

# Institute of Islamic Education

South Street, Savile Town, Dewsbury, West Yorkshire WF12 9NG

## Inspection dates

18 and 19 May 2021

### Overall outcome

**The school does not meet all of the independent school standards that were checked during this inspection**

### Boarding provision outcome

**The school does not meet all of the national minimum standards that were checked during this inspection**

## Main inspection findings

### Part 1. Quality of education provided

*Paragraphs 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i), 3, 3(a), 3(e)*

- At the previous standard inspection in February 2019, inspectors found that leaders had not ensured that curriculum plans were completed for all subjects. Inspectors also found that some teachers do not have the subject knowledge that they need to be able to teach subjects in depth. Not enough time was allocated to the curriculum in key stage 3 in some subjects.
- Little progress has been made in these areas since the previous inspection. Work to improve the curriculum is in the early stages of development. There are still some curriculum plans to complete. Five teachers are currently undertaking teacher training programmes. However, teaching staff do not have the subject knowledge that they need and have not been provided with sufficient subject-specific training. Curriculum plans that are in place do not take into account sufficiently the aptitudes and needs of all pupils.
- These standards were not met at the previous inspection and remain not met.

*Paragraphs (2)(1)(b)(ii), 2(2)(d)(ii), (3)(i)*

- Fundamental British values are undermined by leaders' failings. Leaders have not ensured that all texts in the school's library are suitable for pupils. Inspectors found a book called 'Islam on Homosexuality'. This book had been stamped by the school as a library book. It included inappropriate content which does not encourage respect for those who share one of the protected characteristics set out in the Equality Act 2010. The text included sections on punishment of individuals because of their sexuality and views which contradict the rule of law. For example, the book included '...the participants of the homosexual act should be slain (wording in the text) whether they are married

or unmarried because in filth and mischief of this act surpasses adultery.’ There is also a paragraph in the book entitled ‘putting to death’. In this paragraph, there is a statement ‘...the evil doers should be put to death’.

- When inspectors talked to leaders about this book, they found that there was a difference in opinion between some leaders and trustees and the headteacher. The headteacher was clear that this book should not be in the school library. Other leaders stated that the book was for ‘research’ purposes. By permitting this book to be freely accessible to pupils, leaders are failing to promote respect and tolerance for others, a fundamental British value.
- These standards were met at the previous inspection and are now not met.

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

### *Paragraph 5, 5(a), 5(b)(vi)*

- During the inspection, inspectors found a book in the school library entitled ‘Islam on Homosexuality’ which included content which is unsuitable for pupils.
- This book goes against fundamental British values and does not encourage respect for other people, especially those who share one of the protected characteristics set out in the Equality Act 2010.
- These standards were met at the previous inspection and are now not met.

## Part 3. Welfare, health and safety of pupils

### *Paragraphs 7, 7(a), 7(b), 8, 8(a), 8(b)*

- At the previous inspection, the arrangements for safeguarding were not effective. There was a weak culture of safeguarding. The school site was not secure. Part of the school field was accessible from the road. The necessary checks had not been carried out on all staff and volunteers.
- Since the previous inspection, staff have received safeguarding training. The designated safeguarding lead (DSL) has completed DSL training. The day before the inspection, all staff received ‘Prevent’ duty training delivered by the local authority. However, staff’s knowledge of local safeguarding risks remains weak.
- The poor culture of safeguarding has not been addressed sufficiently well. Leaders’ knowledge, understanding and implementation of safeguarding procedures, including the requirements in the Department for Education (DfE) statutory guidance ‘Keeping children safe in education’, remains poor.
- There is not a culture of ‘it could happen here’. Leaders have not addressed the safeguarding issues found at the previous inspection with urgency. As the school does not have a website, the safeguarding policy is available to parents on request. However, the school’s safeguarding policy does not reflect the safeguarding practice at the school.
- Safer recruitment checks are still not robust. The recruitment checks set out in statutory guidance are not consistently completed before staff start their employment at the school. For example, the school had not followed up well enough on a missing reference from a previous school for a recently appointed school leader. Leaders are not taking the required steps to assure themselves that adults in school are safe to work with pupils.

- Leaders do not follow the DfE statutory guidance 'Keeping children safe in education' when they have concerns about a member of staff. Safeguarding concerns are not adequately recorded to outline the risks to pupils and any decisions that have been made to manage the risks.
- During the inspection, inspectors found that the doors in the boarding area of the school were not secure. This meant that students over the age of 18 could access the boarding area for younger pupils. By the end of the inspection, leaders had resolved this. These students are at times responsible for escorting younger pupils to medical appointments and to shops. Leaders have not completed risk assessments or appropriate checks consistently on students over the age of 18 to consider the risk they may pose to younger pupils. While some Disclosure and Barring Service (DBS) checks have been completed, this is not the case for all students over the age of 18.
- The school's information technology filtering system is no longer fit for purpose as it is obsolete.
- Some aspects of site security have been improved. For instance, inspectors found that entrances that link the school to the mosque are now locked. However, the school field can still be easily accessed from a road. Staff told inspectors that there are issues with 'joyriding' on the school field. This is unsafe for pupils.
- These standards were not met at the previous inspection and remain not met.

#### *Paragraph 11*

- Leaders have not ensured that the school's health and safety policy is implemented effectively. For instance, inspectors found exposed electrical wires. This is a risk to pupils. Leaders are aware of some of the health and safety issues with the school site. These have not been effectively addressed.
- This standard was met at the previous inspection and is now not met.

#### *Paragraph 12*

- At the previous inspection, inspectors found accumulated rubbish next to areas where there was evidence of smoking on the school site.
- During this inspection, inspectors found rubbish on the school site. While this is in an area not directly accessed by pupils, it is visible from their dining area. Leaders started to clear this up during the inspection. Inspectors found no evidence of smoking on site near areas where cardboard had been stored. There are a number of signs around the school indicating that the school is a no smoking site. Inspectors did not find any indication that smoking still occurs on the school's site.
- This standard was not met at the previous inspection and is now met.

#### *Paragraph 15*

- At the previous inspection, inspectors found that the admissions register was not compliant with statutory requirements.
- Although some improvements have been made to the admissions register since the previous inspection, the admissions register is still not fully compliant with legal requirements.

- At the previous inspection, pupils over the age of 25 were on the school's admissions register. This was in breach of the school's registration agreement. There are now no students over the age of 25 on the school's roll.
- The admissions register did not contain any dates for when pupils started a new school. At the previous inspection, it was found that leaders had not informed the local authority when a pupil is removed from the school's roll in year. During the inspection, the local authority confirmed that they had received this list of pupils in October 2020. However, leaders are still not consistently informing the local authority when a pupil is removed from the school's roll.
- Leaders were unaware that if there are any changes made to the admissions register there must be a log of the date at which the amendment was made, the reason for the amendment and the name and the position of the person who made the amendment.
- The school uses an electronic attendance register. Inspectors found that all pupils are marked present for the whole day. This is because the school's policy is to pre-populate the attendance register so that all pupils are marked as 'present' for all sessions. Staff then change the 'present' code to 'absent' if the pupil is not in attendance. The attendance register is not checked by leaders until the following morning. This means that they cannot be sure that the attendance register is accurately completed by staff on a daily basis.
- This standard was not met at the previous inspection and remains not met.

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

- At the previous inspection, inspectors found that unauthorised people could enter the school. There were risks from adults smoking on the school site.
- During this inspection, doors linking the school to the mosque were closed. This means that unauthorised people cannot access the school. Inspectors found no evidence of smoking on the school site.
- The school's risk assessment documentation does not adequately cover risks to pupils, such as the potential issues due to the shared site with the mosque. The site is poorly maintained.
- Inspectors found exposed live wires from an electrical box which leaders were unaware of. Leaders resolved this risk before inspectors left the school site.
- These standards were not met at the previous inspection and remain not met.

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

*Paragraphs 18(2), 18(2)(c), 18(2)(c)(ii), 18(2)(f), 21(1), 21(3), 21(3)(a), 21(3)(a)(viii)*

- At the previous inspection, inspectors found that safer recruitment checks on staff and adult students were not robust.
- Safer recruitment procedures are still not robust. All necessary recruitment checks had not been carried out on a recently appointed member of staff.
- These standards were not met at the previous inspection and remain not met.

*Paragraph 18(2)(e)*

- At the previous inspection, there were some missing overseas recruitment checks.

- During this inspection, the school provided evidence that an overseas check had been carried out on a member of staff.
- This standard was not met at the previous inspection and is now met.  
*Paragraphs 18(2)(a), 18(2)(b), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(3), 19(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), 21(3), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii)*
- During the inspection, inspectors found that leaders were unclear about the documentation required to check that a member of staff has the right to work in the United Kingdom.
- Leaders have not ensured that the single central register includes relevant checks on staff's qualifications. This is a requirement in 'Keeping children safe in education'. Inspectors could not be certain that qualifications have been checked appropriately.
- At times, staff begin their work at the school before a DBS check has been completed. Where this is the case, leaders have not consistently ensured that risk assessments are carried out to consider the risk posed to pupils by adults who have not been vetted and checked. Leaders have not kept their knowledge up to date regarding the statutory guidance on checking the suitability of adults to work with children. For example, they were unaware that DBS checks must be no more than three months old when a member of staff begins their employment at the school.
- Leaders have not ensured that other checks are conducted on the suitability of adults to work at the school. This includes checks on whether individuals have been barred under section 128 of the Education and Skills Act 2008. Similarly, leaders have not consistently ensured checks on trustees and the vetting of those adult students who have access to younger pupils in the school.
- These standards were met at the previous inspection and are now not met.

## Part 5. Premises of and accommodation at schools

### *Paragraph 25*

- Leaders have not ensured that the site is adequately maintained. For instance, there are tiles missing from some of the ceilings. Inspectors found exposed pipes and wires and piles of rubbish and rubble at the back of the school. Work started during the inspection to address these issues. Leaders told inspectors that they had commissioned a health and safety audit which identified many of the issues found by inspectors. Therefore, leaders knew about some of the issues found by inspectors and had not acted on them.
- This standard was met at the previous inspection and is now not met

### *Paragraph 29(1), 29(1)(b)*

- The school field is currently closed to pupils. The grass is overgrown and waterlogged and there is rubbish in places. This means that pupils cannot play outdoors in a suitable environment.
- This standard was met at the previous inspection and is now not met.

### *Paragraph 30*

- This standard was not met at the previous inspection as standard 5 of the national minimum standards for boarding schools was not met.
- Areas of the boarding accommodation remain a concern. Inspectors found missing ceiling tiles and exposed live wires.
- This standard was not met at the previous inspection and remains not 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 previous inspection, inspectors found that a number of independent school standards were not met. Leaders were not fulfilling their statutory responsibilities. Many of the school's management systems, policies and procedures were found to be not effective.
- Leaders still do not fulfil their statutory responsibilities effectively. Many of the school's policies and procedures remain ineffective. Leaders have not addressed the failings identified at the previous inspection with a sense of urgency and pace.
- Trustees believe that despite the school's shortcomings, the school is making progress. This is not the view of inspectors.
- Leaders do not have a good knowledge and understanding of the independent school standards so that they are consistently and continually met. More independent school standards were found to be not met at this inspection.
- Leaders are not keeping up to date with the DfE's statutory guidance. Leaders were not aware that the school needs to be registered on the register of student sponsors to sponsor migrant pupils. There are pupils from overseas on the school's roll.
- CCTV is in operation, but leaders do not have a CCTV policy that makes it clear who has access to the CCTV images. The school's registration for CCTV had lapsed prior to this inspection. Leaders applied for re-registration during the inspection.
- The new headteacher recognises the school's failings and has plans in place to improve the quality of education at the school. However, leaders are not addressing safeguarding failings and issues with site maintenance with sufficient urgency or rigour. There remains a lax attitude towards safeguarding. There is an urgent need for staff, including senior leaders, to attend safeguarding training.
- Leaders told inspectors that the school is still consulting parents on their relationship and sex education (RSE) policy. Inspectors asked to see the RSE policy during the inspection. It was not provided. Leaders had not realised the RSE guidance was statutory from September 2020. Some other documents requested by inspectors were not received during the inspection.
- Leaders and trustees have not ensured that books accessible to pupils have been appropriately vetted.
- Leaders were unable to provide clarity about the school's governance. Leaders informed inspectors that they no longer have governors. However, trustees said the school still has governors. The purpose of the school's advisory board is unclear. Not all advisory board members are on the school's single central register.

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

#### The national minimum standards that were assessed during this inspection

##### *Standard 3.4*

- The school's records of the administration of medication do not hold adequate information. Records do not include the times medication was given or who administered it.
- This standard was met at the previous inspection and is now not met.

##### *Standard 5.4*

- Areas of the school's boarding accommodation are a concern. For instance, inspectors found missing ceiling tiles and exposed electrical wires. These issues pose a health and safety risk to pupils. At the back of the school, inspectors found piles of rubble, cardboard and old equipment. Although pupils do not have direct access to this area of the school, it looks unsightly. This does not provide pupils with a suitable environment. Work began to tidy up this area during the inspection.
- This standard was met at the previous inspection and is now not met.

##### *Standard 5.7*

- At the previous inspection, inspectors found that the school was not protected from access by unauthorised persons.
- Boarders are no longer at risk from unauthorised people coming into the school. External doors are now locked and alarmed.
- This standard was not met at the previous inspection and is now met.

##### *Standard 6.2*

- At the previous inspection, inspectors found that there was a leaking roof in the reception area. The roof has now been fixed. However, there remain issues with the school premises, including missing ceiling tiles and exposed wires.
- This standard was not met at the previous inspection and remains not met.

##### *Standard 8.1*

- At the previous inspection, pupils were not encouraged to eat fruit on a daily basis.
- The school's menus have been redesigned to include fresh fruit at every meal. This is supporting pupils' physical well-being and encourages them to develop longer term healthy eating habits.
- This standard was not met at the previous inspection and is now met.

##### *Standard 10.2*

- Pupils have no access to safe recreational areas outside. The lack of opportunity to access outside activities limits pupils' physical fitness and their emotional well-being. The school field is out of use. The grass is overgrown and waterlogged in places, with rubbish around the edges.
- This standard was met at the previous inspection and is now not met.

### *Standard 11*

- The arrangements to safeguard and promote the welfare of pupils are not robust. Risk assessments intended to safeguard pupils do not provide suitably detailed actions for staff to follow to keep pupils safe. Records of safeguarding concerns are not adequate and do not make it clear what the risks are to pupils and how these risks will be managed. Additional checks are not completed when there are concerns about staff to make sure they are safe to work with pupils.
- There are risks to boarders' safety because the door locking system on the boarding corridors was broken. As a result, there was open access to the pupils' boarding accommodation. The need for additional levels of supervision of the boarding corridors was not made clear to staff supervisors. There was no evidence of this being implemented consistently. This allowed the opportunity for adult students to mix with younger boarders. The doors were fixed during the inspection.
- This standard was met at the previous inspection and is now not met.

### *Standard 12.1*

- During the previous inspection, inspectors found that staff authorised by the school to use reasonable force were not trained to use safe methods of physical restraint.
- Designated staff have had some physical intervention training. However, inspectors could not assess the quality of this training because they were not provided with full information about the qualifications of the trainer, which staff undertook this training, when it took place, or the full content of the training. The restraint policy contains inaccurate information relating to an accredited form of behaviour management that the school does not use.
- This standard was not met at the previous inspection and remains not met.

### *Standard 13.1, 13.4, 13.5*

- During the previous inspection, leaders were not actively promoting the well-being of pupils. The level of monitoring by governors, and how they hold leaders to account, was judged to be insufficient. Inspectors found significant shortfalls in safeguarding practice.
- Governors' and leaders' oversight and knowledge of the boarding provision is still limited. Governors' minutes do not demonstrate that governors have an understanding of the experiences of pupils who board at the school. Inspectors were not provided with a current boarding development plan. The school is using the action plan that was written following the last inspection as its development plan. This action plan was rejected by the DfE because it was not fit for purpose.
- Leaders still do not actively promote the well-being of pupils.
- A new system for monitoring the progress of pupils has been introduced since the previous inspection. However, as this system is new, there is not enough evidence to indicate that the system is embedded and bringing about change for pupils.
- Leaders' oversight of boarding is not robust. There is an increasing number of standards that are not met, including shortfalls in safeguarding practice.
- These standards were not met at the previous inspection and remain not met.



### *Standard 14.1*

- At the previous inspection, inspectors found that suitable background checks and risk assessments were not in place for the admission of adult students.
- Recruitment checks are still not robust and do not reflect the school's safer recruitment policy. Leaders are not taking appropriate steps to assure themselves of the suitability of adults to work with pupils. This poses a risk to pupils.
- This standard was not met at the previous inspection and remains not met.

### *Standard 15.1*

- At the previous inspection, issues were found with the staff's appraisal system.
- The staff's appraisal system remains weak. Records do not provide evidence of leaders developing staff's performance to improve the care for boarding pupils.
- This standard was not met at the previous inspection and remains not met.

### *Standard 16.1*

- Inspectors found an inappropriate book that presents views contrary to the Equality Act 2010. This book does not encourage respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010.
- This standard was met at the previous inspection and is now not met.

## **Compliance with regulatory requirements and national minimum standards for boarding schools**

The school does not meet the requirements of the schedule to the Education (Independent School Standards) Regulations 2014 ('the independent school standards'), the national minimum standards for boarding schools 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 of the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	107791
Social care unique reference number	SC041298
DfE registration number	382/6013
Inspection number	10181374

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.

The inspection of residential provision was carried out under the Children Act 1989, as amended by the Care Standards Act 2000, having regard to the national minimum standards for boarding schools.

Type of school	Other independent school
School status	Independent boarding school
Age range of pupils	11 to 25
Gender of pupils	Boys
Gender of pupils in the sixth form	Boys
Number of pupils on the school roll	234
Of which, number on roll in sixth form	98
Number of part-time pupils	0
Number of boarders on roll	170
Proprietor	Sabir Ahmed Ebrahim Daji
Chair	Sabir Ahmed Ebrahim Daji
Headteacher	Mushtaq Ahmed Ghani
Annual fees (day pupils)	£1,400
Annual fees (boarders)	£3,000
Telephone number	01924455762
Website	None
Email address	school@jaamia.org

Date of previous standard inspection

11 to 13 February 2020

### **Information about this school**

- The Institute of Islamic Education is an independent boarding and day school for Muslim boys and young men between the ages of 11 and 25 years. The school is located within the grounds of Makazi Mosque. The school is managed by the Society for the reformation of Muslims of the United Kingdom (The Anjuman-E-Islah-Al-Muslimeen Madrasa Taleem Ul Islam of the United Kingdom).
- Pupils follow an Islamic curriculum in the morning. The secular curriculum is taught in the afternoon.
- The school's previous full standard inspection took place in February 2020. The boarding inspection also took place at the same time.
- The school submitted an action plan to the DfE following the last inspection. The action plan was judged to be not acceptable and was rejected by the DfE in February 2021. Leaders have not updated the school's action plan since it was rejected by the DfE.
- Since the previous inspection, a new headteacher has been appointed. The previous headteacher is now the deputy headteacher.
- The school does not use alternative education provision.
- At the time of the inspection, the new headteacher was not listed on the government's website 'Get information about schools'.

## 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 the national minimum standards for boarding schools and other requirements that it was judged to not comply with at its previous inspection. The DfE also asked inspectors to consider two complaints.
- The lead inspector notified the school 30 minutes before the inspection commenced.
- Inspectors met with the headteacher, the proprietor, a trustee and some staff and pupils. Inspectors also met with boarding staff. An inspector held a telephone call with a representative from the local authority education safeguarding team. An inspector also held a telephone call with the designated officer.
- Inspectors toured the school site and boarding accommodation.
- An inspector visited some lessons and sampled some pupils' history and science work.
- Inspectors checked the school's single central register, which records recruitment checks made on staff. Inspectors also scrutinised a range of documentation relating to the independent school standards and the national minimum standards for boarding schools that were checked during this inspection.

## Inspection team

Michele Costello, lead inspector	Her Majesty's Inspector
Jamie Richardson	Social Care Regulatory Inspector
Jane Titley	Social Care Regulatory 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 un-met 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 subparagraph (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.
- 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(e) demonstrates good knowledge and understanding of the subject matter being taught.

#### **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.
- 8 Where section 87(1) of the 1989 Act[11] applies in relation to a school the standard in this paragraph is met if the proprietor ensures that-
  - 8(a) arrangements are made to safeguard and promote the welfare of boarders while they are accommodated at the school; and
  - 8(b) such arrangements have regard to the National Minimum Standards for Boarding Schools or, where applicable, the National Minimum Standards for Residential Special Schools or the National Minimum Standards for Accommodation of Students under Eighteen by Further Education Colleges.

- 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].
- 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(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)(f) in the case of staff who care for, train, supervise or are in charge of boarders, in addition to the matters specified in paragraphs (a) to (e), the proprietor checks that Standard 14 of the National Minimum Standards for Boarding Schools or, where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools, is complied with.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 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)(viii) checks were made pursuant to paragraph 18(2)(e).

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

- 30 The standard in this paragraph is met if the proprietor ensures that, where the school provides accommodation, regard is had to Standard 5 of the National Minimum Standards for Boarding Schools or, where applicable, Standard 5 of the National Minimum Standards for Residential Special Schools.

#### **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(1) The standard in this paragraph is met if-
  - 2(1)(b)(ii) do not undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.
  - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act[9];
  - 3(i) does not undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

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

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor-
  - 5(a) actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs;
  - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

### **Part 3. Welfare, health and safety of pupils**

- 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 of an effective implementation of a written health and safety policy.



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

- 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)(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) the proprietor carries out appropriate checks to confirm in respect of each such person-
    - 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;
  - 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.
- 19(3) Except in the case of a person to whom sub-paragraph (4) applies, the certificate referred to in sub-paragraph (2)(a)(i)(bb) must have been obtained not more than 3 months before the date on which the person is due to begin work at the school.
- 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)(a)(ii) does not carry out work, or intend 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;

- 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;
  - 20(6)(b)(ii) checks confirming MB's identity and MB's right to work in the United Kingdom; and
  - 20(6)(b)(iii) where, by reason of MB's living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish MB's suitability to work in a school, such further checks as the Chair of the school considers appropriate, having regard to any guidance issued by the Secretary of State.
- 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)(iii) a check was made to establish whether S is subject to 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 such a direction;
  - 21(3)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
  - 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);
  - 21(3)(a)(vii) a check of S's right to work in the United Kingdom was made.

## **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.
- 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)(b) pupils to play outside.

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

### **Part 3. Welfare, health and safety of pupils**

- 12 The standard in this paragraph is met if the proprietor ensures compliance with the regulatory Fire (Fire Safety) order 2005.

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

- 18(2)(e) in the case of any person whom, for reason of that person 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;

## **The school does not meet the following national minimum standards for boarding schools**

*Standards that were not met at the previous inspection and remain un-met at this inspection*

- The school premises, 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. (NMS 6.2)
- The school has and consistently implements a written policy to promote good behaviour amongst pupils: This policy includes;
  - measures to combat bullying, including cyberbullying, and to promote positive behaviour;
  - schools rules;
  - disciplinary sanctions;
  - when restraint, including reasonable force, is used and how this will be recorded and managed; and
  - arrangements for searching pupils and their possessions. (NMS 12.1)
- The school's governing body and/or proprietor monitors the effectiveness of the leadership, management and delivery of the boarding and welfare provision in the school, and takes appropriate action where necessary. (NMS 13.1)
- The school's leadership and management consistently fulfil their responsibilities effectively so that the standards are met. (NMS 13.4)
- The school's leadership and management and governance actively promote the wellbeing of pupils. (NMS 13.5)
- Schools operate safe recruitment and adopt recruitment procedures in line with the regulatory requirements and having regard to relevant guidance issued by the secretary of state. (NMS 14.1)

- Any staff member or volunteer employed or volunteering in a position working with boarders has a job description reflecting their duties, receives induction training in boarding when newly appointed, and receives regular reviews of their boarding practice, with opportunities for training and continued professional development. (NMS 15.1)

*Standards that were met at the previous inspection, but are now judged to not be met at this inspection*

- All medication is safely and securely stored and proper records are kept of its administration. Prescribed medicines are given only to the boarders to whom they are prescribed. Boarders allowed to self-medicate are assessed as sufficiently responsible to do so. (NMS 3.4)
- Boarding houses and other accommodation provided for boarders is appropriately lit, heated and ventilated, cleaned and maintained, and reasonable adjustments are made to provide adequate accessible accommodation for any boarders with restricted mobility. (NMS 5.4)
- Boarders have access to a range and choice of safe recreational areas, both indoors and outdoors, and there are safe areas at the school where boarders can be alone if they wish. (NMS 10.2)
- The school ensures that:
  - arrangements are made to safeguard and promote the welfare of pupils at the school; and
  - such arrangements have regard to any guidance issued by the Secretary of State. (NMS 11)
- Boarders are not discriminated against, paying particular regard to the protected characteristics set out in the Equality Act 2010 or because of their cultural background, linguistic background, special educational need, or academic or sporting ability. These factors are taken into account in the care of boarders, so that care is sensitive to different needs. (NMS 16.1)

### **The school now meets the following national minimum standards for boarding schools**

- Boarding accommodation is reserved for the use of those children designated to use it, and is protected from access by unauthorised persons. Any use of school facilities by individuals or groups does not allow members of the public (including members of organised groups using school facilities) substantial and unsupervised access to pupils, or to boarding accommodation while occupied by pupils. (NMS 5.7)
- All boarders, including those with special dietary, medical or religious needs, are provided with meals which are adequate in nutrition, quality, choice and variety. (NMS 8.1)

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