

Zakariya Primary School

447-451 Romford Road, Forest Gate, London E7 8AB

Inspection date

24 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

Paragraphs 7, 7(a) and 7(b)

- The previous monitoring inspection, in November 2019, found that leaders had updated the process for recruiting staff to the school but that it was implemented inconsistently. Leaders did not always obtain references from the candidates' current or most recent employer.
- In addition, the inspection found that leaders did not follow up prospective candidates' employment history details well enough. Leaders could not be sure of a candidate's full employment history. Gaps in employment were not identified clearly enough.
- This inspection found that these concerns have been tackled successfully. A new application form requires applicants to provide specific dates for past and current employment. New procedures for obtaining references from applicants' most recent employer are also secure. Staff records are well organised and include details of staff qualifications, previous employment and safeguarding training. For example, staff have been trained on how to identify specific risks to pupils' welfare, such as female genital mutilation and radicalisation and extremism.
- Since the previous monitoring inspection, the work to streamline the vetting procedures for new staff has been completed. The single central register which records these checks is now maintained on a secure online system. This provides a clear evidence trail that enables leaders to ensure that all vetting checks are carried out, including employer references. Leaders have attended safer recruitment training.
- The standards that were checked in this part are now met.

Part 6. Provision of information

Paragraphs 32 and 32(1)(c)

- As at the previous monitoring inspection, the school's safeguarding policy was available on the school's website. The policy has been updated to meet the latest statutory guidance. Other relevant policies, such as for safer recruitment, provide parents and carers with additional information.
- The standards that were checked in this part continue to be met.

Part 8. Quality of leadership in and management of schools

Paragraphs 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)

- The previous monitoring inspection found that procedures for recruiting staff, particularly checks on their employment history, were not effective. Leaders had not followed the statutory safeguarding guidance consistently.
- Leaders have dealt with these issues appropriately. New procedures and improved organisation mean that leaders can ensure that the guidance on safer recruitment is followed consistently. For example, a new group of governors, with appropriate experience, have recently been appointed. This includes a named governor for safer recruitment.
- In the past, leaders have not made sure that the school meets all the independent school standards. However, leaders have taken effective action to tackle the weaknesses identified in the last inspection. Improvements demonstrate that leaders have the capacity to ensure that the independent school standards are complied with consistently.
- The standards in this part are 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.

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school:
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
 - 34(1)(c) actively promote the well-being of pupils.

School details

| | |
|-------------------------|----------|
| Unique reference number | 134577 |
| DfE registration number | 316/6063 |
| Inspection number | 10151664 |

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

| | |
|--------------------------------------|--|
| Type of school | Other independent school |
| School status | Independent school |
| Age range of pupils | 5 to 11 |
| Gender of pupils | Mixed |
| Gender of pupils in the sixth form | Mixed |
| Number of pupils on the school roll | 80 |
| Proprietor | Asif Choudhury |
| Chair | Moin Khan |
| Headteacher | Faiza Yassin |
| Annual fees (day pupils) | £2,600 |
| Telephone number | 020 8555 6258 |
| Website | www.zakariyaschool.org.uk |
| Email address | info@zakariyaschool.org.uk |
| Date of previous standard inspection | 12 November 2019 |

Information about this school

- Zakariya Primary School is an independent school with an Islamic ethos. The school is situated in the same building as Forest Gate Mosque.
- The school is registered for up to 120 boys and girls between the ages of five and 11. There are no pupils with special educational needs and/or disabilities.
- The last standard inspection took place in February 2019. The school's effectiveness was judged to be inadequate. A progress monitoring inspection in November 2019 found that not all of the independent school standards that were checked were met.

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 was the school's second progress monitoring inspection since it was judged to not comply with the independent school standards in February 2019. The first progress monitoring inspection, in November 2019, also found that the school did not meet all the requirements of the independent school standards. Following this first progress monitoring inspection, the Department for Education (DfE) required the school to prepare an action plan. The action plan was evaluated by Ofsted in February 2020, and subsequently rejected by the DfE.
- The inspection was conducted with 30 minutes' notice.
- The inspector spoke with the headteacher and proprietor to discuss how they ensured that the independent school standards were met.
- The inspector met with a group of pupils and spoke to them about their experiences of safeguarding.
- The inspector considered the written policies for safeguarding and looked at documents related to the recruitment of staff. These included the school's single central register of staff suitability and a sample of staff recruitment files.

Inspection team

Brian Oppenheim, lead inspector

Her Majesty's Inspector

Any complaints about the inspection or the report should be made following the procedures set out in the guidance 'Raising concerns and making a complaint about Ofsted', which is available from Ofsted's website: www.gov.uk/government/publications/complaints-about-ofsted. If you would like Ofsted to send you a copy of the guidance, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

Parent View

You can use Parent View to give Ofsted your opinion on your child's school. Ofsted will use the information parents and carers provide when deciding which schools to inspect and when and as part of the inspection.

You can also use Parent View to find out what other parents and carers think about schools in England. You can visit www.parentview.ofsted.gov.uk, or look for the link on the main Ofsted website: www.gov.uk/ofsted.

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory and Support Service (Cafcass), schools, colleges, initial teacher training, further education and skills, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for children looked after, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 0300 123 1231, or email enquiries@ofsted.gov.uk.

You may reuse this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit www.nationalarchives.gov.uk/doc/open-government-licence, write to the Information Policy Team, The National Archives, Kew, London TW9 4DU, or email: psi@nationalarchives.gsi.gov.uk.

This publication is available at <http://reports.ofsted.gov.uk/>.

Interested in our work? You can subscribe to our monthly newsletter for more information and updates: <http://eepurl.com/iTrDn>.

Piccadilly Gate
Store Street
Manchester
M1 2WD

T: 0300 123 1231
Textphone: 0161 618 8524
E: enquiries@ofsted.gov.uk
W: www.gov.uk/ofsted
© Crown copyright 2020