

Ayesha Siddiqa Girls' School

165–169 The Broadway, Southall, London UB1 1LS

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 3, 3(f)

- At the time of the school's emergency inspection in February 2016, the school's classroom resources for teaching computing were found to be inadequate. Pupils said that they could not save their work and that the school's computers were slow and unreliable. The school's action plan proposed to upgrade the computing resources.
- This inspection found that the school's leaders and trustees have upgraded the computing resources, increased internet security and improved the speed of the internet. New chairs have also been installed in the computer room, improving the quality and comfort of seating. Trustees have established a monitoring system to ensure that any maintenance issues are identified and put right swiftly. Pupils confirmed that they now enjoy two computing sessions each week and that the school's computing resources have improved.

Paragraph 3, 3(h), 9, 9(b)

- At the previous inspection, the inspection found that strategies to manage pupils' behaviour were not used effectively and behaviour required improvement. The school's behaviour policy was not implemented consistently. Some staff used sanctions for misbehaviour that were not included in the school's policy. In the school's action plan, leaders proposed to provide additional training for staff, and establish a consistently used set of sanctions and rewards.
- This inspection found that leaders have rewritten the school's policies about behaviour and provided training for staff on effective behaviour management. Expectations of pupils' behaviour have been raised. Leaders have established a clear set of shared values. Leaders have established a clear system of sanctions and rewards to promote pupils' good behaviour. They have made sure that pupils understand the high standards of behaviour expected, and know the consequences of any misbehaviour. Rewards and sanctions are displayed clearly in classrooms and the corridors. Pupils confirmed that across subjects, staff apply the school's policy consistently. They said that any incidents of misbehaviour are dealt with by all staff following the agreed policy. Both staff and pupils were very clear that, as a result, the standard of pupils' behaviour has improved. Records of pupils' behaviour over time, and the behaviour observed in lessons and around the school during the inspection, show that the school's strategies are successful in encouraging pupils to act responsibly.
- All of the standards checked in this part are now met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b), 32(1), 32(1)(c)

- At the previous inspection, the school's safeguarding policy was not compliant with current statutory guidance. Staff with specific safeguarding responsibilities were not fully aware of their duties. The school's action plan proposed to provide appropriate training for staff and update the school's safeguarding policy.
- This inspection found that the updated safeguarding policy meets requirements and reflects the most recent guidance issued by the Secretary of State. The policy is an effective tool to support staff in keeping pupils safe. Trustees have checked and approved the new policy. Leaders have made sure that staff, including trustees and those with specific safeguarding responsibilities, have completed training to support them in their roles. Leaders keep careful records showing that all staff have attended training and read essential guidance documentation, including the first part of the latest version of 'Keeping children safe in education', 2016. Leaders have successfully established a safeguarding culture at the school. Staff know what action the school expects them to take should they have any safeguarding concerns. They understand the important part they play in keeping pupils safe from harm. Staff know how to recognise possible warning signs that a pupil may be at risk from harm including from child sexual exploitation, female genital mutilation and exposure to extreme ideas about right and wrong.
- The school works closely with outside agencies, including the local authority, to promote the welfare and well-being of pupils. The role of the local authority safeguarding officer is now thoroughly understood. Safeguarding records are detailed and show that leaders take swift and effective action should any safeguarding concerns arise. Records show that leaders work effectively with parents to keep pupils supported and safe. Pupils know who they can speak to in school for support with any concerns about their own well-being or that of their peers. Pupils are well informed about possible types of abuse, including female genital mutilation.
- The school does not have an internet website. Leaders have sent copies of the safeguarding policy to parents and carers and made clear that copies of all policies, including the behaviour policy, can be obtained from the school office. Therefore, the requirement to make the safeguarding policy available to parents on request is met.

Paragraph 11, 25

- At the previous inspection, the inspection found that health, safety and security requirements were not met. Access to the school was not secure. The windows on the second and third floors posed a risk to pupils because they opened too widely. There were some concerns expressed about mice and rats in the building as well as pigeons entering the school hall. The school's action plan proposed a series of practical actions to make the school environment safe.
- This inspection found that leaders and trustees have taken rapid action to address all the health and safety issues identified at the previous inspection. Leaders and trustees have installed a video entry system at two points to make sure that the school's entrance is secure. Entrance arrangements require all visitors to be accompanied by a member of senior staff. There is a clear system to escort pupils through the ground and first floor parts of the building that the school shares with a mosque. Senior leaders, staff and trustees follow a duty rota to accompany pupils as they enter and leave the building at the start and end of the school day. Leaders

and trustees have completed detailed and robust risk assessments of these arrangements.

- Leaders and trustees have made classroom windows secure so that they can only be opened to a safe distance. Repair work to the school hall ceiling, and to limit the extent that classroom windows open, has been effective in preventing pigeons from gaining access to the school. The school has a contract with a pest-control service provider to manage any mice and rats. Staff, pupils, senior leaders and trustees confirmed that no pigeons have entered the building since this work was undertaken and there are no longer problems with vermin.
- The whole premises have been redecorated and are well maintained. Displays around the school are of good quality and well presented. They show the wide range of work that pupils complete.
- All of the standards checked in this part are now met.

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

Paragraph 18(2), 18(2)(b), 18(2)(e), 21(1), 21(3), 21(3)(a)(iii), 21(3)(a)(viii), 21(3)(b), 21(4)

- At the previous inspection, the inspection found multiple inadequacies in carrying out pre-employment checks and in the single central register of vetting checks. Staff files were disorganised. In the action plan, the school's leaders proposed to carry out all the required checks and provide training to support administrative staff in maintaining the single central register and staff files.
- This inspection found that leaders have carried out appropriate pre-employment checks including prohibition from teaching checks and overseas checks for staff who need them. The single central register contains the required information.
- Leaders and trustees have raised expectations regarding the organisation of staff files and they are well ordered. A contents sheet in each file helps make sure that all the necessary pre-employment documentation is gathered and recorded. References to check the suitability of staff to work with young people are specific to the school and the post applied for. Leaders and trustees are knowledgeable and take their responsibility seriously for checking the work of school administrators in maintaining the single central register, following up references and maintaining staff files.
- All of the standards checked in this part are now met.

Part 5. Premises of and accommodation at schools

Paragraph 23(1), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 28(1), 28(1)(a), 28(1)(c)

- At the previous inspection, the inspection found that toilets for younger pupils were unclean. Showers and changing facilities were not accessible to pupils. The medical room was used for storage purposes and not available for the short-term care of sick and injured pupils. Drinking water facilities were not provided or clearly marked. The school's action plan proposed a series of practical actions to improve the quality of the school's premises and accommodation.
- This inspection found that leaders have changed the arrangements for cleaning the toilets. They are now cleaned daily during the school day. Staff check daily the cleanliness of toilets for the use of pupils in key stage 3 and in key stage 4. Pupils confirmed that these arrangements are successful in keeping toilet and washing facilities clean.

- Showers and changing accommodation for the use of pupils are available and of good quality.
- The medical room, which includes a washing facility, first aid equipment and is near to a toilet, is now readily available to be used for medical examination and treatment of pupils.
- Leaders and trustees have installed two drinking water fountains. A third drinking water supply in the key stage 3 toilets is clearly marked. Pupils knew where suitable drinking water is provided.
- All of the standards checked in this part are now met.

Part 8. Quality of leadership in and management of schools

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

- The previous inspection found that leaders did not know the independent school standards. They did not know how to ensure that the independent school standards were consistently met. The school's action plan proposed a series of actions to address the unmet independent school standards.
- This inspection found that leaders and trustees have wasted no time in taking appropriate action to address the unmet independent school standards identified at the time of the previous inspection. Leaders have modified the school's action plans to increase the monitoring of the proposed actions and their impact on securing improvements. They have measured the impact of improvements. Trustees monitor the priorities for improvement for themselves and check that the actions taken secure the necessary improvements.
- Leaders and trustees have a secure knowledge of the independent school standards. In particular, they have developed effective systems to check that the independent school standards are consistently met in order to run an effective and safe school.
- All of the standards checked in this part 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

- Ensure that teaching in the school utilises effectively classroom resources of a good quality, quantity and range (paragraph 3, 3(f)).
- Ensure that teaching at the school utilises effective strategies for managing behaviour and encouraging pupils to act responsibly (paragraph 3, 3(h)).
- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school; and such arrangements have regard to any guidance issued by the Secretary of State (paragraph 7, 7(a) and 7(b)).
- Ensure that the written behaviour policy, amongst other matters, sets out the sanctions to be adopted in the event of pupil misbehaviour, and that it is implemented effectively (paragraphs 9, 9(b)).
- Ensure that the relevant health and safety laws are complied with by the effective implementation of the written health and safety policy (paragraph 11).
- Ensure that all the required checks to ensure the suitability of staff members to work with children are carried out, including prohibition checks and overseas checks (paragraphs 18(2), 18(2)(b), 18(2)(e)).
- Ensure that the single central register of vetting checks contains the information about all the checks that are required to check that staff members are suitable to work with children (paragraphs 21(1), 21(3), 21(3)(a)(iii), 21(3)(a)(viii), 21(3)(b), 21(4)).
- Ensure that suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the school year who receive physical education (paragraphs 23(1), 23(1)(c)).
- Ensure that suitable accommodation is provided in order to cater for the medical needs of pupils (paragraphs 24(1), 24(1)(a), 24(1)(b)).
- Ensure that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health safety and welfare of pupils are ensured (paragraph 25).
- Ensure that suitable drinking water facilities are provided and cold water supplies that are suitable for drinking are clearly marked as such (paragraphs 28(1), 28(1)(a), 28(1)(c)).
- 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), 32(1)(c)).
- Ensure that those with leadership and management responsibilities demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently; that they fulfil their responsibilities effectively so that the independent school standards are met consistently; and that they actively promote the well-being of pupils (paragraphs 34(1), 34(1)(a), 34(1)(b), 34(1)(c)).

School details

Unique reference number	135155
DfE registration number	307/6338
Inspection number	10021717

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	Muslim day school for girls
School status	Independent school
Age range of pupils	11–19
Gender of pupils	Girls
Gender of pupils in the sixth form	Girls
Number of pupils on the school roll	99
Of which, number on roll in sixth form	0
Proprietor	Islamic Recreational and Educational Institute
Chair	Mr Hafiz Bhatti
Executive headteacher	Mrs L Aziz
Annual fees (day pupils)	£2,250–£3,250
Telephone number	020 8867 9284
Email address	info@ayeshasiddiqa.org.uk
Date of previous standard inspection	11 February 2014

Information about this school

- This is a Muslim secondary school for girls.
- There have been a number of changes to the senior leadership team, including the appointment of an executive headteacher, since the previous inspection.
- The school's previous standard inspection took place in February 2014. An additional emergency inspection was conducted in February 2016.
- The school uses no alternative providers.

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 inspection was conducted without notice and was the school's first progress monitoring inspection.
- The Department for Education accepted the school's action plan with improvement required in May 2016.
- The inspector held meetings with the school's senior leaders and with staff who have responsibility for safeguarding. The inspector met with a group of teaching staff and held a discussion with two members of the board of trustees, including the chair.
- The inspector visited lessons together with the executive headteacher, looked at work in pupils' books and spoke to pupils about their work. Discussions were held with a group of pupils from key stages 3 and 4.
- The inspector toured the school site with senior leaders and scrutinised documents provided by the school, including the school's records relating to safeguarding.
- There were too few responses to the online survey, Parent View, for them to be taken into account. The inspection considered the school's own recent surveys of pupils' and parents' views.

Inspection team

Madeleine Gerard, lead inspector

Her Majesty's Inspector

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