

# Seraphic Academy

Tinsley Park Road, Darnall, Sheffield, South Yorkshire S9 5DL

**Inspection date**

18 November 2020

**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)*

- In December 2019, the Department for Education (DfE) commissioned Ofsted to carry out an emergency inspection. During that inspection, the inspector found that the proprietor had not developed an effective safeguarding policy. The policy did not reflect government guidance and some safeguarding procedures were not being implemented fully.
- The action plan produced by the headteacher in February 2020 stated that the safeguarding policy would be updated by March 2020. The headteacher stated in the plan that the management of safeguarding would be revised, and new internet filter systems would be introduced. The plan states that these changes and additional training required for governors would be completed by April 2020.
- This inspection found that the proprietor has put a revised safeguarding policy in place. This policy is in line with current government guidance. The policy is informative, detailed and published on the school's website.
- School leaders have reviewed their management of safeguarding. At the last inspection, there was a concern that the system for investigating any allegations against staff was not fully impartial. The proprietor has now established an independent panel for dealing with allegations when needed. This panel is made up of governors who are not related to staff members.
- The designated lead for safeguarding knows how to progress referrals when pupils need help. She keeps accurate records of all concerns passed to her, including details of actions taken.
- School leaders work closely with local agencies to prioritise the well-being and safety of pupils. When pupils leave the school, the designated lead for safeguarding takes responsibility for checking where they have gone. She contacts the local authority when she is concerned that a child may be at risk of missing education.
- The proprietor ensures staff are trained in safeguarding and child protection. The designated lead for safeguarding and the deputy safeguarding lead have received enhanced safeguarding training.

- The headteacher ensures that all safer recruitment checks are processed before any adult can work or volunteer at the school.
- The proprietor has reviewed the school's approach to online safety. There is a comprehensive policy in place and all staff and pupils follow an acceptable use agreement. The proprietor has invested in filters for the school's computer network. These protect pupils from accessing inappropriate online material.
- These standards are now met.

*Paragraphs 9, 9(a), 9(b), 9(c), 10, 13, 14, 16, 16(a), 16(b)*

- The proprietor has ensured that a behaviour policy is in place. The policy provides clear guidance about what is expected from staff and pupils. The policy explains how pupils will be rewarded for positive behaviour. The policy explains that the sanctions include detentions and exclusions.
- The proprietor has systems in place to record any incidents of misbehaviour. The log of sanctions shows that some pupils have had detentions, but no pupils have been excluded.
- The proprietor has produced an anti-bullying policy that explains what bullying means and what staff will do to prevent bullying in the school. Staff were able to explain how they deal with any concerns that a pupil may raise. Pupils told us that they were happy in the school and would know who to go to if they needed support.
- The proprietor has produced a first-aid policy, which sits within the health and safety policy. All staff have received first-aid training. Staff who teach the youngest pupils in the school have received training in paediatric first aid.
- The headteacher is responsible for notifying the relevant authorities of any serious accidents. He has a system in place for recording all accidents and logging any medicines issued to pupils. There is a first-aid box and secure storage for medicines.
- The headteacher has ensured that ratios of staff to pupils are appropriate across the school. Pupils are well supervised and supported during lessons, breaks and lunchtimes.
- The proprietor has provided a risk assessment policy for staff to follow. There are a range of risk assessments in place covering, for example, school trips, outdoor safety and working at height.
- These standards were met at the previous inspection and continue to be met.

*Paragraphs 11, 12, 15*

- At the last inspection there were concerns that fire safety checks were not being carried out at the intervals specified in the school's health and safety policy. The inspector also found that the admissions and attendance records were not being maintained correctly.
- The action plan produced by the headteacher in February 2020 stated that these failings would be corrected by the end of February 2020.
- The headteacher has introduced regular fire drills for pupils to practise evacuating the building safely. The logs show that these drills are being done every two months in line with school policy. The proprietor has ensured that fire safety equipment is serviced routinely by a specialist contractor.

- The proprietor has an admission register in place that records all the required information about pupils when they join and leave the school.
- The proprietor has ensured there is an attendance policy, which staff follow. The proprietor has chosen an electronic register system to record pupils' attendance. Staff contact parents to follow up any absence. Leaders ensure that absences are recorded correctly.
- These standards are now met.

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

*Paragraph 18(2), 18(2)(c), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(e), 18(3)*

- At the time of the last inspection, the proprietor had not completed all the required checks on adults as listed in government guidance. The checks on the medical fitness of staff and on staff who had previously worked abroad were not complete.
- The checks on staff's medical fitness and on staff who have lived or worked abroad are now completed. Reviews of staff's files show that the headteacher is diligent about the information collected on staff before they start work in the school.
- These standards are now met.

*Paragraph 18(2)(a), 18(2)(b), 18(2)(c)(i), 18(2)(c)(iv), 18(2)(d)*

- The proprietor has produced a safer recruitment policy. The policy explains how appointments of new staff are done safely and fairly. The proprietor has provided safer recruitment training to school leaders.
- The proprietor ensures that required checks are done before adults work or volunteer at the school.
- These standards were met at the previous inspection and continue to be met.

*Paragraph 21(1), 21(2), 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)(b)*

- The proprietor carries out checks on adults who are going to work or volunteer at the school. The headteacher maintains a central register of this information, which is checked and monitored by the proprietor.
- These standards were met at the previous inspection and continue to be met.

*Paragraph 21(3), 23(3)(1)(a), 21(3)(a)(vii), 21(3)(a)(viii)*

- At the last inspection, there were concerns that not all the checks required by government guidance were in place. This meant that not all information on adults who were working or volunteering at the school was recorded on the school's central register.
- The proprietor has now ensured that all required checks are done on adults before they work or volunteer at the school. The information from these checks is recorded on the school's central register.
- These standards are now met.

#### Part 5. Premises of and accommodation at schools

*Paragraphs 23(1), 23(1)(a), 23(1)(b), 25, 28(1), 28(1)(b)*

- At the last inspection, the toilets did not meet the requirements of the independent school standards. There were also concerns that the water for hand washing was cold and that the school was not clean or warm enough for the health and safety of pupils.
- The action plan produced by the headteacher stated that an engineer had been in to mend the hot water and heating system immediately after the last inspection. The plan said that the caretaker would be given more hours to keep the school clean.
- The proprietor has now ensured that there are separate toilet blocks for girls and boys. Each toilet block has several separate cubicles with a full-length door. The toilets are clean and well maintained. There is a separate toilet for staff and visitors.
- There are several washbasins in each toilet block, with warm water. The water in the boys' toilet was adjusted down in temperature as it was running slightly too hot when first checked.
- The school has a central hall, tall windows and high ceilings. There are large heaters to ensure the building stays warm. The caretaker is on site throughout the school day and does additional cleaning through the day as needed.
- These standards are now met.

*Paragraphs 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 24(2), 26, 27, 27(a), 27(b), 28(1)(a), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 28(2)(b), 29(1), 29(1)(a), 29(1)(b)*

- There are shower cubicles in both toilet blocks for pupils to use.
- There is a medical room with a bed and washbasin. The medical room is next to the accessible toilet.
- The school building is generally well maintained. The central hall is carpeted and comfortable. Fire doors are in place and emergency evacuation routes are clearly marked.
- There are several large classrooms, offices and a meeting room. All rooms and corridors are well-lit and have suitable acoustics.
- There is external lighting and closed-circuit television cameras (CCTV) in the school grounds.
- The proprietor has installed water fountains for pupils' use. These are usually located outside classrooms. At the time of this inspection, the headteacher had temporarily removed these water fountains from the public areas of the school to reduce the risk of COVID-19 (coronavirus). The headteacher had written to all parents about this change and pupils had their own individual water bottles which were regularly filled by staff.
- There is a large outside area for sports lessons and social time. There is a sensory garden for pupils to use. The youngest pupils in the school have a separate outside play area.
- These standards were met at the previous inspection and continue to be met.

## Part 6. Provision of information

*Paragraph 32(1)(a), 32(1)(d), 32(1)(f), 32(1)(g), 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(i), 32(2)(c), 32(2)(d), 32(3)(c), 32(3)(d), 32(3)(e), 32(3)(g)*

- The proprietor has put contact information for the headteacher and the chair of governors on the school's website. The school's safeguarding policy is also published on the school's website. This policy has been updated in line with government guidance.
- The proprietor has put a link on the school's website to the Ofsted reports for the school. Parents can easily access the school's most up-to-date Ofsted report.
- These standards were met at the previous inspection and continue to be met.

*Paragraph 32(1), 32(1)(b), 32(1)(c), 32(3), 32(3)(a), 32(3)(b), 32(3)(f)*

- At the time of the last inspection, not all information required by the independent school standards was available in the school. The policies for meeting the needs of pupils with special educational needs and/or disabilities (SEND) or English as an additional language (EAL) were not easily available. The proprietor had not made clear how many complaints had been made in the preceding year or what the school's policy was on exclusions. The school's safeguarding policy was not up to date with the latest guidance from government.
- The proprietor has ensured that the school's support for pupils with SEND and/or EAL is clearly explained in published policies. The SEND policy is available from the school's website. The policy on how the school meets the needs of pupils with EAL is available upon request.
- The school's behaviour policy has been reviewed and now contains information on when exclusions would be used as a sanction.
- The headteacher has added information on the school's website that shows the number of formal complaints received by the school.
- These standards are now met.

## Part 7. Manner in which complaints are handled

*Paragraph 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)*

- The proprietor has ensured there is a complaints policy which is accessible from the school's website.
- The policy explains each stage of the complaints procedure and the timescales that school leaders will follow when responding to any complaint.
- There is an independent panel who can be contacted directly by anyone who has concerns about the school. The email address for this independent panel is given in the complaints policy.
- The independent panel oversees the formal stage of the complaints process. The members of this panel are independent of the management of the school.
- These standards were met at the previous inspection and continue to be met.

*Paragraph 33*

- At the last inspection, leaders could not evidence their response to complaints or how many complaints they had received.

- The headteacher has made a file for the storage of documents relating to complaints. The file has records of meetings showing parents' views and the outcome of investigations into any complaints.
- The proprietor has ensured that the number of complaints received by the school are accessible from the school's website.
- The standards in this part 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)*

- The last inspection showed that leaders had not ensured that the independent school standards were being met consistently. There was a concern that leaders were not able to demonstrate the skills and knowledge required to carry out their roles effectively.
- The headteacher is a qualified teacher with experience of school leadership. The headteacher has implemented an action plan to address the failings identified at the last inspection.
- The proprietor has ensured there is a designated lead for safeguarding who is well trained and knowledgeable about local agencies. The proprietor has given the designated lead for safeguarding management time to help her carry out her duties effectively.
- The proprietor has a governing board who monitor the quality of work in the school. The members of the governing board have a range of skills and expertise which support the leadership of the school.
- At the last inspection, the proprietor had not explained how images from the CCTV would be used. The proprietor has now incorporated policy statements about CCTV into the school's data protection policy. These statements follow the guidance of the information commissioner's office.
- The governing board meets with the headteacher to provide support and hold him to account. Formal minutes of these meetings show that they are regular and cover a range of school improvement areas. In recent meetings of the governing board, the action plan to meet the independent school standards has been kept under regular scrutiny.
- School leaders understand the importance of meeting the independent school standards consistently. They have taken effective action to address the un-met standards from the previous inspection that have been checked during this progress monitoring inspection.
- During this inspection, inspectors did not evaluate the extent to which the school meets the standards in Part 1: Quality of Education. Some of these requirements were not met at the previous inspection. The DfE did not commission Ofsted to evaluate these standards owing to the ongoing impact of COVID-19 on schools. Therefore, inspectors' judgement about the effectiveness of leadership and management at the school has not included an evaluation of the quality of education.
- Not all of the previously unmet standards could be evaluated fully at this progress monitoring inspection. Therefore, these standards remain unmet.

### Schedule 10 of the Equality Act 2010

- At the last inspection, it was found that the accessibility plan was not fit for purpose. The accessibility plan did not have clear targets for improving access to the school.
- The proprietor and governors are aware of their duties under the Equality Act 2010. The headteacher has produced a revised accessibility plan, which explains how school leaders will improve access to the school's curriculum, environment and information. There are some actions which have a clear completion date and some which are ongoing.
- The accessibility plan is monitored by the school's governing board.
- This standard is now met.

### Statutory requirements of the Early Years Foundation Stage

- At the last inspection, the learning and development requirements for pupils in the early years were met. However, some of the safeguarding and welfare requirements of the statutory framework for early years were not met. Specifically, sections 3.2, 3.4, 3.7 and 3.12 of the early years standards were not met.
- Teachers in the early years foundation stage of the school are well qualified. They are aware of their responsibilities for keeping children safe and well.
- The headteacher has built policies for early years pupils into whole-school policies. The headteacher checks the suitability of adults to be working with children in early years as part of the whole-school safer recruitment processes.
- The headteacher has ensured that information about children and their families, for children in the early years of the school, is well maintained.
- School leaders understand their safeguarding responsibilities for children in the early years of the school. For example, leaders carry out additional checks on staff who work with early years children. The headteacher ensures that staff who work with early years children receive training in paediatric first aid.
- This standard is 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

- 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[12].
- 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[13].

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

- 18(2) The standard in this paragraph is met if-
  - 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)(c)(iii) the person's right to work in the United Kingdom; and
  - 18(2)(e) in the case of any person for whom, by reason of that person living or having lived outside the United Kingdom, obtaining such a certificate is not sufficient to establish the person's suitability to work in a school, such further checks are made as the proprietor considers appropriate, having regard to any guidance issued by the Secretary of State.



- 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)(vii) a check of S's right to work in the United Kingdom was made; and
  - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e).

## **Part 5. Premises of and accommodation at schools**

- 23(1) Subject to sub-paragraph (2), the standard in this paragraph is met if the proprietor ensures that-
  - 23(1)(a) suitable toilet and washing facilities are provided for the sole use of pupils;
  - 23(1)(b) separate toilet facilities for boys and girls aged 8 years or over are provided except where the toilet facility is provided in a room that can be secured from the inside and that is intended for use by one pupil at a time.
- 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.
- 26 The standard in this paragraph is met if the proprietor ensures that the acoustic conditions and sound insulation of each room or other space are suitable, having regard to the nature of the activities which normally take place therein.
- 28(1) The standard in this paragraph is met if the proprietor ensures that-
  - 28(1)(b) toilets and urinals have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water.

## **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)(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(1)(c) particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school's internet website or, where no such website exists, are provided to parents on request.
- 32(3) The information specified in this sub-paragraph is-
  - 32(3)(a) particulars of the school's policy on and arrangements for admissions, misbehaviour and exclusions;
  - 32(3)(b) particulars of educational and welfare provision for pupils with EHC plans and pupils for whom English is an additional language;
  - 32(3)(f) details of the complaints procedure referred to in paragraph 33, and the number of complaints registered under the formal procedure during the preceding school year.

## **Part 7. Manner in which complaints are handled**

- 33 The standard about the manner in which complaints are handled is met if the proprietor ensures that a complaints procedure is drawn up and effectively implemented which deals with the handling of complaints from parents of pupils.

## **Early Years Welfare Requirements**

### **Section 3**

#### **3.2**

## School details

|                         |          |
|-------------------------|----------|
| Unique reference number | 140479   |
| DfE registration number | 373/6004 |
| Inspection number       | 10162282 |

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                       | Independent school   |
| School status                        | Independent school   |
| Age range of pupils                  | 4 to 16  |
| Gender of pupils                     | Mixed  |
| Gender of pupils in the sixth form   | Mixed  |
| Number of pupils on the school roll  | 138  |
| Number of part-time pupils           | 0  |
| Proprietor                           | Seraphic Ltd   |
| Chair                                | Sulaiman Ahmed   |
| Headteacher                          | Sulaiman Ahmed   |
| Annual fees (day pupils)             | £1,400–£1,900  |
| Telephone number                     | 01142217010  |
| Website                              | <a href="http://www.seraphicacademy.com">www.seraphicacademy.com</a>   |
| Email address                        | <a href="mailto:info@seraphicacademy.com">info@seraphicacademy.com</a> |
| Date of previous standard inspection | 25–27 September 2018   |

## Information about this school

- Seraphic Academy is a Muslim independent day school for girls and boys aged between four and 16 years old. It is situated in the Darnall area of Sheffield.
- The school was called Avicenna Academy up until September 2020. The proprietor, headteacher and chair of governors have remained the same.

- The previous standard inspection took place in September 2018 when the school was judged to be good. There was an emergency inspection in December 2019 which found that several of the independent school standards were not met.
- The school is registered to admit up to 240 pupils.
- There are no pupils who have an education, health and care plan on roll.
- The school does not use any alternative education provision.

## 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 not to comply with at its previous inspection.
- The DfE did not commission Ofsted to evaluate the school's progress in meeting all of the unmet standards in Part 1 of the independent school standards: Quality of Education. This is owing to the disruption COVID-19 has had on schools since March 2020.
- This was the school's first progress monitoring inspection since the emergency inspection in December 2019 when the school was judged not to be meeting all the independent school standards.
- Following the inspection in December 2019, the DfE directed the school to write an action plan by 23 February 2020. The purpose of this action plan was for leaders to show what steps they would take to meet the unmet independent school standards. The action plan was evaluated in March 2020 and judged not to be acceptable. The DfE rejected the school's action plan in April 2020 and commissioned this progress monitoring inspection.
- This inspection was carried out with no notice. The lead inspector made a phone call to the headteacher shortly before going onto the school's site to ensure compliance with the school's COVID-19 protocols.
- Inspectors spoke to the chair of governors, headteacher, deputy headteacher and designated safeguarding leader. Inspectors also met with pupils.
- Inspectors toured the school's building and grounds. Inspectors reviewed the school's documents and policies.
- Inspectors checked the school's arrangements for safeguarding pupils.

## Inspection team

Patricia Head, lead inspector

Her Majesty's Inspector

Steve Shaw

Her Majesty's Inspector

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