

# Al-Mizan School

46 Whitechapel Road, London E1 1JX

**Inspection date**

22 June 2023

**Overall outcome**

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

## Main inspection findings

### Part 1. Quality of education provided

*Paragraphs 2(1)–2(2)(i), 3–3(j), 4*

- Leaders ensure that pupils study a broad range of subjects in each year group. Schemes of work are in place for all subjects. Teachers take into account pupils' needs and abilities when they plan what pupils learn.
- Teachers make sure that lessons are resourced appropriately. They demonstrate secure subject knowledge and have high expectations for pupils' learning. Teachers use the school's assessment procedures to check pupils' achievements in each subject.
- The school's personal, social, health and economic (PSHE) education programme provides pupils with regular opportunities to learn about themselves and others. It teaches pupils to understand the importance of respect for others, including people with protected characteristics. A programme of assemblies provides pupils with further opportunities to explore themes such as families and equality.
- These independent school standards are met.

*Paragraphs 2A(1)–2A(3)*

- The school's relationships education programme is sequenced so that pupils acquire new knowledge in an age-appropriate way. The programme does not preclude any of the protected characteristics. Leaders have consulted parents and carers to ensure that everyone understands the school's programme. The programme follows statutory guidance and takes into account the school's religious ethos.
- These independent school standards are met.
- The independent school standards that were checked in this part are met.

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

*Paragraph 5(a)–5(d)(iii)*

- The school's values are understood by staff and pupils. These are built around respect and responsibility. Leaders make sure that through the curriculum, pupils learn about their own faith and the beliefs of others. The school's religious education programme

combines Islamic studies as well as opportunities to learn about other religions. Through visits to different places in London, including places of worship, pupils get to learn about others and the wider community. Leaders and staff focus on pupils playing an active role in their school, the community and wider British society. Pupils contribute through fundraising, community projects and special events.

- Leaders make sure that staff and any visiting speakers use resources and materials that are appropriate. They ensure that pupils hear consistent messages around different topics, for example about respect and tolerance for other people.
- Leaders have ensured that these independent school standards are met.

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

#### *Paragraph 7(a)–7(c)*

- Leaders responsible for safeguarding ensure that staff are trained to identify and report any concerns about pupils' welfare. Leaders' record-keeping is accurate. They make sure that any concerns are dealt with appropriately. When necessary, leaders work with other professionals, including children's services, to keep pupils safe from harm.
- Leaders have not ensured that robust and rigorous procedures are in place to check the suitability of staff. They have not ensured that all the required checks are undertaken in line with statutory guidance. This puts pupils at risk.
- These independent school standards are not met.

#### *Paragraphs 9(a)–9(c), 10, 14*

- The school's positive behaviour system is implemented consistently and fairly. Pupils' behaviour is excellent. Staff sort out any problems swiftly and effectively. Leaders record and analyse all incidents carefully. They follow up on any concerns well.
- Leaders make sure that the school's anti-bullying strategy is implemented consistently. Pupils know that bullying is not tolerated and said that it hardly ever happens.
- Leaders make sure that pupils are supervised appropriately throughout the day. They ensure that when staff are absent, lessons are covered by other members of staff or supply teachers.
- These independent school standards are met.

#### *Paragraphs 11, 16(a)–16(b)*

- The school's health and safety policy is implemented effectively. Leaders ensure effective liaison with the mosque's maintenance team to address any health and safety concerns. Risk assessments, including for educational visits, are comprehensive. Leaders make sure that potential risks and hazards are identified and mitigated.
- These independent school standards are met.

#### *Paragraph 15*

- The school's admissions record includes all the required information. Leaders keep accurate records of all pupils who leave the school. They record these pupils' destinations and notify the local authority accordingly. Procedures to record pupils' attendance are effective. Staff record pupils' attendance accurately, including by using

the appropriate absence codes. Leaders follow up on absences appropriately.

- These independent school standards are met.

*Paragraph 32(1)(c)*

- Leaders ensure that a suitable safeguarding policy is in place. It is published and available for parents to read on the school's website.
- This independent school standard is met.
- Some of the independent school standards that were checked in this part are unmet.

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

*Paragraphs 18(1), 18(2), 18(2)(a)–18(2)(f), 18(3), 19(1), 19(2), 19(2)(a)–19(2)(e), 19(3), 20(6), 20(6)(a)–20(6)(c), 21(1), 21(2), 21(3), 21(3)(a)–21(3)(b), 21(4), 21(5), 21(5)(a)–21(5)(c), 21(6), 21(7), 21(7)(a)–21(7)(b)*

- Staff recruitment procedures are not effective. Leaders do not ensure that the required suitability checks are routinely carried out when they appoint new members of staff. This inspection found that some staff did not have the required vetting checks completed. It found that for some staff, leaders undertake checks a few months after staff start working at the school.
- The procedures for checking the validity of staff references are not effective. Leaders do not routinely ensure that the references provided are genuine. Sometimes the referees cited on staff application forms are not those which are then requested by leaders. Record-keeping is not good enough.
- Leaders have not completed suitability checks on all members of the governing body. They have not checked whether governors are prohibited from leading and managing a school.
- The school's single central record of staff suitability checks is not maintained effectively. This inspection found gaps and errors in the record.
- Leaders have not ensured that all the independent school standards in this part are met.

Part 5. Premises of and accommodation at schools

*Paragraph 25*

- All parts of the school are safe, clean and well maintained. Leaders ensure that site maintenance checks are undertaken regularly. Leaders work closely with the central maintenance team to sort out any issues effectively.
- The independent school standards in this part are met.

Part 7. Manner in which complaints are handled

*Paragraph 33, 33(a)–33(k)*

- The school's complaints policy meets requirements. It sets out clearly the steps to be taken to raise concerns about the school's work, including informally. There are suitable procedures in place for parents or other parties to escalate their complaints through the school's formal processes.
- There have been no formal complaints to the school since the previous inspection.

However, leaders know how to ensure that any concerns are addressed in line with the school's complaints procedures.

- These independent school standards are met.

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

### *Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)*

- Leaders and those responsible for governance have not ensured that the school meets all the independent school standards.
- Leaders have not ensured that staff recruitment procedures adhere to statutory guidance. They have not carried out all the required checks on staff and governors. Procedures for requesting staff references and verifying the validity of these references are not rigorous. This poor oversight puts pupils at risk.
- The independent school standards in this part are not met.

## **Compliance with regulatory requirements**

The school does not meet 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. Not all of the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	133646
DfE registration number	211/6392
Inspection number	10291459

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	7 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	116
Proprietor	East London Mosque Trust
Chair	Ayub Khan
Headteacher	Mohammed Badrudduza
Annual fees (day pupils)	£3,800
Telephone number	020 7650 3070
Website	<a href="http://www.almizan.co.uk">www.almizan.co.uk</a>
Email address	<a href="mailto:admin@elmschools.co.uk">admin@elmschools.co.uk</a>
Date of previous standard inspection	7 to 9 June 2022

## Information about this school

- Al-Mizan is a selective junior school which is located in the London Muslim Centre in Whitechapel. The school has a Muslim ethos.
- The school shares the site with London East Academy which has the same proprietor, East London Mosque Trust. The two schools share the same governing body. The headteacher of Al-Mizan is also the headteacher of London East Academy. The school's deputy headteacher left in April 2023. This vacancy is currently being advertised.
- The school's most recent inspection was a full standard inspection which took place in June 2022. The school's overall effectiveness was judged to be good.
- The school does not use any alternative provision.

## Information about this inspection

- This emergency inspection was commissioned by the Department for Education (DfE), the registration authority for independent schools. This was in response to concerns raised with the DfE related to safeguarding, pupils' behaviour, the curriculum and the school's adherence to the Equality Act 2010. The concerns also related to the supervision of pupils, site maintenance and health and safety procedures.
- This inspection was carried out without notice.
- Inspectors met with the headteacher, the chair of governors and leaders responsible for safeguarding. Inspectors held meetings with members of staff and groups of pupils.
- Inspectors reviewed procedures for staff recruitment by checking the school's record of pre-employment checks. They reviewed safeguarding documentation, including records of concerns about pupils' welfare and staff recruitment documents.
- The inspectors looked at incident records, including those related to behaviour and bullying. They reviewed the school's risk assessments, accident records and site maintenance procedures. Inspectors looked at the admissions record and the systems to record pupils' attendance and absences. Inspectors looked at all parts of the school premises.
- Inspectors visited lessons in each year group, sampled pupils' work and looked at documentation related to the curriculum, including PSHE.

## Inspection team

Gary Rawlings, lead inspector

His Majesty's Inspector

Samantha Ingram

His Majesty's Inspector

## **Annex. Compliance with regulatory requirements**

### **The school does not meet 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 4. Suitability of staff, supply staff, and proprietors**

- 18(2) The standard in this paragraph is met if-
  - 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.
- 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)(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.
- 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)(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)(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).

### **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.

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