

Hafs Academy

Unit 3, 26 Maryland Road, Stratford, London E15 1JW

2 October 2017

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(2)(a)

- At the school's last standard inspection in December 2016, inspectors found that pupils did not have sufficient opportunities to develop their human and social, aesthetic and creative skills. Their understanding of music was limited to particular works of vocal music (nasheeds). Standards in art were judged to be 'inadequate', while drama and history were not taught.
- The action plan indicated that leaders would review the curriculum to ensure that pupils could develop their human and social, aesthetic and creative skills. It also stated that training for staff would take place to enable them to develop their lesson-planning skills.
- This inspection found that the curriculum policy was revised in April 2017. It now includes much more detail about the skills pupils are required to develop in their human, and social, aesthetic and creative studies. Since the last inspection, the amount of time devoted to the teaching of national curriculum subjects has been increased. Commercial resources have been purchased to strengthen the teaching of art, drama, history and music, covering all the required areas of learning. Staff have successfully adapted the new resources to meet the needs of all pupils, including the most able. Additionally, the school has bought new percussion instruments to increase the range of instruments available to pupils.
- The requirements for this paragraph are now met.

Paragraph 3, 3(d), 3(g) and 4

- At the inspection in December 2016, inspectors found that the new assessment system highlighted pupils' underperformance, but that leaders had not taken any action to make improvements. In addition, the inspection found that the school did not have an accurate analysis of pupils' achievement with reference to national norms.
- The plan indicated that leaders would analyse assessment information to identify the needs of pupils, including gaps in their learning. Teachers would receive training to access and use the assessment system, and apply the school's marking policy consistently. In addition, leaders would check and evaluate the effectiveness of

teaching by scrutinising pupils' work. They would also ensure that teachers make good use of up-to-date information on pupils' progress to inform their planning and provide more interesting activities for pupils.

- This inspection found that there is now helpful assessment information available for teachers to use in their planning. The marking and assessment policy was revised in April 2017, and a coordinator for reporting and assessment has been appointed. During the inspection, leaders were able to show convincing evidence that teachers are now given information about pupils' prior attainment. Staff make effective use of this information to make comparisons with national data and to ensure that they plan activities at the right level for pupils to succeed.
- Staff have also received appropriate training so that they are able to use the assessment system and apply the school's marking policy fully. They have been supported in developing their expertise in the use of assessment information, including, for example, effective ways of challenging the most able pupils. Scrutiny of teaching plans shows that these are of much higher quality than previously, and provide for a range of strategies that motivate pupils to learn. Visits to classes show that teachers' good subject knowledge, together with high-quality classroom resources, inspire pupils and promote their enthusiasm for learning.
- Leaders check the quality of teaching effectively through visits to classrooms, examination of pupils' books and analysis of data on pupils' progress.
- The requirements for this paragraph are now met.
- All the requirements for this part are met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a) and 7(b)

- The inspection in December 2016 found that systems for checking that pupils were safe were 'neither systematic nor robust'. Inspectors found weaknesses in the school's security arrangements at one of the sites. They also noted that there were no systems for recording misbehaviour and bullying incidents that might pose a risk to pupils' safety.
- The action plan did not address all the weaknesses identified at the last inspection.
- This inspection found that robust security arrangements are in place for both school sites. For example, effective measures have been taken to strengthen the security of each site. These include the appointment of a member of staff to oversee the upkeep, safety and security of the school's premises.
- Since the inspection in December 2016, leaders have created a new staff role, which is dedicated to overseeing pupils' pastoral care. A new online system has been introduced for recording incidents of misbehaviour and bullying, including any sanctions or rewards used. Staff with responsibility for pupils' pastoral care have established suitable procedures to keep track of incidents and to ensure that action is taken to ensure pupils' safety.
- Pupils have a good knowledge of different types of bullying. Those who spoke with an inspector said that bullying is rare and if it does occur, teachers deal it with quickly.
- Trustees and leaders have created a strong culture of safety and care in the school. They take safeguarding very seriously and engage well with parents and outside agencies to help keep pupils safe. All staff have completed the required safeguarding training, including with regard to the 'Prevent' duty. The school's safeguarding policy,

which is published on its website, is effective and is firmly based on the Secretary of State's latest guidance, 'Keeping children safe in education' (September 2016). Staff who were interviewed during the inspection were very knowledgeable about the issues connected with trying to prevent pupils from being drawn into extremism. This is because the school has devised a comprehensive policy that highlights effective approaches that staff are expected to implement in this area. These approaches were drawn up following consultation with the local police and the local authority's safeguarding officers. Leaders have not liaised with the local authority's 'Prevent' lead.

- The requirements for this paragraph are now met.

Paragraphs 11 and 12

- The inspection in December 2016 found that leaders had not checked that health and safety policies were robustly implemented. Not all the required policies were published on the website. Leaders had not given priority to addressing concerns identified in the annual fire safety assessment. Other weaknesses identified included the need to change the internal fire door and to ensure that all staff read the updated policies and signed to confirm their understanding of them.
- The school's action plan identified that the health and safety and 'associated' policies would be revised.
- This inspection found that the headteacher and trustees have ensured that the school's health and safety policy is implemented effectively. Leaders ensure that staff receive suitable training which enables them to fulfil their responsibilities to keep the site safe and secure. Risk assessments are now completed and of high quality. All staff have signed to say they have read and understood the school's revised health and safety policy. Both school sites are safe, secure and well maintained.
- In February 2017, leaders commissioned a commercial company to carry out the required fire safety checks. It found that the school complied with the Regulatory Reform (Fire Safety) Order 2005 with four action points identified, which have already been addressed. All checks, including of the fire alarm system, fire safety equipment and emergency lighting, are completed in accordance with legislation. Any issues identified are always rectified quickly. Fire exits are clearly signposted and the internal fire door has now been adjusted so that pupils can leave the building quickly and safely.
- The requirements for this paragraph are now met.
- All the requirements for this part are met.

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

Paragraph 18, 18(2)(c) and 18(3)

- The inspection in December 2016 found that there were weaknesses in the school's recruitment procedures. Leaders were not carrying out the necessary checks on staff and trustees or recording them on the single central record (SCR) of recruitment checks.
- Documentation was submitted with the action plan, which clearly shows that all the required checks have been carried out and are recorded on the SCR.
- The SCR of recruitment checks meets statutory requirements. All the required checks are carried out before staff take up their appointments.
- The requirements for this paragraph are now met.

- All the requirements for this part are met.

Part 5. Premises of and accommodation at schools

Paragraph 25

- The inspection in December 2016 highlighted weaknesses in the school's premises and facilities.
- The action plan did not address the weaknesses identified.
- Actions to remedy the weaknesses in the school's premises and facilities are outlined in part 3.
- The requirements for this paragraph are now met.
- All the requirements for this part are met.

Part 6. Provision of information

Paragraph 32, 32(1)(c), 32(1)(j), 32(2), 32(2)(b), 32(2)(b)(ii) and 32(2)(c)

- The inspection in December 2016 found that the school's website was not compliant with the requirements of the independent school standards. It did not include all of the required information for parents and carers on safeguarding, child protection arrangements and contact details for the chair of the trustees.
- The action plan stated that the website is now fully compliant and contains all the required information.
- Scrutiny of the website shows that it is now compliant with the requirements of the independent school standards.
- The requirements for this paragraph are now met.
- All the requirements for this part are met.

Part 7. Manner in which complaints are handled

Paragraph 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii) and 33(k)

- The school's complaints policy and procedures are clearly written and comprehensive, and are published on the school's website.
- The requirements for this paragraph continue to be met.
- All the requirements for this part continue to be met.

Part 8. Quality of leadership in and management of schools

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

- The proprietor and senior leaders have made good progress towards meeting the unmet independent school standards identified at the inspection in December 2016. They have attended well-considered training and have sought expert advice to help them make the improvements required to meet the independent school standards.
- Leaders, including the proprietor, have successfully addressed all the unmet standards relating to the quality of education, pupils' welfare, health and safety, the recruitment checks on the suitability of staff and the provision of information.
- Staff in leadership posts and trustees have the necessary skills and knowledge, and a good understanding of their roles and responsibilities. They have successfully addressed all the unmet standards identified in December 2016 and have ensured

that all the independent school standards are met. The manner in which complaints are handled also meets requirements.

- The requirements of this paragraph are now met.
- The school meets all the requirements for this part.

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

- Ensure that full-time supervised education for pupils of compulsory school age (construed in accordance with section 8 of the Education Act 1996), which gives pupils experience in linguistic, mathematical, scientific, technological, human and social, physical and aesthetic and creative education (paragraph 2(2)(a)).
- Ensure that teaching shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in lessons (paragraph 3(d)).
- Ensure that a framework is in place to assess pupils' work regularly and thoroughly, and that information from that assessment is used to plan teaching so that pupils can progress (paragraph 3(g)).
- Ensure that a framework for pupils' performance to be evaluated, by reference to the school's own aims as provided to parents or national norms, or to both, is in place (paragraph 4).
- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school, and that such arrangements have regard to any guidance issued by the Secretary of State (paragraph 7, 7(a) and 7(b)).
- Ensure that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy (paragraph 11).
- Ensure compliance with the Regulatory Reform (Fire safety) Order 2005 (paragraph 12).
- Ensure that appropriate checks are carried out to confirm a person's suitability to be appointed as a member of staff in the school, other than the proprietor and supply staff, and that such checks are completed before a person's appointment (paragraphs 18(2)(c) and 18(3)).
- Ensure that the welfare and safety of pupils at the school is safeguarded and protected by ensuring that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practical, the health, safety and welfare of pupils are ensured (paragraph 25).
- Ensure that particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school's internet website or, where no such website exists, are provided to parents on request (paragraph 32(1) and 32(1)(c)).
- Ensure that particulars of any action specified in sub-paragraph (4) are published and maintained on the school's website or, where no such website exists, are provided to parents (paragraph 32(1) and 32(1)(j)).
- Ensure that where the proprietor is a body of persons, the address and telephone number of its registered or principal office are provided to parents (32(2), 32(2)(b) and 32(2)(b)(ii)).

- Ensure that where there is a governing body, the name and address for correspondence of its chair are provided to parents (32(2)(c)).
- Ensure that the proprietor and persons with leadership and management responsibilities at the school demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently, fulfil their responsibilities effectively and actively promote the well-being of pupils (paragraph 34, 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)).

School Details

Unique reference number	138801
DfE registration number	316/6002
Inspection number	10037571

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 14
Gender of pupils	Mixed in key stage 2, boys in key stage 3
Number of pupils on the school roll	119
Number of part-time pupils	0
Proprietor	Al-Duroosul Muthmira Limited
Chair	Muhammed Mujeeb Rahman
Headteacher	Jamil Ahmed
Annual fees (day pupils)	£2,800
Telephone number	020 8555 4260
Website	www.hafsacademy.org
Email address	info@hafsacademy.org.uk
Date of previous standard inspection	29 November–1 December 2016

Information about this school

- Hafs Academy is an independent day school in Stratford, East London. The school opened in September 2012, offering places for boys between the ages of 11 and 14. In September 2015, after a successful application for a material change, the school extended its registration to include boys and girls between the ages of seven and 11.
- The school occupies two premises. One is in a former industrial unit in 26 Maryland Road, Stratford, London E15 1JW. The other site is located at 67 Maryland Square, Stratford, London E15 1HE, and is a short walk from the Maryland Road premises.

- All pupils attend full time. The school is registered to offer places to 240 pupils. There are currently 119 pupils on roll. None of the pupils has an education, health and care plan or a statement of special educational needs. Most are of Bangladeshi heritage.
- The school does not offer off-site training.
- In December 2016, the school received a full standard inspection when it was judged to be inadequate. The school's proposed action plan was evaluated in April 2017 and was judged not acceptable and requiring improvement.
- The school's website contains all the information required by the independent school standards.

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 not to comply with at its previous inspection.
- The inspection was carried out without notice.
- This is the first progress monitoring inspection since the school's last full standard inspection in December 2016. This inspection focused on the school's progress in meeting particular requirements in Parts 1, 3, 4, 5, 6, 7 and 8 of the independent school standards. The school submitted an action plan, which was evaluated in April 2017 and was not approved.
- The inspectors held discussions with leaders, staff and pupils. The lead inspector held a telephone discussion with the local authority's 'Prevent' lead.
- Inspectors observed learning across the school on both sites, accompanied by senior leaders. They also looked at pupils' work in a range of subjects.
- Inspectors examined a range of documentation related to the independent school standards, including the SCR of recruitment checks.
- The school's website was assessed prior to and during the inspection to evaluate the school's compliance with the requirements about the provision of information for parents, including the school's safeguarding policy.
- Inspectors took account of the 21 responses from parents to Ofsted's online questionnaire, Parent View.

Inspection team

David Scott, lead inspector

Ofsted Inspector

Matt Tiplin

Her Majesty's Inspector

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