

Harmony Primary School

80 Gayton Road, Harrow HA1 2LS

Inspection dates

11–12 August 2020

Overall outcome

The school is likely to meet all the independent school standards when it opens

Main inspection findings

Part 1. Quality of education provided

All paragraphs

- Leaders have developed a curriculum plan and policy which indicates that pupils will experience the required areas of learning at the proposed school. Pupils will study English, mathematics, science, art and design, Arabic, personal, social, health and economic (PSHE) education, physical education (PE), religious education (RE), and Islamic studies. History and geography will be included in topic work. There is a focus on the development of reading, literacy, numeracy and information technology skills across the curriculum. Leaders also emphasise the importance of home learning to enable pupils to strengthen the knowledge and skills they acquire at school.
- Schemes of work are drawn directly from the curriculum plans and are appropriate for key stage 1 and key stage 2 pupils expected to attend the school. Leaders are well prepared to provide for pupils with a wide range of needs and abilities. A specialist teacher is available to support pupils, including those with special educational needs and/or disabilities (SEND), and provide training for staff as needed.
- The curriculum plan demonstrates leaders' intention that pupils have the opportunity to learn about faiths and cultures other than their own. The well-structured PSHE programme covers aspects of British society, such as law and democracy, and pupils would learn, for example, about the work of local councils and national charities.
- Leaders have a clear policy for how teachers will assess pupils' achievement and use this information to inform their planning. Leaders' plans for staff's professional development, and the monitoring of the quality of teaching and learning, demonstrate how leaders' expectations will be shared and upheld.
- The standards contained in this part are likely to be met.

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

All paragraphs

- Leaders have produced helpful guidance for teachers on ways to nurture pupils' spiritual, moral, social and cultural development across the curriculum and in all aspects of school life. There is clear stipulation that pupils should show kindness, empathy and sensitivity to others and be respectful of each other's differences. In PSHE, pupils would consider how others feel if subjected to prejudice and discrimination, and cover matters relating to physical and mental health and emotional well-being.
- The planned RE programme and Islamic studies provide the opportunities for pupils to appreciate and respect their own and others' faith and cultures.
- Leaders intend that pupils will benefit from a range of trips and activities, including visiting the local library and events with other schools. The visitors policy makes it clear that the suitability of outside speakers will be thoroughly checked prior to their working at the school.
- The standards contained in this part are likely to be met.

Part 3. Welfare, health and safety of pupils

All paragraphs

- The school's safeguarding policy follows the most recent statutory guidance. It provides essential information clearly for staff, parents and carers, including signs to recognise when a child may be at a safeguarding risk. There are readily accessible processes for reporting any concerns.
- The behaviour and anti-bullying policies set out leaders' expectations for pupils' behaviour and ways in which staff will promote and reward good behaviour. Examples include being respectful, honest, helpful, kind and obedient. Pupils will discuss and agree 'golden rules'. Sanctions for poor behaviour will include 'conduct cards' so that staff monitor pupils' behaviour closely and hold discussions with parents and pupils on what the appropriate behaviour should have been.
- Leaders have appropriate policies in place for health and safety, and risk assessments. They have been diligent in ensuring required checks have been made of the proposed school premises, for example for fire safety and electrical equipment.
- Leaders have well-organised systems in readiness for recording pupils' admissions and attendance.
- The standards contained in this part are likely to be met.

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

All paragraphs

- The proprietor has completed safeguarding training and knows the requirements for pre-employment checks of staff, as reflected in the school's safer recruitment policy.

- The single central register indicates that leaders make all the necessary safeguarding checks of staff and governors. At the time of the inspection, there had been some administrative delays in receipt of some information for some employees, including references and Disclosure and Barring Service certificates. Leaders are persistent in following up their applications for required information. They have a robust risk assessment to be implemented if safeguarding checks on any staff member are not confirmed before the proposed opening of the school on 7 September 2020.
- Leaders do not expect to use supply staff. However, they have systems in place to obtain appropriate information from employment agencies if needed.
- The standards contained in this part are likely to be met.

Part 5. Premises of and accommodation at schools

All paragraphs

- Classrooms are airy, well equipped and suitable for their intended purpose, and would provide a pleasant environment for the pupils to learn and interact in the proposed school.
- Toilet and washing facilities meet requirements, with separate toilets allocated for staff, pupils and for older boys and girls. There is a disabled access toilet on the ground floor. During the inspection, the hot water supply to a handbasin was found to be too hot. Leaders swiftly put this right with an adjustment to the boiler controls.
- Dispensers for drinking water are located around the school and in the playground. These are labelled and readily accessible to pupils.
- The medical room is well equipped, including a bed, a handbasin and nearby toilet. Qualified first aiders will be available to care for pupils, with systems in place for the logging of first-aid administration.
- The outdoor area extends to the back of the building. It is clean and spacious, with the ground comprising areas of grass and soft artificial surface. High fences on three sides ensure the space is secure, and provides suitable facility for pupils to spend time outdoors at breaktimes and for PE.
- The standards contained in this part are likely to be met.

Part 6. Provision of information

All paragraphs

- The school's website provides a helpful source of information for parents, including the school prospectus and the required contact details for the proprietor and chair of governors. The website is readily accessible and includes a range of policies, including for safeguarding and admissions. Parents may also obtain paper copies of policies if they prefer.
- Leaders have drawn up a template for teachers to use for writing pupils' reports. It is intended that parents will receive a detailed report of their child's achievement in all subjects, and their wider experience of school, at least once a year.

- The standards contained in this part are likely to be met.

Part 7. Manner in which complaints are handled

All paragraphs

- The complaints policy is available on the school's website. It provides clear information on how to raise a complaint about the proposed school. The steps leaders would take to resolve concerns are described, with specific, reasonable timescales, and including the involvement of an investigator independent of the school leadership if needed.
- The standards contained in this part are likely to be met.

Part 8. Quality of leadership in and management of schools

All paragraphs

- School leaders have ensured that the school is likely to meet the independent school standards in readiness for the proposed opening date of the school on 7 September 2020. Since taking on the role of acting headteacher, the proprietor has completed additional training and has secured the support of a practising headteacher as executive headteacher. The proprietor and executive headteacher are fully cognisant of their responsibilities and the statutory requirements for all aspects of the school.
- School leaders place a high priority on the health, safety and well-being of the pupils who would attend the school. They have ensured the proposed school premises meet requirements and have organised safeguarding training for all staff. The curriculum plan describes regular opportunities to promote pupils' health and well-being.

Schedule 10 of the Equality Act 2010

- Leaders are mindful of their obligations under the Equality Act 2010 to enable pupils with disabilities to have access to the same areas of the school as their peers. The school's accessibility plan describes appropriate measures to ensure all pupils will have equal opportunities to participate in school activities and excursions. Leaders are also considerate of accessibility for parents and other visitors to the school.
- Plans for building work take into account accessibility to the proposed new extension.

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	147966
DfE registration number	310/6013
Inspection number	10154466

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	Muslim day school
School status	Independent school
Proprietor	Hillside Educational Trust
Chair	Yousif Khan
Headteacher	Yousif Khan
Annual fees (day pupils)	£3,500 to £4,000
Telephone number	020 4518 5222
Website	www.harmonyprimaryschool.co.uk
Email address	admin@harmonyprimaryschool.co.uk
Date of previous standard inspection	Not previously inspected

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	Not applicable	5 to 11	5 to 11
Number of pupils on the school roll	Not applicable	72	72

Pupils

	School's current position	School's proposal
Gender of pupils	Not applicable	Mixed
Number of full-time pupils of compulsory school age	Not applicable	72
Number of part-time pupils	Not applicable	0
Number of pupils with special educational needs and/or disabilities	Not applicable	0
Of which, number of pupils with an education, health and care plan	Not applicable	0
Of which, number of pupils paid for by a local authority with an education, health and care plan	Not applicable	0

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	Not applicable	5
Number of part-time teaching staff	Not applicable	0

Information about this proposed school

- Leaders intend to register Harmony Primary School as an independent school, providing primary education for boys and girls aged five to 11 years. The proposed school is located in a large three-storey house in a residential area of the London Borough of Harrow.
- Leaders plan for the school to open on 7 September 2020, initially admitting up to 24 pupils in Years 1, 2 and 3. It is not proposed that the school will admit pupils with SEND initially. However, appropriate provision and accessibility are available if any pupils attending the school are identified as having SEND.
- The prospectus states that the school's mission is to provide 'excellence in education rooted in the Islamic ethos with values of community, excellence, discipline, achievement and respect'.
- The proprietor has taken on the role of acting headteacher after difficulties recruiting a substantive headteacher in spring 2020. He has secured the support of an experienced executive headteacher to strengthen leadership of the school.
- The proprietor has recently appointed a chair of governors. Other governors are currently being recruited.
- Leaders are in the early stages of planning an extension to the main school building to provide space for an assembly hall.

Information about this inspection

- This was the first pre-registration of the proposed school. The purpose of the inspection was to check whether the proposed school is likely to meet the Education (Independent School Standards) Regulations 2014. Schools must comply with the independent school standards to be registered.
- This inspection was commissioned by the Department for Education (DfE) during the COVID-19 (coronavirus) pandemic of 2020. Some of the inspection was conducted remotely. This was due to restrictions placed on non-essential travel during the COVID-19 outbreak.
- The inspection was carried out with the proprietor and the executive headteacher. The inspector scrutinised a wide range of documents, including the proposed school policies relating to the curriculum, health and safety, safeguarding, behaviour and admissions. During the on-site part of the inspection, the inspector toured the proposed school premises accompanied by the proprietor and evaluated the single central register of leaders' checks of staff. The inspector also held discussions with the proprietor and the executive headteacher about their plans for the proposed school, including the curriculum and staffing.

Inspection team

Amanda Carter-Fraser, lead inspector

Her Majesty's Inspector

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