

Al-Noor College

21 Shakespeare Street, Sparkhill, Birmingham B11 4RU

Inspection dates

2 April 2019

Overall outcome

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

Main inspection findings

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b), 32(1) and 32(1)(c)

- The Department for Education (DfE) commissioned this inspection because of several complaints received about the welfare, health and safety of pupils.
- The safeguarding policy on the school's website is out of date and does not take account of current government requirements. During the inspection, the headteacher provided an updated policy. However, the policy names a deputy designated safeguarding lead who is no longer employed at the school.
- The newly appointed designated safeguarding lead (DSL) has recently completed additional training in relation to the 'Prevent' duty, female genital mutilation and child sexual exploitation. She has made arrangements for staff to receive safeguarding training before the end of the spring term, but staff have not yet received training based on the new school policy. The proprietor and the chair of the governing body have not received any safeguarding training.
- Information about safeguarding is not managed well. Leaders do not work well with other agencies to ensure they have up-to-date information about any safeguarding concerns. They do not keep records of communications with other agencies.
- All of the standards in this part are not met.

Paragraphs 9(a), 10 and 13

- The school has suitable written behaviour, first-aid and anti-bullying policies. Most pupils say bullying does not happen at the school. First aid and accidents are suitably recorded.
- These standards are met.

Paragraphs 9, 9(b), 9(c), 11, 12, 14, 15, 16, 16(a) and 16(b)

- Pupils talked confidently about rewards and sanctions for behaviour which are used in the school. Some expressed the view that these are used fairly, but a small number of pupils said that this was not always the case, with some inappropriate strategies being used. While pupils and staff say that there are very few incidents of poor behaviour, those that happen are not recorded. For example, leaders could not

produce any records of two recent, fixed-term exclusions that have taken place.

- Health and safety arrangements to keep children safe are not effective. Leaders were unable to provide evidence of suitable electric, gas safety and fire checks of the building. Leaders do not seek parents' consent for the administration of medication. They have not ensured that the health and safety policy has been implemented effectively.
- Although fire drills are carried out on a frequent basis, the main fire exit at the rear of the building is inaccessible because it is blocked by a metal roller shutter. Leaders identified an additional fire exit during the inspection, but this does not have adequate signage, and is padlocked.
- Pupils are not well supervised at the beginning of the school day. The inspector was able to gain access to the building without being challenged. There were a few pupils already on site, and they were not being supervised. Pupils report that this happens frequently, at least a few times a week.
- Attendance is not recorded in line with DfE guidance. Inspectors found evidence that exclusions have been incorrectly recorded.
- The school provided a risk assessment policy during the inspection, but leaders have not assessed risks suitably well. Risk assessments have not been completed and risks have not been reduced.
- These standards are not met.

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

Paragraphs 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3), 19(2), 19(2)(a), 19(2)(a)(i), 19(2)(a)(i)(aa), 19(2)(a)(i)(bb), 19(2)(a)(i)(cc), 19(2)(a)(i)(dd), 19(2)(a)(ii), 19(2)(b), 19(2)(c), 19(2)(d), 19(2)(d)(i), 19(2)(d)(ii), 19(3), 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii), 20(6)(c), 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(i), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii), 21(3)(b), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(b) and 21(5)(c)

- The DfE commissioned this inspection because information about the leadership of the school was not clear.
- In October 2018, there was a change in proprietor and headteacher of the school. The DfE has not been informed of these changes.
- The chair of the governing body has not ensured that appropriate checks on the suitability of the proprietor have been made.
- Leaders provided different versions of the single central record (SCR) during the school inspection. Each record does not accurately reflect all members of staff who are employed at the school. An individual who is not an employee of the school has access to the SCR. The proprietor and the chair of the governing body are not listed on the SCR.
- Leaders could not provide evidence that any checks on staff's medical fitness have been made.
- When requesting references, leaders do not ask whether applicants are suitable to

work with children. Leaders have not followed up gaps in employment or recorded that they are satisfied with their checks on staff who have previously lived and/or worked overseas.

- These standards are not met.

Part 6. Provision of information

Paragraphs 32(1)(f), 32(1)(g), 32(2)(d), 32(3)(a) and 32(3)(c)

- The DfE did not specifically commission checks on Part 6 of the independent school standards but asked the inspector to identify any other standards which may be of concern at the time of the inspection.
- Leaders provide parents with termly updates of their children's progress. They ensured that the inspector was able to access a range of information for the purpose of the inspection. Leaders have published information on their website about their ethos and aims, the curriculum and policies on arrangements for admissions, behaviour and exclusions.
- These standards are met.

Paragraphs 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(1)(d), 32(1)(j), 32(2), 32(2)(a), 32(2)(b), 32(2)(b)(i), 32(2)(c), 32(3), 32(3)(b), 32(3)(d), 32(3)(e), 32(3)(f) and 32(3)(g)

- Leaders have not ensured that all of the necessary information about the school is available on the school's website. There is no information about the proprietor, headteacher and chair of the governing body.
- Several policies have not been published on the website, including those relating to the provision for pupils with special educational needs and/or disabilities, or for those for whom English is an additional language. First aid, health and safety and complaints policies are missing. The school has not published the most recent academic performance information. The last Ofsted inspection report is not available to view. The headteacher reported that the website is due to be reviewed at the end of the spring term.
- These standards are not met.

Part 8. Quality of leadership in and management of schools

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

- The good standards of leadership and management seen at the last inspection have not been maintained. The new proprietor has a limited understanding of the independent school standards and the associated responsibilities. The chair of the governing body has not ensured that the DfE has been informed about the change in proprietor and headteacher, and suitable management checks have not been carried out.
- Leaders have not ensured that the independent school standards have been met consistently. Leaders were unable to provide any evidence of regular discussions between the proprietor, chair of the governing body and school leaders to enable them to identify any shortcomings in meeting the standards.
- Leaders have not ensured that appropriate safeguarding procedures, training and health and safety arrangements are in place to keep pupils safe from harm.

- These standards are not met.

Schedule 10 of the Equality Act 2010

- The school's accessibility plan is unsuitable. It has not been reviewed for six years and does not provide a clear plan of how the school will improve accessibility for pupils, staff and visitors.

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, as set out in the annex of this report. Not all of the standards and associated requirements were checked during this inspection.

School details

Unique reference number	136037
DfE registration number	330/6130
Inspection number	10099788

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	11 to 16
Gender of pupils	Girls
Number of pupils on the school roll	46
Number of part-time pupils	0
Proprietor	Mubashra Munawar
Chair	Muhammad Saeed Mughal
Headteacher	Tuarah Mahmood
Annual fees (day pupils)	£2,500
Telephone number	0121 773 4729
Website	www.alnoorcollege.org.uk
Email address	info@alnoorcollege.org.uk
Date of previous standard inspection	4–6 July 2017

Information about this school

- The information on the government's 'Get information about schools' website is not accurate. In October 2018, there was a change of proprietor and headteacher. This information has not been shared with the DfE.
- Al-Noor College is an independent day school for girls aged between 11 and 16. The school offers an Islamic education to its pupils.
- There are no pupils who have special educational needs and/or disabilities.
- The school was last inspected by Ofsted in 2017 when its overall effectiveness was judged to be good.

- The school does not use any off-site provision.
- The chair of the governing body is the sole member of the governing body. Leaders are in the process of recruiting additional members.

Information about this inspection

- This emergency inspection was commissioned by the DfE because of several complaints received relating to the welfare, health and safety of pupils, recruitment of staff, and leadership and management of the school. The inspection was conducted with no notice.
- The inspector was commissioned to: review the extent to which leaders ensure that pupils' welfare, health and safety are promoted; make checks on the suitability of staff, supply staff and the proprietor; evaluate the quality of leadership and management of the school; and to confirm the identity of the headteacher. The inspector checked the school's compliance with the independent school standards, relating to these areas.
- The inspector met with the headteacher, proprietor, chair of the governing body and the DSL. She spoke to staff and pupils informally.
- The inspector reviewed a range of information about the school, including: safeguarding policies and other related information; the school's single central record and a sample of personnel files; school policies; admissions and attendance registers; and information about health and safety checks. The inspector checked the information available on the school's website.
- There were insufficient responses to Ofsted's Parent View questionnaire to consider. The inspector did not speak with parents.

Inspection team

Deb Jenkins, lead inspector

Her 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.
- 9 The standard in this paragraph is met if the proprietor promotes good behaviour amongst pupils by ensuring that–
 - 9(b) the policy is implemented effectively; and
 - 9(c) a record is kept of the sanctions imposed upon pupils for serious misbehaviour.
- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005[12].
- 14 The standard in this paragraph is met if the proprietor ensures that pupils are properly supervised through the appropriate deployment of school staff.
- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006[13].
- 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)(c) the proprietor carries out appropriate checks to confirm in respect of each

such person–

- 18(2)(c)(i) the person’s identity
- 18(2)(c)(ii) the person’s medical fitness
- 18(2)(c)(iii) the person’s right to work in the United Kingdom; and
- 18(2)(c)(iv) where appropriate, the person’s qualifications
- 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.
- 19(2) The standard in this paragraph is met if–
 - 19(2)(a) a person offered for supply by an employment business to the school only begins to work at the school if the proprietor has received–
 - 19(2)(a)(i) written notification from the employment business in relation to that person–
 - 19(2)(a)(i)(aa) that the checks referred to in paragraph 21(3)(a)(i) to (iv), (vii) and (b) have been made to the extent relevant to that person
 - 19(2)(a)(i)(bb) that, where relevant to that person, an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check; and
 - 19(2)(a)(i)(cc) if the employment business has obtained such a certificate before the person is due to begin work at the school, whether it disclosed any matter or information; and
 - 19(2)(a)(i)(dd) that, where that person is one 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, it or another employment business has obtained such further checks as appropriate, having regard to any guidance issued by the Secretary of State; and
 - 19(2)(a)(ii) a copy of any enhanced criminal record certificate obtained by an employment business before the person is due to begin work at the school
 - 19(2)(b) a person offered for supply by an employment business only begins work at the school if the proprietor considers that the person is suitable for the work for which the person is supplied
 - 19(2)(c) before a person offered for supply by an employment business begins work at the school the person’s identity is checked by the proprietor of the school

(irrespective of any such check carried out by the employment business before the person was offered for supply)

- 19(2)(d) the proprietor, in the contract or other arrangements which the proprietor makes with any employment business, requires the employment business to provide–
- 19(2)(d)(i) the notification referred to in paragraph (a)(i); and
- 19(2)(d)(ii) a copy of any enhanced criminal record certificate which the employment business obtains.
- 19(3) Except in the case of a person to whom sub-paragraph (4) applies, the certificate referred to in sub-paragraph (2)(a)(i)(bb) must have been obtained not more than 3 months before the date on which the person is due to begin work at the school.
- 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)(ii) checks confirming MB's identity and MB's right to work in the United Kingdom; and
 - 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)(i) S's identity was checked
 - 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)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications
 - 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)(vii) a check of S's right to work in the United Kingdom was made; and
 - 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(5) The information referred to in this sub-paragraph is, in relation to supply staff–
 - 21(5)(a) whether written notification has been received from the employment business that–
 - 21(5)(a)(i) checks corresponding to those referred to in sub-paragraph (3)(a)(i) to (iv), (vi) and (vii) have been made to the extent relevant to any such person; and
 - 21(5)(a)(ii) an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check
 - 21(5)(b) whether a check has been made in accordance with paragraph 19(2)(e) together with the date the check was completed; and
 - 21(5)(c) where written notification has been received from the employment business in accordance with a contract or other arrangements referred to in paragraph 19(2)(d) that it has obtained an enhanced criminal record certificate, whether the employment business supplied a copy of the certificate to the school.

Part 6. Provision of information

- 32(1) The standard about the provision of information by the school is met if the proprietor ensures that–
 - 32(1)(a) the information specified in sub-paragraph (2) is provided to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector[14], the Secretary of State or an independent inspectorate[15]

- 32(1)(b) the information specified in sub-paragraph (3) is made available to parents of pupils and parents of prospective pupils and, on request, to the Chief Inspector, the Secretary of State or an independent inspectorate
- 32(1)(c) 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
- 32(1)(d) following an inspection under section 108 or 109 of the 2008 Act, a copy of the report of the inspection (if it has been sent to the proprietor) is published and maintained on the school’s internet website, and provided to the parents of each registered pupil, by any date specified by the body who conducted the inspection
- 32(1)(j) 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.
- 32(2) The information specified in this sub-paragraph is–
 - 32(2)(a) the school’s address and telephone number and the name of the head teacher
 - 32(2)(b) either–
 - 32(2)(b)(i) where the proprietor is an individual, the proprietor’s full name, address for correspondence during both term-time and holidays and a telephone number or numbers on which the proprietor may be contacted, or
 - 32(2)(c) where there is a governing body, the name and address for correspondence of its Chair
- 32(3) The information specified in this sub-paragraph is–
 - 32(3)(b) particulars of educational and welfare provision for pupils with EHC plans and pupils for whom English is an additional language
 - 32(3)(d) particulars of arrangements for meeting the standards contained in paragraphs 9, 10, 11 and 13
 - 32(3)(e) particulars of the school’s academic performance during the preceding school year, including the results of any public examinations
 - 32(3)(f) details of the complaints procedure referred to in paragraph 33, and the number of complaints registered under the formal procedure during the preceding school year; and
 - 32(3)(g) a copy of the report of any inspection carried out under sections 108 or 109 of the 2008 Act or section 87(1) of the 1989 Act.

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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Store Street
Manchester
M1 2WD

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