

# Al Hikmah Boys School

145 High Street, Luton, Bedfordshire LU4 9LE

**Inspection date**

15 September 2022

**Overall outcome**

**The school meets all of the independent school standards that were checked during this inspection**

## Main inspection findings

### Part 1. Quality of education provided

*Paragraph 2(1), 2(1)(b), 2(1)(b)(ii), 2(2)(d), 2(2)(d)(ii), 2 (2)(i)*

- These standards were met at the standard inspection in October 2021 and remain met.
- Leaders continue to prioritise the knowledge and skills pupils need to be effective members of modern British society. They give careful thought as to how the learning of fundamental British values is woven through day-to-day school life. There is appropriate emphasis on British values in lessons on citizenship, through the curriculum for personal, social, health and economic education (PSHE) and the Islamic studies curriculum.
- Pupils speak eloquently of their learning of British values, their contributions to society and how important it is to respect other people, as set out in the Equality Act 2010.

*Paragraph 3, 3(i)*

- These standards were met at the last standard inspection and remain met. Teachers continue to deliver the agreed curriculum that incorporates British values.

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

*Paragraph 5–5(b)(vii)*

- These standards were met at the standard inspection in October 2021 and remain met.
- Leaders actively promote British values through the curriculum, assemblies, displays and via the school's website.
- Pupils demonstrate their understanding of democratic processes through their discussions and running of the school council. Pupils understand the rules of society and uphold the highest regard for their elders and for one another. They learn of and appreciate other faiths and cultures and what it means to be tolerant.

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

*Paragraph 7–7(b)*

- The requirements of these standards were met at the last standard inspection in October 2021 and continue to remain met.
- Staff continue to receive safeguarding training which is in line with the latest government guidance. They know the risks that pupils may face in their community and make sure they report concerns in a timely fashion. Pupils receive appropriate support to speak about their concerns and ongoing pastoral care to help them deal with their anxieties and worries. They report that they feel safe. They are of the view that there is a trusted adult with whom they can share concerns should they need to.
- Records of safeguarding incidents are appropriately noted, including communications with external agencies, and the decisions and actions taken.
- Leaders liaise effectively with external agencies to keep pupils safe. This includes seeking advice from the local authority designated officer when this is required. When there is an allegation made against a member of staff, leaders follow the correct procedures.
- Leaders are responsive to dealing with hazards on the premises which may put pupils' welfare at risk. For example, they have recently undertaken improvement work to a classroom ceiling and fixed the drinking water fountain.
- Leaders have updated the school's safeguarding policy to reflect the most recent changes to the statutory guidance 'Keeping Children Safe in Education' (September 2022). They have ensured that the new updated version of the policy is available to parents on the school website.

#### *Paragraph 10*

- This standard was met at the last standard inspection in October 2021 and remains so.
- Leaders have ensured that the anti-bullying policy is up to date and have amended their recording of bullying to include the latest government guidance on sexual harassment.
- Bullying incidents remain few. Pupils report that if it should ever occur, they trust adults to resolve issues.

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

#### *Paragraph 18(2)–18(2)(e), 18(3)–19(2)(d)(ii), 19(3)–21(7)(b)*

- These standards were met at the last standard inspection in October 2021. At this progress monitoring inspection, these standards continue to be met.
- The single central record of pre-employment checks is well maintained. All the required checks on the suitability of new staff are carried out according to their roles in the school. The section 128 checks for governors and those staff who require them have been completed. Staff training is up to date, including safer recruitment training for leaders with responsibilities for interviewing candidates for vacant posts.
- Leaders know the procedures they are to follow if they use supply staff.

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

#### *Paragraph 23(1)–29(1)(b)*

- These standards were met at the last standard inspection in October 2021. The standards continue to be met.

- Leaders ensure that the school premises are well maintained. They undertake daily checks to ensure that any issues are dealt with quickly. There are records that demonstrate this over time. For instance, leaders sent local authority officers photographic evidence and videos of renovation work to the ceiling so they could be assured the site remained safe and could be open to pupils. On the morning of the progress monitoring inspection, leaders spotted and immediately removed debris left by a builder that obstructed a walkway.
- Leaders are currently merging three classrooms into two on an upper floor. Construction work is taking place outside of the normal running hours of the school. The construction site is well managed. Secure fencing and covered doorways ensure the safety of pupils.
- Leaders recently installed a screen in a classroom, replacing a projector. They have secured the electrical wiring and have made sure that it is not live. Electrical safety checks are up to date.

## Part 8. Quality of leadership in and management of schools

### *Paragraph 34 (1)–34(1)(b)*

- This standard was not met at the last standard inspection in October 2021. Inspectors found that governors were not sufficiently recognising Al Hikmah Boys School as a standalone organisation and that the governing body remained shared with Al Hikmah Secondary School. Governors lacked knowledge of the independent school standards. The systems for monitoring and reviewing the quality provided by the school were underdeveloped.
- The proprietor put in place an approved action plan to help ensure that the independent school standards are consistently met.
- The proprietor has sought new governors for the governing body who have relevant educational and compliance experience. Governors have undertaken extensive training, so they understand their roles and responsibilities. They have a clear understanding of the independent school standards. Through online training, they continue to develop their analysis of school information and the questions they ask of leaders.
- The work of the governing body is now structured. There is in place an auditing timetable to help governors systematically check the school's compliance with the independent school standards. There is an agreed schedule for regular governing body meetings. These meetings are held separately to those for the single-sex school for girls. Minutes of meetings record the decisions taken. They provide a useful check for governors to assure themselves that actions are implemented effectively.
- The requirements of this independent school standard 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**

- 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; and
  - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently.

## School details

Unique reference number	147690
DfE registration number	821/6017
Inspection number	10248168

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	11 to 16
Gender of pupils	Boys
Number of pupils on the school roll	108
Number of part-time pupils	0
Proprietor	Bury Park Educational Institute
Chair	Abul Hussain
Headteacher	Dr Mohammad Sayeid-Al-Jamee
Annual fees (day pupils)	£3,000
Telephone number	01582 510630
Website	<a href="http://www.alhikmahschool.com">www.alhikmahschool.com</a>
Email address	<a href="mailto:office@alhikmahschool.org">office@alhikmahschool.org</a>
Dates of previous standard inspection	19 to 22 October 2021

## Information about this school

- The school was previously part of Bury Park Educational Institute (Al-Hikmah Secondary School), a mixed-gender school, separately registered with the Department for Education (DfE). The school followed a policy of segregating pupils by gender and operated on two sites. The boys' part of the school moved to its current site, with DfE agreement, in 2016.
- A ruling by the Court of Appeal in 2017 affirmed that separate but equal treatment of girl and boy pupils in co-educational schools is contrary to the Equality Act 2010. In response, the proprietor applied to the DfE to register the boys' site as a separate school. This was agreed and Al Hikmah Boys School was registered by the DfE on 26 March 2020. Bury

Park Educational Institute (Al-Hikmah Secondary School) continues to operate but is now a single-sex school for girls.

- The school has a religious ethos. It teaches both an Islamic curriculum and a secular curriculum.
- The previous headteacher left the school in August 2022. The substantive deputy headteacher is currently acting as headteacher.
- The school's inspection history:
  - In October 2021, Ofsted conducted the school's first standard inspection. The school was judged to require improvement. Two of the independent school standards were not met.
  - On 22 February 2022, the DfE issued the proprietor with a notice, requiring the proprietor to prepare an action plan to show how the un-met independent school standards would be addressed.
  - The submitted action plan was evaluated on 30 May 2022 and was found to be acceptable.

## 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 first additional inspection to monitor progress.
- To check compliance with the independent school standards, the inspector met with the proprietor and three governors, and spoke to a newly appointed governor by telephone. The inspector also spoke with the acting headteacher, the acting deputy headteacher, staff and pupils. The inspector looked at a range of documents, scrutinised the school's single central record of pre-appointment checks, checked records of child protection concerns, and considered the school's website. The inspector spoke with the local authority designated officer regarding safeguarding procedures. The inspector toured the school premises.

## Inspection team

Liz Smith, lead inspector

His Majesty's Inspector

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