

KASSIM DARWISH GRAMMAR SCHOOL

Hartley Hall, Alexandra Road South, Chorlton-Cum-Hardy, Manchester, M16 8NH

08 FEBRUARY 2018

CHARACTERISTICS OF THE SCHOOL

Kassim Darwish Grammar School for Boys is an independent Muslim day school for pupils aged from 11 to 16 years; it is located in the Chorlton-Cum-Hardy district of Manchester. Pupils are drawn from a wide catchment area which includes Oldham, Rochdale, Blackburn and Huddersfield. The school was founded in 1999 by the Manchester Islamic Educational Trust Ltd, a body which also runs two other Muslim schools in the area. The trustees form the governing body of the school. The school is inclusive, and pupils of any faith are welcome so long as they are willing to respect the school's values. There are 138 pupils on roll; all are British Muslims from different ethnic heritages. There are ten pupils who receive support for special educational needs and/or disabilities (SEND), and there are currently no pupils with an education, health and care (EHC) plan. SEND pupils receive support with language and literacy skills. Three pupils have English as an additional language (EAL), one of whom receives additional support. At the end of Year 11, all pupils move to local school sixth forms or further education colleges.

PURPOSE OF THE VISIT

This was an unannounced visit carried out at the request of the DfE to check that the school has fully implemented the action plan submitted following the regulatory compliance inspection in March 2017. The visit focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs), particularly those concerned with safeguarding; suitability of the proprietor; the single central register and the quality of leadership and management of the school. Additionally, the visit focussed on the regulations concerned with bullying; fire; site security; risk assessment and the provision of information.

INSPECTION FINDINGS

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraphs 7 (a) and (b)]

The school meets the Regulations.

The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school. The implementation of this policy is monitored by the school trustees of the Manchester Islamic Educational Trust who have overall responsibility for the oversight of Kassim Darwish School.

The school's safeguarding arrangements reflect the requirements of the latest version of Keeping Children Safe in Education (KCSIE) and offer appropriate support for pupils' needs. A suitable recruitment policy, staff code of conduct and whistleblowing policy are in place and are understood by staff. Safeguarding is correctly managed. The designated safeguarding lead (DSL) and, where appropriate the deputy DSL, collate information from staff, liaise with parents and local agencies, including seeking advice from the LADO, and take prompt action if concerns

are expressed about a child. The trustees review the safeguarding policy and procedures annually and ensure that they reflect the current requirements; safeguarding is on the agenda of every senior leadership meeting and a trustees' report is produced on the safeguarding procedures and their effectiveness.

All staff, including the DSLs are suitably trained and training records confirmed this. New staff receive an appropriate induction and current staff receive update training. Staff understand how to respond to a disclosure and the importance of reporting concerns promptly. They know who they should report to and are aware that anyone can make a referral to children's services. Definitions of safeguarding are understood by staff and reinforced through on-line training.

Welfare, health and safety of pupils – bullying [ISSR Part 3, paragraph 10]

The school meets the Regulation.

The school has a policy which makes clear the seriousness of bullying whether it is of a physical or emotional nature. The policy outlines the procedures to be followed by staff and these include cyber-bullying, bullying outside school and the threshold to report a bullying issue to external agencies such as children's social care and the police. Records are kept of any bullying incident, the action taken, the outcomes and any sanctions put into place. Pupils learn about how to respond to bullying through personal, social, health and economic education (PSHE), through whole school assemblies, prayer meetings and through enrichment days in which anti-bullying is a focus. On-line safety is incorporated into the curriculum and the school participates in anti-bullying week.

Welfare, health and safety of pupils – fire [ISSR Part 3, paragraph 12]

The school meets the Regulation.

A comprehensive fire risk prevention policy is in place and this includes provision for the elimination, or reduction of risk from dangerous substances. The school has appointed fire marshals and new staff receive fire prevention induction training and all staff attended a fire refresher course at the start of the school year. The school has undertaken an audit, using external advisers and remedial work has taken place to ensure that there is a system for the maintenance of clear emergency routes, suitable fire escape doors, fire detectors, alarms and extinguishers. There is a comprehensive plan to ensure that work continues to be undertaken to reinforce fire safety, but there is no immediate present risk to either pupils or staff. The trustees monitor progress which is reported back to the full board on a termly basis.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3 paragraph 16]

The school meets the Regulation.

An efficient and effective approach is taken to managing risk to ensure the welfare of pupils. An appropriate risk assessment policy is in place and staff have all received training in assessing risk for their respective areas and for organising school outings. Scrutiny of risk assessment documents showed that appropriate evaluations are undertaken, which includes consideration towards the needs of vulnerable pupils. All risk assessments are reviewed and signed off by the health and safety officer. This now includes the supervision arrangements for the school's rear gate which is manned appropriately by school staff to allow access into the school at the start of the day. Members of the trustees also monitor risk assessments providing suitable oversight of the documentation.

Suitability of staff, supply staff and proprietors and single central register [ISSR Part 4, paragraphs 20 (5)(b)(i) and (ii), 20 (6)(b)(i) and (ii), 21(6) and 21(7)(b)]

The school meets the Regulations.

The school has undertaken a comprehensive review of their recruiting procedures, recruiting policy and its implementation. The school has ensured that the chair of the trustees has an enhanced criminal record check which is countersigned by the Secretary of State. Further, in the case of the trustees, checks have been made to ensure that all trustees have been subject to an enhanced criminal record check, that they have undergone the relevant identity checks, and that a check has been completed on their right to work in United Kingdom. All the above information is now correctly recorded in the single central register so that the dates are appropriately entered when the relevant checks have been made and when the resulting certificates were obtained. A check on the single central register was carried out during the visit, which included teaching, non-teaching staff and supply staff. It was confirmed that the school had carried out the appropriate checks on all adults prior to their employment. No employee, volunteer or proprietor is barred from regulated activity relating to children. The single central register was found to be accurately completed and demonstrated that the above checks had been made.

Provision of information [ISSR Part 6, paragraphs 32(1) (b), 32(3) (b), and 32 (3) (d)]

The school meets the Regulations.

The school website has all the required information for parents and for parents of prospective pupils. The website includes the most recent inspection report, the proprietors contact details, the school's ethos and aims as well as the academic results of the pupils in public examinations. In addition, key policies such as behaviour, anti-bullying, health and safety and first aid are available directly from the website. Parents and prospective parents can also access particulars of the provision for pupils for whom English is an additional language (EAL) and for pupils who have special educational needs and/or disabilities (SEND). No pupil currently has an educational health care (EHC) plan, although the school has in place the relevant policy documentation should there be a requirement.

Quality of leadership and management [ISSR Part 8 paragraphs (34) (1) (a), (b) and (c)]

The school meets the Regulations.

Since the previous inspection, the school's leadership and management have taken steps to ensure that they have the good skills and knowledge appropriate to their role and effectively fulfil their responsibilities.

Senior staff and trustees have sought external professional advice to ensure they are fully aware of their responsibilities, including the setting up of monthly trust meetings which involve drawing on the expertise of the trust members of all three of the group's schools under the parent organisation, The Manchester Islamic Educational Trust. Individual trustees with the appropriate skill sets, have been tasked with undertaking the regular monitoring of; staff recruiting, health and safety and safeguarding within the school. Additionally, external contractors have been engaged to undertake periodic health-and-safety reviews, including that of fire prevention. Results of health and safety monitoring are reported at the termly meetings of the trustees, where safeguarding and health and safety are now standing items on the agenda. All the requirements of the Action Plan have been successfully put in place. As a result of this increased effort in monitoring and review and the seeking of external professional advice, the school is now in a stronger position to ensure that the Independent School Standards are consistently met.

REGULATORY ACTION POINTS

The school meets all of the requirements of the Education (Independent School Standards) Regulations 2014.