

Oak Tree High

Yorkshire Muslim Academy, Gate No 3 Bland Street, Sheffield, South Yorkshire S4 8DG

Inspection dates

10 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

Paragraph 2(1), 2(1)(a), 2(1)(b), 2(1)(b)(i)

- At the previous inspection, in October 2018, inspectors found that the school's schemes of learning did not take into account the aptitudes and needs of all pupils.
- Leaders have adapted some schemes of learning. However, there is not sufficient emphasis on meeting the needs of pupils. For instance, schemes of learning do not clearly address how to support pupils who need additional help or how to stretch and challenge the most able pupils.
- These standards were not met at the previous inspection and remain not met.

Paragraph 2(2)(d), 2(2)(d)(i), 2(2)(d)(ii)

- At the previous inspection, inspectors found that there was not a comprehensive plan in place for personal, social, health and citizenship (PSHC) education.
- Leaders have ensured that a plan is now in place. This plan covers teaching in all year groups and covers a range of topics. Pupils spoke to the inspector about the topics they have learned in PSHC education. This includes how pupils can keep themselves safe outside school. Pupils also learn about tolerance, respect and equality.
- These standards were not met at the previous inspection and are now met.

Paragraph 2(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii)

- Since the previous inspection, leaders have incorporated some aspects of careers guidance into PSHC education schemes of learning. Pupils in key stage 4 have had access to visiting speakers from business. Pupils have been given links to websites about careers.
- The school is now using the Gatsby careers benchmarks to audit its careers programme.
- However, there is still not a comprehensive plan for teaching careers, particularly in key stage 3. There is still too little evidence that pupils receive impartial advice covering a broad range of careers. Leaders acknowledge that there is still work to do to develop the school's careers programme.

- These standards were not met at the previous inspection and remain not met.

Paragraph 3(a), 3(c), 3(d)

- Since the appointment of the new headteacher, a quality assurance programme has been developed so that leaders can check on the quality of teaching, learning and assessment and pupils' progress. The headteacher has had coaching sessions with all members of staff. He has conducted lesson observations, including scrutiny of the work in pupils' books. However, some of the issues identified at the previous inspection remain areas for improvement.
- Teachers do not check pupils' progress sufficiently before moving pupils' learning on. Sometimes, work is not challenging enough for pupils. There remains inconsistency in the presentation of pupils' work. Some teachers are checking pupils' spelling, punctuation and grammar errors more effectively; however, inconsistency remains.
- These standards were not met at the previous inspection and remain not met.

Paragraph 3(g), 4

- During the previous inspection, in October 2018, inspectors found that leaders did not measure pupils' progress from their starting points effectively. The headteacher has implemented a new assessment system, which measures pupils' progress from their different starting points across the curriculum. This enables the headteacher to analyse the progress of different groups of pupils, including the progress of pupils in different year groups.
- This standard was not met at the previous inspection and is now met.

Part 3. Welfare, health and safety of pupils

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

- During the previous inspection, in October 2018, safeguarding was judged ineffective.
- The safeguarding policy is available on the school's website. However, this policy is still not up to date with all of the Secretary of State's guidance in 'Keeping Children Safe in Education' (2018).
- On scrutinising the school's single central register, which records the recruitment checks made on staff, the inspector found that leaders have not carried out all of the statutory checks on staff before their appointment. For example, there were no records of any checks being carried out on the headteacher before his appointment.
- Safeguarding procedures are lax. There is not a culture of safeguarding at the school.
- Leaders do not ensure that referrals are made to the local authority when there are safeguarding concerns that a pupil may be at risk of harm.
- During the inspection, the inspector found that there were CCTV cameras around the school. The school is not registered to have CCTV and there are no signs around the school to alert staff or pupils to the use of CCTV. The headteacher was unaware who had access to the CCTV images and if the cameras were on during the school day. There is no CCTV policy.
- These standards were not met at the previous inspection and remain not met.

Paragraph 11

- Although the school has a health and safety policy, it is not being implemented effectively. For example, checks on fire safety are not logged consistently and do not follow the timescales stated in the school's own policy.
- This standard was not met at the previous inspection and remains not met.

Paragraph 12

- During the previous inspection, in October 2018, inspectors found that fire-safety checks were not carried out and recorded appropriately.
- The school has commissioned a fire-safety audit and leaders are currently beginning to implement the recommendations. However, during the inspection, there was no fire signage around the school to show routes to fire exits. There was a fire alarm point in the gym, which was broken. The headteacher was not aware of this. Leaders do not ensure that fire-safety checks are completed according to the school's own policy. Checks that are made are not recorded consistently.
- This standard was not met at the previous inspection and remains not met.

Paragraph 13

- Leaders have ensured that a first-aid policy has been written since the previous inspection.
- Although there is a system for recording accidents, staff do not fill out the accident log consistently. For example, actions taken following an accident are not always recorded. There is no overview of accidents so that leaders can identify any patterns or trends.
- This standard was not met at the previous inspection and remains not met.

Paragraph 15

- The admissions register was not fully compliant during the inspection. The name of a pupil's previous school had been recorded. However, the address of the school was not.
- Staff are unaware that they need to inform the local authority if a pupil leaves the school or joins the school during the course of the academic year.
- This standard was met at the previous inspection and is now not met.

Paragraph 16, 16(a), 16(b)

- At the previous inspection, in October 2018, the inspector found that there were a number of ways that the school could be accessed from outside.
- Since the previous inspection, leaders have secured some of the doors that are accessible from outside the building. Pupils told the inspector that they feel safer as a result. However, there are still areas of the school that are accessible from outside. There are access points into the school from other connecting buildings. Leaders agree that the site is not fully secure.
- These standards were not met at the previous inspection and remain not met.

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

Paragraph 18(1), 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), 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)

- Leaders and the proprietor do not ensure that all of the statutory checks are carried out on staff before they are appointed. Therefore, leaders and the proprietor cannot be certain that all staff who are appointed are safe to work with pupils.
- New members of staff have been appointed since the previous inspection. Although some checks have been completed, not all statutory checks have been completed on staff before their appointment. The leader responsible for the school's single central record, which records recruitment checks on staff, was not clear about how to carry out some of the statutory checks.
- Leaders were not able to provide evidence during the inspection that any of the statutory checks had been made on the headteacher. The headteacher's name was recorded on the school's single central record, but no checks had been recorded.
- Leaders were unclear about how to carry out additional checks on members of staff who have lived or worked abroad.
- These standards were met at the previous inspection and are now not met.

Part 5. Premises of and accommodation at schools

Paragraph 23(1), 23(1)(a)

- During the previous inspection, in October 2018, inspectors found that the school's toilet and washing facilities provided for pupils were not suitable. For instance, pupils were not always provided with soap and hand-drying facilities.
- Leaders have addressed this. Pupils confirmed that soap is available at all times in the toilets. A new hand-dryer has been fitted.
- This standard was not met at the previous inspection and is now met.

Paragraph 23(1)(c)

- During the inspection, the inspector found that the changing accommodation for physical education (PE) was being used for storage, despite the fact that the pupils were still using this facility to get changed for PE. Leaders agreed that this was not appropriate and addressed this during the inspection.
- This standard was met at the previous inspection and is now not met.

Paragraph 29(1), 29(1)(a)

- There is currently no suitable outdoor space for PE. This was also the case at the last inspection. Pupils expressed that they enjoy PE and would like to be able to do PE outside.
- This standard was not met at the previous inspection and remains not met.

Part 6. Provision of information

Paragraph 32(1), 32(1)(b), 32(3), 32(3)(b)

- At the previous inspection, the school did not have a special educational needs and/or disabilities (SEND) policy. The school did not have a policy with the particulars of the educational provision for pupils who speak English as an additional language (EAL). Although the headteacher has now written a policy, the policy does not refer to provision for pupils who have an education, health and care plan.
- These standards were not met at the previous inspection and remain not met.

Paragraph 32(3)(e)

- At the previous inspection, in October 2018, the proprietor had not ensured that the particulars of the school's academic performance during the preceding school year, including the result of any public examinations, were available to parents and carers. The results of public examinations are now available on the school's website.
- This standard was not met at the previous inspection and is now met.

Part 8. Quality of leadership in and management of schools

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

- At the previous inspection, inspectors identified that leaders did not ensure that all of the independent school standards were consistently met and that the well-being of pupils was actively promoted.
- At the previous inspection, the proprietor was also the headteacher on a part-time basis. Since then, the proprietor has appointed a consultant headteacher who works at the school full time. The headteacher has introduced systems to quality assure the work of the school. The headteacher is coaching staff to improve the quality of teaching and learning.
- The school's library has been refurbished and provides a welcoming environment for pupils. Pupils were involved in the design of the library and they spoke to the inspector enthusiastically about their new school library. Over 400 new books have been purchased, including a range of fiction and non-fiction texts. The headteacher has introduced a new system to track the books that pupils have selected. However, this has only very recently been introduced and it is too early to evaluate the impact.
- The executive committee has been re-formed and is now established as a governing body. The proprietor has recently appointed a new governor with responsibility for safeguarding. However, governors, the proprietor and leaders have not ensured that there is a culture of safeguarding. Safeguarding pupils remains a serious concern. Leaders are not following up safeguarding concerns by ensuring that referrals are made to the local authority when a pupil may be at risk of harm. Leaders have acted to secure some of the site. However, the site is still not fully secure.
- These standards were not met at the previous inspection and remain not met.

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 does not meet the following independent school standards

Standards that were not met at the previous inspection and remain not met 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 sub-paragraph (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;
 - 2(2)(e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that-
 - 2(2)(e)(i) is presented in an impartial manner;
 - 2(2)(e)(ii) enables them to make informed choices about a broad range of career options; and
 - 2(2)(e)(iii) helps to encourage them to fulfil their potential.
- 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(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;

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.
- 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].
- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.
- 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 5. Premises of and accommodation at schools

- 29(1) The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable-
- 29(1)(a) physical education to be provided to pupils in accordance with the school curriculum.

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)(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(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;

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 3. Welfare, health and safety of pupils

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

- 18(1) The standard in this paragraph relates to the suitability of persons appointed as members of staff at the school, other than the proprietor and supply staff.
- 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
- 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), including the date on which each such check was completed or the certificate obtained; and
 - 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.

Part 5. Premises of and accommodation at schools

- 23(1)(c) suitable changing accommodation and showers are provided for pupils aged 11 years or over at the start of the year who receive physical education.

The school now meets the following independent school standards

Standards that were not met at the previous inspection and are now met

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if-
 - 2(2)(d) personal, social, health and economic education which-
 - 2(2)(d)(i) reflects the school's aim and ethos; and
 - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act[9];
 - 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.
- 4 The standard in this paragraph is met where the proprietor ensures that a framework for pupil 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.

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)(a) suitable toilet and washing facilities are provided for the sole use of pupils.

Part 6. Provision of information

- 32(3)(e) particulars of the school's academic performance during the preceding school year, including the results of any public examinations.

School details

Unique reference number	137568
DfE registration number	373/6003
Inspection number	10114471

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	63
Of which, number on roll in sixth form	0
Number of part-time pupils	0
Proprietor	Irshad Akbar
Chair	Rafiza Amin
Headteacher	David Green
Annual fees (day pupils)	£1,600
Telephone number	0114 244 7700
Website	www.oaktrehs.org
Email address	admin@oaktreehs.org
Date of previous standard inspection	9–11 October 2018

Information about this school

- Oak Tree High is an independent school for girls aged 11–16.
- The school has an Islamic ethos.
- The previous standard inspection took place on 9–11 October 2018. The school was judged to be inadequate.
- A new consultant headteacher was appointed in December 2018.
- All staff at the school work part time, with the exception of the headteacher who works full time.
- The information about the school on the government's website, 'Get information about

schools' (GIAS) is not correct. The website currently names a previous headteacher and not the current headteacher.

- The school does not use any alternative education provision.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. It was conducted without notice. 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 was the first progress monitoring inspection since the standard inspection in October 2018.
- The inspector met with the headteacher, the careers leader, the designated senior leader for child protection, the senior leader responsible for the school's single central record, and the proprietor.
- The inspector checked a range of school policies relating to the independent school standards that were not met at the previous inspection.
- The inspector toured the school site with the headteacher.
- The inspector held a discussion with a group of pupils.
- The inspector visited all classes and looked at pupils' work in their books.
- The inspector checked the single central register, which records the school's recruitment checks on staff.

Inspection team

Michele Costello, lead inspector

Her Majesty's Inspector

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