

Seraphic Academy

Tinsley Park Road, Sheffield, South Yorkshire S9 5DL

Inspection date

14 September 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(1)(b)(ii), 2(2)(d)(ii), 2(2)(i), 3(i), 3(j)

- A number of complaints against the school were received by the Department for Education (DfE) in the spring and summer terms 2023. Inspectors attempted to conduct an emergency inspection on two occasions before the end of the summer term. On both occasions, the school was not open for pupils. The complaints highlighted concerns that school closures were happening regularly and that pupils did not receive adequate relationships and sex education (RSE) or personal, social and health education (PSHE).
- Since the emergency inspections where inspectors were unable to gain access to the school, the school has changed proprietor and a new leadership team is in place. This new team have carefully considered the educational offer for pupils who attend the school. The school's RSE curriculum is delivered as part of the wider PSHE curriculum. This is compliant with statutory guidance.
- The curriculum has been carefully developed. This sets out in detail what pupils need to know such as healthy relationships, including bullying. Pupils can talk about what they have learned and why this is important. In meetings with groups of pupils, both male and female pupils were able to explain the importance of democracy. They understand how to vote and know when they will be able to vote. Pupils understand fundamental British values such as respect for the rule of law and individual liberty. Throughout the inspection, pupils demonstrated mutual respect for and tolerance of different faiths and beliefs.
- The development of pupils' social and emotional well-being is considered to be central to the school's planned curriculum offer. Aspects of PSHE are woven into the wider curriculum and learning is also linked with aspects of the core curriculum. For example, in English, pupils read texts which support their understanding of key components of the PSHE curriculum.
- Leaders have consulted with parents and carers on the RSE curriculum. The new proprietor body is working with school leaders to continue this work as they develop an RSE policy.

- These independent school standards (the standards) were met at the last inspection and continue to be met.

Paragraphs 2A(1), 2A(1)(e), 2A(1)(g), 2A(2)

- While parents and carers know the content of the taught RSE curriculum, the school has not written an RSE policy. In addition, the school has not explained to parents that they have a right to withdraw their child from elements of this programme. There is no RSE policy or opt-out information on the school's website. This information has not been made available to parents by any other method.
- During the on-site inspection, the school began to develop their RSE policy. School leaders understand the information this policy must contain and acknowledge the importance of sharing this with parents promptly.
- These standards are unmet.

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

Paragraphs 5, 5(a), 5(b)(ii), 5(b)(v), 5(b)(vi), 5(b)(vii)

- The school promotes the spiritual, moral, social and cultural development of pupils. There is a well-planned PSHE curriculum in place which is delivered through the school's citizenship and social awareness lessons. The planned lessons provide pupils with important knowledge about life in modern Britain. Pupils understand British values and can describe them in detail.
- Pupils learn and understand the importance of respect for other people regardless of faith or gender. They are explicitly taught about protected characteristics and RSE within their PSHE curriculum offer.
- These standards were met at the last inspection and continue to be met.

Part 3. Welfare, health and safety of pupils

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

- During the inspection, inspectors found that there were numerous weaknesses in the school's safeguarding processes. The new proprietor body has very recently taken over the leadership of the school. It does not have sufficient systems and policies in place.
- The school's safeguarding policy and procedures are out of date on the school's website. The existing policies and procedures adopted from the previous proprietor body do not have sufficient regard to guidance issued by the Secretary of State. The school's safeguarding policy does not comply with statutory guidance.
- Historically, staff do not attend regular safeguarding training. However, the school has planned face-to-face training for all staff, including the DSL, on the day following the on-site inspection activity. All staff have been directed to attend online safeguarding training. The proprietor body is working with the local authority to audit its safeguarding processes.
- The school has no records of any safeguarding concerns or significant incidences that may have arisen in the last academic year 2022/23 prior to the school's new headteacher taking up post. The new school leadership team is unable to review what has taken place historically and, therefore, cannot plan any action they need to take in

response. During the inspection, leaders demonstrated their capacity to rectify this and improve record-keeping processes. While inspectors were on site, the school put plans in place to mitigate this oversight. The school showed inspectors how these systems will be managed with immediate effect. They shared how this information will form part of the training planned for the following day for all staff.

- Despite the action taken during the on-site visit, these standards are not met.

Paragraphs 16, 16(a), 16(b)

- The new proprietor board has undertaken a wealth of work over the summer in order that the school premises and facilities are maintained to a standard that supports the health, welfare and safety of pupils. They have considered the acoustic conditions and sound insulation of the classrooms. While this work was undertaken, much of the paperwork for the school was moved to storage rooms. Members of the proprietor board and the school governance team were unable to find a number of documents they needed during the inspection.
- The school was unable to share a written risk assessment policy with inspectors during the on-site visit. It could not share any risk assessments for any activities undertaken or for the school environment. These were unavailable for the current term or for the period of time since the last standard inspection.
- These standards are not met.

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

Paragraphs 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 20(6)(b)(ii), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(iv), 21(3)(a)(vii)

- The school has an electronic single central record. This was not accessible at the start of the inspection due to technological issues. This was remedied while inspectors were still on site. Most of the suitability and employment checks are completed and recorded in the single central record. These include identity checks, a person's right to work in the UK, medical fitness, qualifications and some criminal records checks.
- These standards are met.

Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(d), 18(2)(e), 18(3), 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(iii), 20(6)(c), 21(1), 21(2), 21(3)(a), 21(3), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(viii), 21(3)(b), 21(6), 21(7), 21(7)(a), 21(7)(b)

- The proprietor board has not ensured that all the necessary checks have been carried out before new members of staff commence employment.
- A small number of staff members are still awaiting checks, for example to ensure that are not barred from regulated activity. This means that they are unable to work unsupervised with pupils prior to this information being received. While no pupil was left unsupervised with these staff during inspection activity, the school does not have any risk assessments in place to demonstrate the factors they have put in place to mitigate risk while waiting for these checks to be completed.
- The proprietor board has also not carried out appropriate further checks for those members of staff who have worked overseas in line with guidance issued by the secretary of state.

- These standards are unmet.

Part 8. Quality of leadership in and management of schools

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

- Leaders and managers have undertaken a wealth of work since taking over as the proprietor body of the school. However, there is still further work that needs to be undertaken so that all the standards are consistently met.
- The proprietor has not ensured that leaders demonstrate the necessary skills and knowledge appropriate to their roles. The school is not effectively ensuring that the standards relating to pupil safety and well-being are consistently met.
- The standards in this part are unmet.

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	140479
DfE registration number	373/6004
Inspection number	10304557

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	4 to 16
Gender of pupils	Mixed
Number of pupils on the school roll	120
Number of part-time pupils	0
Proprietor	Seraphic Limited
Chair	Rouf Ditta
Headteacher	Nasirath Adjibade
Annual fees (day pupils)	£2,175
Telephone number	07597757338
Website	https://seraphicacademy.com
Email address	nasirath.a@luqmanacademy.co.uk
Date of previous standard inspection	7 to 9 December 2021

Information about this school

- The school was judged to be good at its last inspection on 7 to 9 December 2021.
- At the time of the on-site inspection, the information about the proprietor of this school, held on the government website Get Information about Schools (GIAS), matched the data held by the DfE. However, since September 2023, a new proprietor has taken over the day-to-day running of this school: Hikmah Education Centre Ltd. The new proprietor has shared their information with the DfE and requested a material change. This change must be approved by the DfE before the new proprietor is able to update the proprietor information held on the government website, GIAS.
- The information held on GIAS about the headteacher of the school is incorrect. At the time

of the on-site inspection, GIAS held the details of the former headteacher who was in post at the last inspection. This was changed on 27 September 2023 and a new headteacher was named. Neither of these are the substantive headteacher, who was in post at the time of the on-site inspection. The DfE are aware of these inconsistencies. The substantive headteacher in post at the time of the inspection is named on this inspection report.

- The school does not use any alternative provision.

Information about this inspection

- This inspection was carried out at the request of the Department for Education. This was an emergency inspection which was commissioned as a result of several complaints that were made.
- This inspection was carried out without notice.
- The inspectors toured the school site, held meetings with the headteacher, the governing body, several teachers and pupils from across the key stages.
- An inspector met with pupils in Years 9 to 11 as single-sex groups to gain their views about their education.
- The inspectors met with the new proprietor and the proprietor body.

Inspection team

Jenny Thomas, lead inspector

His Majesty's Inspector

Zoe Lightfoot

His Majesty's Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Part 1. Quality of education provided

- 2A(1) The standard in this paragraph is met if the proprietor-
 - 2A(1)(e) makes and keeps up to date a separate written statement of its policy with regard to the provision of education as required by each of paragraphs (a) and (b),
 - 2A(1)(g) publishes a copy of the statement on a website and provides a copy of the statement free of charge to anyone who asks for one.
- 2A(2) Arrangements made by the proprietor for the purposes of sub-paragraph (1)(b) must ensure that where a pupil's parent requests that the pupil is wholly or partly excused from sex education provided as part of relationships and sex education, the pupil is so excused until the request is withdrawn, unless or to the extent that the head teacher considers that the pupil should not be so excused.

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.
- 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)(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)(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(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; and

- 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.
- 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)(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;
 - 20(6)(c) subject to sub-paragraph (8), where the Secretary of State makes a request for an enhanced criminal record check relating to MB countersigned by the Secretary of State to be made, such a check is made.
- 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(2) The register referred to in sub-paragraph (1) may be kept in electronic form, provided that the information so recorded is capable of being reproduced in legible form.
- 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)(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)(viii) checks were made pursuant to paragraph 18(2)(e),
 - 21(3)(b) in relation to each member of staff ("S"), whether a check was made to establish whether S is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed.

- 21(6) The information referred to in this sub-paragraph is, in relation each member ("MB") of a body of persons named as the proprietor appointed on or after 1st May 2007, whether the checks referred to in paragraph 20(6)(b) were made, the date they were made and the date on which the resulting certificate was obtained.
- 21(7) The information referred to in this sub-paragraph is, in relation to each member of a body of persons named as the proprietor in post on 1st August 2007 who was appointed at any time before 1st May 2007-
 - 21(7)(a) whether each check referred to in sub-paragraph (6) was made; and
 - 21(7)(b) whether an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained.

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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