2)(c), 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii), 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii), 2(2)(f), 2(2)(g), 2(2)(h), 2(2)(i)

- The vision of the proposed school is 'to establish a school of excellence both Islamically and academically'. The mission is 'to empower the children with the highest possible academic standards and environment, to enable them to make a positive difference within society'.
- The school day will start at 8am and end at 3.30pm. Pupils will attend 35 lessons of 50 minutes each week, providing full-time pupils with 29 hours of on-site education each week. The time allocated is suitable to cover the proposed curriculum at key stages 3 and 4.
- There is a written curriculum policy that reflects the provision currently available across key stages 3 and 4. The curriculum aim is to provide a broad, balanced curriculum based on the requirements of the national curriculum that will develop the full range of pupils' academic abilities, aptitudes and skills, and encourage them to see learning as a lifelong process.
- Leaders have planned a curriculum that gives pupils suitable experience in linguistic, mathematical, scientific, technological, human and social, physical, and aesthetic and creative education. Lessons are taught from an Islamic perspective to reinforce the links between faith and learning.
- Schemes of work are in place for all subjects at key stages 3 and 4, and are presently being updated. The schemes of work and associated planning take into account the ages and aptitudes of the pupils for the proposed school. The proposed curriculum aims to develop pupils' knowledge in a logical order.

- The key stage 3 and key stage 4 proposed curriculum comprises English, mathematics, science, Arabic, geography, history, physical education (PE), computer science, art, nasheed, Urdu, religious studies and personal, social, health and economic (PSHE) education.
- Aesthetic and creative education will be provided through web design in information, communication technology lessons, Qiraat lessons in Islamic education and creative art days. During the creative art days, pupils will undertake project-based learning aimed at enhancing their use of creative and aesthetic skills across the curriculum. The school will complement the creative and aesthetic curriculum with enrichment opportunities in nasheed, calligraphy and art.
- The PSHE education curriculum will be taught through assemblies, visits and specific lessons. It will teach pupils about British values, the rule of law, mutual respect and tolerance of different faiths and beliefs.
- There is a suitable planned programme for careers guidance.

Paragraph 3, 3(a), 3(b), 3(c), 3(d), 3(e), 3(f), 3(g), 3(h), 3(i), 3(j)

- It was not possible to observe the teaching of pupils who currently attend the school because there were no pupils present.
- The teachers appointed for the proposed school have sufficient subject knowledge and experience to cover the range of subjects to be taught. Some subjects will be taught by subject specialists.
- There are clear arrangements for senior leaders to monitor and support teachers. Roles and responsibilities for teaching and learning are clear. The behaviour policy is suitable to support teachers' management of pupils' behaviour in lessons.
- Pupils will be assessed when they start the school to determine their level of need and to allow teachers to set challenging targets. A framework to assess pupils' work regularly is in place.
- Teaching will take place in groups of 25 pupils, as a maximum. Leaders have decided which rooms will be used for teaching and how the teaching areas will be organised and resourced. Classrooms are equipped with electronic whiteboards and projectors.

Paragraph 4

- Academic qualifications will be linked to external accreditations.
- School leaders have ensured that the three independent school standards for the quality of education provided are likely to be met.

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

Paragraph 5, 5(a), 5(b), 5(b)(i), 5(b)(ii), 5(b)(iii), 5(b)(iv), 5(b)(v), 5(b)(vi), 5(b)(vii), 5(c), 5(d), 5(d)(i), 5(d)(ii), 5(d)(iii)

- At the time of the first pre-registration inspection, in July 2019, this independent school standard was likely to be met and this remains the case.
- The proposed PSHE education curriculum shows clearly how fundamental British values will be actively promoted. Pupils will learn about respect, tolerance and

discrimination in the context of their roles and responsibilities as British citizens within the democratic society.

- The proposed curriculum provides pupils with the opportunities to actively promote, respect and understand common humanity, diversity and differences.
- The proposed curriculum provides pupils with a broad general knowledge of public institutions and services in England. Pupils will be taught a basic knowledge of different religions and cultural differences. External speakers from different faiths will encourage pupils to respect the fact that other people have different beliefs to their own.
- Throughout the proposed curriculum, there are opportunities for pupils to be aware of others' views. Currently, a wide range of visitors come to the school, such as the executive director of Partnerships for Jewish Schools, the former minister of faith, the former Commissioner of Police of the Metropolis, the local police, representatives of the armed forces, a Muslim chaplain for the British forces and local Members of Parliament.
- Visits to places of interest, such as the House of Lords, and participating in the Thai exchange student programme are designed to help pupils learn about culture, education, food and languages.
- The proposed curriculum provides great emphasis upon teaching pupils to distinguish right from wrong and to respect the civil and criminal law of England. The police currently provide workshops at the school to discuss with pupils the laws of England.
- School leaders have ensured that the independent school standard for pupils' spiritual, moral, social and cultural development is likely to be met.

Part 3. Welfare, health and safety of pupils

- At the time of the first pre-registration inspection, in July 2019, eight out of the nine independent school standards for pupils' welfare, health and safety were likely to be met. All of the standards are now likely to be met.

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

- A suitable safeguarding policy is available on the website. The policy is based on the model policy from Luton local authority and provides general information about safeguarding children. It makes reference to all relevant documentation, including 'Keeping children safe in education' (September 2019). The policy was revised in September 2019.
- The headteacher is the designated lead for safeguarding pupils. Appropriate training for the role was completed on 14 March 2019. The deputy designated safeguarding lead is the deputy headteacher. Suitable training for the position was completed on 5 April 2019.
- Leaders are knowledgeable about when and how to make referrals to the appropriate authorities when they are concerned about pupils' well-being.

- The headteacher contacts the local authority designated officer for advice, support and guidance when considered necessary. The local authority states that they 'have no concerns about the school itself'.
- The headteacher contacts the multi-agency safeguarding hub for Luton and Milton Keynes so that risks to children can be identified at an early stage.
- The headteacher, the deputy headteacher and the safeguarding governor have received safer recruitment training.
- The headteacher attends the safeguarding updates provided by Luton local authority. The last meeting attended was on 11 November 2019. Attendance is scheduled for the next meeting on 2 March 2020.
- The headteacher completed child protection refresher training on 15 February 2020.
- Staff training ensures that adults have up-to-date knowledge of their roles and responsibilities in safeguarding pupils. They have received training on the 'Prevent' duty to protect children from radicalisation and on child protection matters.
- Speakers are vetted through background checks and asked to comply with the school's speaker policy. Leaders are adamant that visitors to the school do not show partisan views in any presentations that are delivered at the school and that any places visited do not contravene British values.
- Currently, pupils learn about a variety of risks, and how to reduce these, through their PSHE education and other areas of the curriculum. They develop an understanding of how to keep themselves safe.
- Visitors' credentials are scrutinised by staff at reception before it is decided if the visitors are allowed to enter the school.

Paragraphs 9, 9(a), 9(b), 9(c), 10, 11, 13, 14

- There are suitable policy statements for the proposed school relating to promoting positive behaviour, combating bullying, first aid, risk assessments and health and safety. The policies are personalised to reflect the current arrangements at the school, and are implemented accordingly.
- Leaders make sure that current pupils are appropriately supervised at all times of the school day, and the arrangements will remain the same for the proposed school.
- The first-aid kits contain materials that are in date. There are trained first aiders in school. These arrangements will remain in place for the proposed school.

Paragraph 12

- The proprietor has ensured that the school is compliant with the Regulatory Reform (Fire Safety) Order 2005 for the proposed school site (the site currently used for the boys). An audit for fire safety was carried out by a commercial company in November 2019. Leaders have acted to address the works required. Fire safety training is up to date.
- Four members of staff are trained as fire marshals for the proposed school site (the site currently used for the boys).

- Leaders currently maintain a log of routine emergency lighting testing and fire alarm tests on the premises at the required intervals to ensure the health and safety of pupils. These arrangements will remain for the proposed school.

Paragraph 15

- Admission and attendance registers are currently maintained well and kept fully up to date. Leaders will add the required information as pupils enrol for the new school.

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

- Since the first pre-registration inspection, in July 2019, leaders have amended the risk assessments and control measures to make certain that pupils are kept safe. They are now relevant for the current site for the boys (the prospective school site).
- Suitable risk assessments are now in place and cover the accommodation and the potential dangers linked to pupils' activities.
- This independent school standard is now likely to be met.
- School leaders have ensured that the nine independent school standards for the welfare, health and safety of pupils are likely to be met.

Part 4. Suitability of staff, supply staff and proprietors

Paragraphs 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), 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c), 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(4), 21(6), 21(7), 21(7)(a), 21(7)(b)

- At the time of the first pre-registration inspection, in July 2019, the three independent school standards for the suitability of staff and proprietors were likely to be met and this remains the case.
- The proprietor and headteacher have conducted all of the necessary recruitment checks on staff prior to their appointment to the school. Statutory checks have also been made on the proprietor and the headteacher.
- Professional references are required and followed up appropriately.
- A single central record of employment checks is in place and shows the required information.
- Medical fitness checks have been completed for all staff.
- Plans are in place to recruit additional staff as the number of pupils on roll increases.
- The school does not plan to use supply staff. Leaders are aware of the necessary safeguarding checks required linked to agency staff.
- School leaders have ensured that the three independent school standards for the suitability of staff, supply staff and proprietors are likely to be met.

Part 5. Premises of and accommodation at schools

- At the time of the first pre-registration inspection, in July 2019, six of the seven independent school standards for the premises and accommodation were likely to be met. All of the standards are now likely to be met.

Paragraph 23(1), 23(1)(a), 23(1)(b), 23(1)(c)

- There are suitable and sufficient toilets for use by pupils, staff and visitors.
- There are showers provided for pupils aged 11 years or over who receive PE.

Paragraph 24(1), 24(1)(a), 24(1)(b), 24(1)(c)

- There is a medical room near to a toilet. The room has a bed and a sink. There is a locked cabinet in the medical room that stores the first-aid box.
- There will be no pupils with complex medical needs.

Paragraph 25

- At the first pre-registration inspection, in July 2019, this independent school standard was not likely to be met. Pupils had access to a small area to the side of the school, which contained a piece of fencing held up with old rusty pipes and an unsafe pathway. An array of concerns were visible, including loose bricks, pieces of broken concrete, a metal cabinet covered in moss and weeds, and overgrown vegetation.
- Since the first pre-registration, in July 2019, leaders have addressed the health and safety concerns regarding the ground maintenance of the school site.
- The school comprises:
 - 15 teaching rooms, including a science laboratory and a computing suite
 - a main hall
 - a gymnasium, also for use during lunchtime
 - a room for the short-term medical care of pupils
 - a staffroom
 - a prayer room
 - washroom and showers
 - pupil toilets which are separate from staff toilets
 - ample storage areas
 - staff offices and reception
 - a meeting room
 - a water fountain
 - outside play areas.
- The teaching rooms are of various sizes, and offer flexibility for different group sizes and different activities.

- Although some classrooms and corridors look tired and need refreshing, the premises are now of a suitable quality to meet the educational needs, and the health, safety and welfare needs, for the school's proposed registration.
- This independent school standard is now likely to be met.

Paragraphs 26, 27

- The classrooms and corridors are well lit. The classrooms have good acoustics and sound insulation.
- External lighting is provided so that people can enter and leave the building safely. There is external lighting to the rear of the property.

Paragraph 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b)

- Toilets and washing facilities have adequate water supplies.
- There is a drinking water fountain and water is readily accessible at all times.

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

- Currently, pupils have access to suitable outdoor space that allows them to socialise and play outside. These arrangements will remain for the proposed school site (the site currently used for the boys).
- As is currently the case, PE will be delivered on site, appropriate to the school curriculum.
- School leaders have ensured that the seven independent school standards for the premises and accommodation at the proposed school site (the site currently used for the boys) are likely to be met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(e), 32(1)(f), 32(1)(g), 32(1)(h), 32(1)(i), 32(1)(j), 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(i), 32(2)(b)(ii), 32(2)(c), 32(2)(d), 32(3), 32(3)(a), 32(3)(b), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(f), 32(3)(g), 32(4), 32(4)(a), 32(4)(b), 32(4)(c)

- At the time of the first pre-registration inspection, in July 2019, the independent school standard for the provision of information was likely to be met and this remains the case.
- All of the required information is available on the school website and to parents and carers and others on request.
- The school's safeguarding policy is published on the school website.
- School leaders have ensured that the independent school standard for the provision of information is likely to be met.

Part 7. Manner in which complaints are handled

Paragraph 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii), 33(k)

- At the time of the first pre-registration inspection, in July 2019, the independent school standard relating to complaints was likely to be met and this remains the case.
- A written policy is in place with suitable arrangements for handling complaints informally and formally.
- School leaders have ensured that the independent school standard for the manner in which complaints are handled is likely to be 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 first pre-registration inspection, in July 2019, the independent school standard for leadership and management of the prospective school was not likely to be met. The standard for the effective implementation of a risk assessment policy and the standard for maintaining the health, welfare and safety of pupils on the school premises were not likely to be met. All of the independent school standards are now likely to be met.
- A lot of work has been done since the first pre-registration inspection, in July 2019, to strengthen paperwork and procedures, particularly in relation to health and safety. The intervening period has been used well by the prospective proprietorial body, together with leaders, to review the premises and the risk assessments to ensure the welfare of the pupils.
- The named proprietors, governors and headteacher have experience of this type of school setting. They understand their role in ensuring that the independent school standards are met consistently.
- The prospective proprietors and leaders have ensured that policies and procedures for safeguarding pupils comply with the requirements of the independent school standards.
- Leaders have already developed close links with other local secondary schools.
- The named proprietors and headteacher are clear about what they want to provide and achieve by setting up the school. They have high expectations for prospective pupils.
- At the time of the first pre-registration inspection, in July 2019, the application for the new school was for pupils aged 11 to 19 years. The application is now for pupils between the ages of 11 and 16 years. The proprietor and headteacher do not intend to have a sixth form until September 2021 and will apply for a material change at a future date if they want to extend the age range.
- The independent school standard for the quality of leadership and management of schools is likely to be met.

Schedule 10 of the Equality Act 2010

- The accessibility plan provides details of how pupils will access the premises and the curriculum effectively.
- All requirements are likely to be met.

Compliance with regulatory requirements

The school is likely to meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements.

Proposed school details

Unique reference number	147690
DfE registration number	821/6017
Inspection number	10145745

This inspection was carried out under section 99 of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards that are required for registration as an independent school.

Type of school	Independent school with a religious ethos
School status	Independent school
Proprietor	Bury Park Educational Institute
Chair	Mr Haji Abul Hussain
Headteacher	Mr Ashfaque Chowdhury
Annual fees (day pupils)	£2,500 per annum
Telephone number	01582 594 885
Website	www.alhikmahschool.com
Email address	admin@alhikmahschool.com
Date of previous standard inspection	Not previously inspected

Provider already operating

Number of pupils of compulsory school age	140
Number of pupils of compulsory school age for whom a statement is maintained under section 324, or who is looked after by a local authority	0
Total hours operating as a school per week	37.5 hours per week (8am to 3.30pm)
Total hours of teaching provided per week	29 hours per week

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	11–16	11–19	11–16

Number of pupils on the school roll	140	200	170
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Reason for inspector's recommendations

- The proprietor plans to increase the number of pupils on roll gradually and a maximum of 170 as a starting point is appropriate.
- The proprietor does not intend to have a sixth form until September 2021. The proprietor will apply for a material change when appropriate.

Pupils

	School's current position	School's proposal
Gender of pupils	Boys	Boys
Number of full-time pupils of compulsory school age	140	200
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	0	0
Of which, number of pupils with an education, health and care plan	0	0
Of which, number of pupils paid for by a local authority with an education, health and care plan	0	0

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	10	15
Number of part-time teaching staff	17	17
Number of staff in the welfare provision	0	0

Information about this proposed school

- The school currently operates across two sites, registered with the Department for Education (DfE) as Bury Park Educational Institute (Al-Hikmah Secondary School). The

current school is registered with the DfE as a day school with a Muslim ethos for a maximum of 350 boys and girls between the ages of nine and 19 years.

- The current school operates a policy of segregation by gender across two sites – one for boys and one for girls.
- The ruling by the Court of Appeal in 2017 affirmed that separate but equal treatment of girl and boy pupils in co-educational schools is contrary to the Equality Act 2010. To rectify this, the school has applied to the DfE to register the boys' site as a separate school.
- The application is for a boys' school to admit a maximum of 200 boys between the ages of 11 and 16. For some time, the current school has had pupils between the ages of 11 and 16. There are currently 323 pupils on roll across both sites.
- The original application was for pupils between the ages of 11 and 19 years. Since the first pre-registration inspection, the proprietor has decided to apply for registration for pupils aged 11 to 16 years.
- Since September 2016, in agreement with the DfE, the current school started using a second premises. Currently, 183 girls are educated at the original site, 82–86 Dunstable Road, Luton, Bedfordshire LU1 1EH. There are 140 boys at the second site, 145 High Street, Luton, Bedfordshire LU4 9NE. The current school sites are approximately a 10-minute drive from one another. The proprietor has applied to register the current provision as two separate schools.
- At the current school, since the boys moved to a separate site in September 2016, the girls start the school day at almost the same time as the boys (with a slightly earlier start so that parents who need to have time to drive their children to each site in time for a prompt start to the teaching day). Previously, boys were taught from 7.50am to 3.20pm, and the girls from 12 noon to 7.15pm.
- The current school teaches an Islamic curriculum and a secular curriculum.
- Pupils at the current school have diverse heritages. Some pupils speak English as an additional language.
- All pupils at the current school are Muslim and the school has strong links with the Bury Park Jamia Mosque.
- There are no pupils at the current school with an education, health and care plan. Although the original application stated the intention to admit pupils with special educational needs and/or disabilities (SEND), the proprietor confirmed during the inspection that they do not now intend to admit pupils with SEND.
- As is the current arrangement, the proposed school does not intend to use alternative provision.
- As is the current arrangement, the proposed school does not intend to use supply staff.
- The proposed school describes itself as a 'non-profit, educational institute and school founded and run by people committed to reviving the Islamic way of life, with a quality education that is taught in a way that is dynamic and applicable to Muslims living in Luton and the United Kingdom as a whole'.

- The name of the prospective proprietorial body is Bury Park Educational Institute, which is different from the proprietorial arrangements of the current school, as on GIAS. The current school's proprietor is a single individual, Abul Hussain.
- The proposed proprietorial body will comprise three directors:
 - Mr Haji Abul Hussain
 - Dr Ruhul Amim
 - Mr Sowab Ali.
- The proposed school will have a governing body. The chair of the governing body will be Mr Ahmed Quazi. The chair of the proprietorial body will sit on the governing body. The two other governors are Mr Azizul Haque and Mr Muftiabdul Hannan. The proposed proprietor is in the process of recruiting more members to the governing body.
- The current school's recent inspection history (Bury Park Educational Institute (Al-Hikmah Secondary School)):
 - In October 2015, Ofsted conducted a standard inspection of the current school. The school was judged as requires improvement. Not all the independent standards were met.
 - The first progress monitoring inspection following the October 2015 inspection of the current school took place in May 2016, when the school did not meet the standards that were unmet at the Ofsted standard inspection.
 - The second progress monitoring inspection of the current school took place in November 2016. The standards that were unmet at the Ofsted standard inspection, in October 2015, were met.
 - The current school was inspected by Independent Schools Inspectorate in October 2018. The school did not meet all of the standards in the regulatory compliance inspection.
 - The Independent Schools Inspectorate carried out a progress monitoring inspection of the current school in March 2019, when all of the standards, except part 1, were met. The standards were not met because pupils were segregated illegally by gender.
 - In July 2019, Ofsted conducted the first pre-registration inspection of the proposed new school, Al-Hikmah Boys' School, at 145 High Street, Luton, Bedfordshire LU4 9NE. Three of the standards were unlikely to be met.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. This pre-registration inspection was commissioned by the DfE because the proprietor seeks registration with the DfE for a separate boys' school.
- This is the second pre-registration inspection. The first pre-registration took place in July 2019 and, at that time, three of the independent school standards were unlikely to be met.
- Inspectors met with the headteacher, senior leaders and teachers.
- The lead inspector held a telephone conversation with the chair of the proprietorial body.
- Inspectors met with four representatives of Luton local authority. The lead inspector held one telephone conversation with a representative from Luton local authority.
- The inspection included a guided tour of the site.
- Inspectors scrutinised the school's website, policies, the documents provided on site, the single central record of employment checks and the documents sent by the prospective proprietor to the DfE.

Inspection team

Stefanie Lipinski-Barltrop, lead inspector	Her Majesty's Inspector
John Randall	Her Majesty's Inspector

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