

Park Avenue Girls' High School

22 Avenue Road, Stoke-on-Trent, Staffordshire ST4 2DT

Inspection date

4 July 2019

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)(a), 2(1)(b), 2(1)(b)(i), 3, 3(a), 3(b), 3(c), 3(d), 3(f), 3(g)

- At the standard inspection in October 2017, the quality of teaching, learning and assessment was inconsistent. As a result, pupils did not acquire new knowledge nor make consistently good progress. The proprietor and leaders had not made sure that the curriculum and plans and schemes developed or improved pupils' learning.
- The acting headteacher has revised the curriculum policy. However, schemes of work and plans are still being developed in line with this policy for key stage 3. Key stage 4 pupils follow plans that match the requirements of GCSE examinations.
- The developing curriculum schemes show higher expectations and more detailed progression of skills in a range of subjects. However, these schemes are yet to be implemented. The current schemes and plans do not ensure that pupils make sufficient progress from their starting points.
- Currently, work in pupils' books shows that they are not sufficiently challenged. This is especially so for the most able pupils. In some subjects, especially English, pupils' progress since the beginning of the year is weak. This is because teachers' expectations are too low. For example, some work that pupils in Year 9 complete is more akin to the expectations of key stage 2 pupils.
- Pupils make stronger progress in some subjects, for example in citizenship and mathematics.
- Overall, there remain inconsistencies in the quality of teaching. Teaching, learning and assessment do not yet ensure that pupils make good progress.
- The acting headteacher is developing new assessment systems. These systems will check pupils' progress in all subjects carefully to help teachers plan to meet pupils' learning needs. However, these systems are not fully embedded and are therefore not used consistently by all staff.
- These standards remain unmet.

Paragraph 2(1)(b)(ii)

- Work in pupils' books shows that teaching and learning does not undermine fundamental British values. The current plans and schemes that are in place also demonstrate that fundamental British values are taught, to enable pupils to develop a strong understanding of values such as tolerance and the rule of law.
- This standard is now met.

Part 3. Welfare, health and safety of pupils

Paragraphs 7, 7(a), 7(b), 32(1), 32(1)(c), 12, 15

- At the standard inspection in October 2017, the school's arrangements for safeguarding were judged to be ineffective. Safeguarding arrangements did not create a safe culture in the school. The admissions and attendance registers did not meet requirements. An up-to-date fire risk assessment had not been completed.
- At the emergency inspection in November 2018, parents and carers did not have access to the required information about safeguarding. This was because the safeguarding policy did not reflect current statutory guidance.
- The current safeguarding policy does not pay due regard to the guidance issued by the Secretary of State. For example, there is no reference to contextual safeguarding or peer-on-peer abuse. The acting headteacher has an updated policy which does meet the requirements of the government's guidance. However, at the time of this inspection, this policy had not been issued to staff and was not in use. Without an up-to-date policy shared with all members of staff and the school community, leaders are not able to establish a culture of safeguarding. There is no safeguarding policy on the school's website.
- Fire extinguishers are checked regularly to ensure that they are functional. Leaders also carry out daily fire safety checks, such as ensuring that fire exits are not obstructed. However, a fire safety audit to check for all potential hazards has not been carried for some time. This means that leaders do not have a detailed enough understanding of what further action is necessary to ensure that paragraph 12 is met. Leaders did show evidence that quotes have been sought very recently for a full fire safety audit.
- The Secretary of State imposed a restriction on pupil admissions in October 2018. The Department for Education (DfE) asked the inspector to take copies of the admissions register. The register confirms that no new pupils have been admitted to the school since the notice of 'relevant restriction' was issued. The names on the admissions register correlate with the attendance register. These registers confirm that there are 25 pupils on roll. The acting headteacher has a strong understanding of the 'relevant restriction' and is abiding by it. The school has no plans to admit any pupils to Year 7 in September 2019. The school's website clearly states that the school is not currently admitting any new pupils.
- Following the emergency inspection in the autumn term, the acting headteacher took swift action to begin to improve the admissions and attendance registers to ensure that they meet the standards fully. She is in the process of transferring the admissions and attendance registers to electronic forms. However, at the time of this inspection, the paper copies were still in use. The current attendance register now uses accurate codes

to record pupils' absences. However, a small number of unexplained absences are still not followed up and recorded.

- The admissions register contains the required information in line with the regulations. However, on the paper copy shared with the lead inspector, the information for one leaver was not recorded. The acting headteacher has recorded the leaver on the electronic copy. However, this version of the register is not yet used fully.
- These standards remain unmet

Paragraphs 11, 16, 16(a), 16(b)

- At the standard inspection in October 2017, the proprietor and leaders had not made sure that the school complied with health and safety laws nor had they completed suitable risk assessments. As a result, pupils' welfare was not safeguarded.
- Since her appointment, the acting headteacher has placed a high priority on ensuring that relevant health and safety laws are adhered to. There are now detailed health and safety and risk assessment policies in place, supplemented by a range of comprehensive risk assessments. Leaders carry out daily health and safety checks to look for any potential dangers both inside and outside the school building. When they identify dangers, they ensure that risk assessments are put in place to mitigate any potential harm. Leaders undertake detailed risk assessments for all off-site visits.
- Leaders ensure that hazardous substances are locked away securely. Rooms which are unfit for use are not used. The boiler room is not accessible to pupils. Emergency lighting is in place and all fire exits are clear.
- These standards are now met.

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

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

- At the standard inspection in October 2017, the school's checks on staff's suitability to work with children and young people were not complete nor recorded fully and accurately on the single central record.
- The acting headteacher has ensured that all checks relating to suitability of staff and the proprietor have been undertaken. During the inspection, evidence of all checks, including overseas checks, was provided.
- These standards are, therefore, met.

Paragraphs 21(1), 21(2), 21(3), 21(3)(a), 21(3)(a)(ii), 21(3)(a)(iii), 21(3)(a)(viii), 21(6)

- The acting headteacher is in the process of transferring the single central record from one template to another. At the time of this inspection, this process had not been completed. As a result, some of the checks had not been recorded accurately on the new single central record.
- These standards are unmet but were met at the previous inspection.

Part 5. Premises of and accommodation at schools

Paragraphs 23(1), 23(1)(c), 24(1), 24(1)(a), 25, 27, 27(a)

- At the standard inspection in October 2017, the school premises were hazardous, dangerous and poorly maintained. Changing facilities and showers, the toilets, medical room and external lighting did not meet the required standards.
- Since taking up her post, the acting headteacher has improved the premises considerably. However, some aspects of the school's premises are still not suitable.
- The shower area has been developed, with washing facilities in place. However, work on this area is not complete. Therefore, pupils do not have access to changing accommodation or washing facilities.
- At the time of this inspection, the medical room was in place. However, the first aid box was still sited in the office area. There was no bed or seating provision within the room to accommodate any required medical examinations.
- Internal lights still do not have covers. As pupils do not wear shoes inside the building, this poses a risk should the glass lights break. The acting headteacher has sought quotes to rectify this, but this work is yet to be undertaken. To mitigate the risks, physical education lessons are not taught in the hall.
- These standards remain unmet.

Paragraphs 23(1)(a), 24(1), 24(1)(b), 27(b), 28(1), 28(1)(a), 28(2), 28(2)(a), 28(2)(b)

- Suitable toilet facilities are now in place for the pupils. The acting headteacher ensures that the toilets are cleaned regularly. Toilet paper is in place in the toilets, along with soap and a handbasin.
- There is a room available to cater for pupils' medical needs. The room is sited near to toilets and washing facilities.
- External lighting has been installed. Leaders check regularly that the lighting is functioning.
- Pupils can refill their water bottles when needed. Staff refill bottles on request from the kitchen area. In addition to this, there is a supply of water bottles which pupils can purchase from the office.
- These standards are now met.

Part 6. Provision of information

Paragraphs 32(1), 32(1)(a), 32(1)(b), 32(1)(c), 32(3), 32(3)(a), 32(3)(c), 32(3)(e), 32(3)(f)

- At the standard inspection in October 2017, much of the required information for parents and other stakeholders was unavailable. For example, there was no admissions or behaviour policy available.
- The school's website was reviewed prior to the inspection. There is very limited information available on the website. The only information published which meets the standards was the name of the headteacher and the school's contact details. No policies can be accessed from the website. There is no information about the school's academic performance or the number of complaints the school has received. The new headteacher has prioritised other areas needing improvement over the requirements for the school's

website and so it has received very little attention.

- The website does state that no new pupils are currently being admitted but does not specify that this is the result of the 'relevant restriction' placed on the school.
- Consequently, the above standards remain unmet.

Paragraphs 32(1)(d), 32(1)(j), 32(2), 32(2)(b), 32(2)(b)(i), 32(3)(b), 32(3)(d), 32(3)(g), 32(4)(b)

- At the standard inspection in October 2017, these standards were met. However, the information related to these standards, such as previous inspection reports, cannot be accessed. As a result, these standards are now unmet.

Part 8. Quality of leadership in and management of schools

34(1), 34(1)(a), 34(1)(b), 34(1)(c), 34(2)

- At the standard inspection in October 2017 and the emergency inspection in November 2018, several independent school standards were unmet. Safeguarding was ineffective. The premises were unsafe and poorly maintained. The quality of teaching, learning and assessment was inconsistent, and pupils did not make good progress. The proprietor and leaders did not demonstrate the necessary knowledge and expertise to run a school effectively.
- The acting headteacher took up her post in November 2018 following the emergency inspection. She has rapidly developed her understanding of the independent school standards and the need to ensure that they are consistently met.
- The acting headteacher has sought the advice of an external consultant. She has utilised this source of expertise well to help drive improvements across the school.
- The acting headteacher and her leaders have taken swift action to improve the safeguarding of pupils. Safeguarding procedures are now far more robust and ensure that pupils are kept as safe as possible. Leaders also ensured that some premises and health and safety standards were addressed with urgency. Action in this area has been largely successful and several previously unmet standards are now met.
- The headteacher is developing a far more rigorous approach to the monitoring of the quality of teaching and learning. She has a detailed understanding of the strengths and weaknesses in teaching. She has a clear vision of how the new monitoring systems will help improve the quality of teaching. However, these systems are not fully embedded, so their impact is yet to be seen.
- However, while significant improvements have been made, leaders understand that several standards remain unmet. In addition to this, leaders have not ensured that the school's website has been maintained adequately, and therefore some previously met standards in Part 6 are now unmet.
- Leaders have detailed plans in place to address the remaining issues and unmet standards. The school development plan is focused on the right areas, and the leaders show a commitment and determination to address the remaining weaknesses as quickly as possible.
- The proprietor and headteacher are in the process of finding governors with suitable expertise and skills to enhance further the leadership and management of the school. At

the time of this inspection, there was no governing body in place. The acting headteacher is held to account by three trustees and the proprietor. Neither the trustees nor the proprietor were available during the inspection to talk about their roles and support for the school, so their effectiveness was not evaluated.

- Currently, several standards remain unmet. Therefore, Part 8 of the independent school standards is not met, as leaders have not ensured that all of the independent school standards are met consistently.

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. 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

- 2(1)(b)(ii)
- 11, 16, 16(a), 16(b)
- 18(2), 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), 20(6), 20(6)(a)(i), 20(6)(a)(ii), 21(3)(a)(i), 21(3)(a)(vii)
- 23(1), 23(1)(a), 24(1), 24(1)(b), 27, 27(b), 28(1), 28(1)(a), 28(2), 28(2)(a), 28(2)(b)

School details

Unique reference number	139784
DfE registration number	861/6010
Inspection number	10105622

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 independent school
School status	Independent school
Age range of pupils	11 to 16
Gender of pupils	Girls
Gender of pupils in the sixth form	Girls
Number of pupils on the school roll	25
Of which, number on roll in sixth form	0
Number of part-time pupils	0
Proprietor	Mr Arshad Mohammed
Headteacher	Mrs Samia Haroon
Annual fees (day pupils)	£2,500
Telephone number	01782 499091
Website	www.parkavenueschool.co.uk
Email address	admin@parkavenueschool.co.uk
Date of previous standard inspection	10–12 October 2017

Information about this school

- Park Avenue Girls' High School is an independent Muslim school for girls aged 11 to 16 years. The previous standard inspection was in October 2017.
- An emergency inspection was carried out in November 2018.
- The school does not use any alternative educational providers.
- There is currently no governing body. The acting headteacher's and proprietor's names match the DfE's database of school details Get Information About Schools.

- The acting headteacher took up her post in November 2018.
- The trustees purchased a new building very close to the existing site. The proprietors intended to move the school to this building when it was made suitable for pupils. However, this move has not taken place.
- Following the previous standard inspection, the Secretary of State imposed a 'relevant restriction' on the proprietors. The restriction prohibits the school from admitting any new pupils after 13 October 2018.

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.
- This inspection was also commissioned to ensure that the school is complying with the 'relevant restriction' imposed by the Secretary of State.
- The DfE did not require the school to prepare an action plan.
- The inspection was conducted without notice.
- This was the first progress monitoring inspection since the previous standard inspection in October 2017.
- The inspector met with the acting headteacher.
- The inspector observed teaching, looked at samples of pupils' work and spoke informally to pupils.
- The inspector reviewed a range of documentation, including: safeguarding policies and related information; the admissions and attendance registers; the school's single central record; documents relating to health and safety, fire safety and risk assessments; curriculum plans and schemes of work; and the school's development plan.
- The inspector reviewed the school's website.
- The inspector conducted a tour of the school's premises with the acting headteacher.

Inspection team

Ann Pritchard, lead inspector

Her Majesty's Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain unmet at this inspection

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if–
 - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in subparagraph (2) is drawn up and implemented effectively; and
 - 2(1)(b) the written policy, plans and schemes of work–
 - 2(1)(b)(i) take into account the ages, aptitudes and needs of all pupils, including those pupils with an EHC plan;
- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school–
 - 3(a) enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught;
 - 3(b) fosters in pupils' self-motivation, the application of intellectual, physical and creative effort, interest in their work and the ability to think and learn for themselves;
 - 3(c) involves well-planned lessons and effective teaching methods, activities and management of class time;
 - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons;
 - 3(f) utilises effectively classroom resources of a good quality, quantity and range;
 - 3(g) demonstrates that a framework is in place to assess pupils' work regularly and thoroughly and use information from that assessment to plan teaching so that pupils can progress;

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.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.
- 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.

Part 5. Premises of and accommodation at schools

- 23(1) Subject to sub-paragraph (2), the standard in this paragraph is met if the proprietor ensures that–
 - 23(1)(c) 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.
- 24(1) The standard in this paragraph is met if the proprietor ensures that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including–
 - 24(1)(a) accommodation for the medical examination and treatment of pupils;
- 25 The standard in this paragraph is met if the proprietor ensures 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.
- 27 The standard in this paragraph is met if the proprietor ensures that–
 - 27(a) the lighting in each room or other internal space is suitable, having regard to the nature of the activities which normally take place therein;

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, the Secretary of State or an independent inspectorate;
 - 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(3) The information specified in this sub-paragraph is–
 - 32(3)(a) particulars of the school’s policy on and arrangements for admissions, misbehaviour and exclusions;
 - 32(3)(c) particulars of the policy referred to in paragraph 2;
 - 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;

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.

Standards that were met at the previous inspection, but are now judged to not be met at this inspection

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

- 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)(viii) checks were made pursuant to paragraph 18(2)(e);
- 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.

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)(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)(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,
- 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)(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.
 - 32(4)(b) any decision of the Secretary of State to impose a relevant restriction on the proprietor under section 116 of the 2008 Act;

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