

Darul Uloom

Independent school progress report

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Purpose and scope of the visit

This inspection visit was carried out by Ofsted under Section 162A of the Education Act 2002¹, as amended by schedule 8 of the Education Act 2005², and under the Care Standards Act 2000 having regard to the national minimum standards for boarding schools.

The visit was conducted at the request of the Registration Authority for independent schools in order to monitor the progress the school has made in implementing its action plan following the previous inspection.

Information about the school

Darul Uloom, London is an Islamic boarding school that opened in the suburb of Chislehurst in Kent in 1994. The school admits boys aged from 13 to 19. The school aims to help young Muslim men enter religious life and the wider community with attitudes and values that reflect their faith. Great importance is placed on knowledge of the Qur'an and living by its principles of peaceful conduct and disciplined living. It was last inspected by Ofsted in March 2008. There are currently 155 students on roll. It was inspected by the Commission for Social Care Inspection (CSCI) in November 2006.

Context of the visit

The school received an emergency monitoring visit from an education and social care inspector in March 2009. The school was served with a formal Notice by the DCSF on 24 April 2009 and was required to produce an action plan. The action plan was accepted by the DCSF in June 2009. This progress report is the outcome of the second monitoring visit since the last full inspection in March 2008.

Summary of the progress made in implementing the action plan

Overall, the school has made inadequate progress in implementing its action plan to ensure it meets outstanding regulations. Most of the shortcomings in meeting the education regulations and national minimum standards for boarding schools have still not been adequately addressed.

At the previous monitoring inspection the school failed to meet a number of regulations relating to welfare, health and safety. The school was required to improve its child protection policy and procedures. It has revised its policy and staff have received basic training in safeguarding. However, neither of the designated child protection officers has undertaken the enhanced training required, the policy

¹ www.opsi.gov.uk/acts/acts2002/ukpga_20020032_en_14#pt10-ch1-pb4-l1g162

² www.opsi.gov.uk/ACTS/acts2005/ukpga_20050018_en_15#sch8

has not been reviewed and it offers limited guidance to staff. The school was required to ensure that the discipline/rewards and sanctions policy was implemented correctly. However, the policy is not fully implemented and the school maintains inadequate records of the range and sequence of sanctions it has imposed on students. The school was required to meet the national minimum standards for boarding schools but has still to rectify most of the shortcomings previously identified. The school was to ensure that all health and safety requirements were met with appropriate risk management, tests on all electrical equipment and the provision of training for staff. Some, but too few, risk assessments have been carried out for the whole building and for all school activities. Staff have not received appropriate training and electrical equipment has not been checked.

Fire safety procedures were to be improved and some improvements have been made in relation to fire safety. A fire safety inspection by the local Fire Authority identified no major failures. Regular fire drills are undertaken and systems and equipment are checked on a regular basis. However, the school does not undertake frequent and regular testing of the emergency lighting and does not ensure that there is adequate training in fire safety for all staff. Fire doors are not all kept closed. The first aid policy was to be improved and fully implemented. Some, but insufficient, progress has taken place. Some staff have been trained to administer first aid. The revised policy provides too little guidance for staff and sometimes offers poor guidance in the event of an accident. The school's medical kit is inadequately stocked.

The school failed to meet a number of regulations concerned with the checks to be undertaken on all staff and volunteers. The school has taken some action to meet these regulations. It has undertaken the appropriate checks on staff and volunteers to confirm their right to work in the United Kingdom (UK). All staff and volunteers have had enhanced criminal record (CRB) checks carried out. The school has not carried out the full range of checks on all staff, volunteers and trustees which include those on identity, medical fitness, previous employment history, character references and, where appropriate, qualifications and professional references. The school maintains a single central register in an electronic format but does not provide a complete record of all staff and volunteers nor of all the required checks or the date on which they were obtained.

The school was to ensure that all ablution, bathing and toilet areas are maintained in a tidy, clean and hygienic state and still does not fully do so. Many tiles in the room for ablutions are dirty, some are missing and students are expected to dry their hands with shared fabric towels.

In relation to compliance with the national minimum standards for boarding schools, staff designated to take responsibility for child protection remain inadequately trained. The school has not provided formal training about its policy on discipline and sanctions. The school has not reviewed its processes to demonstrate clear management and leadership of the practice and development of boarding. It has not addressed the procedural issues raised relating to an allegation against a member of

staff although the local safeguarding body took no action. New procedures to enable the trustees to monitor the welfare provision effectively are still not in place. Training in the management of boarding provision for senior boarding staff remains inadequate. The failure to formulate a planned response to a range of foreseeable major incidents or crises, such as outbreaks of illness, fires, serious allegations, complaints or significant accidents, has still not been rectified as the school's plans do not cover these specified contingencies. Support for boarders with special welfare needs, significant emotional or behavioural difficulties remains inadequate. Procedures to ensure that adequate arrangements are made for them have improved but have not been fully implemented. The school continues to fail to monitor its records of risk assessments, complaints and accidents on a regular basis.

Facilities used by boarders to store food and prepare their own hot and cold snacks and drinks hygienically were judged as inadequate. Inspectors found that the school's intention to monitor standards of cleanliness had been carried out in part and the standards had improved, yet there has been insufficient action to promote good standards of food hygiene. Improvements to aspects of fire safety were required. The school has carried out its intention to undertake risk assessments in relation to fire, and to check emergency lighting, fire alarms, fire-fighting equipment and possible fire hazards. However, regular tests on emergency lighting equipment have not been carried out and fire risk assessments have not been reviewed and updated.

The school has not carried through its intention to ensure that the number and the deployment of staff supervising boarders are sufficient. There is not a member of staff in each boarding wing at night. The school's failure to develop a satisfactory policy for the safety and supervision of boarders during journeys, covering where relevant the use of school transport, use of private vehicles and school use of public transport has been partially rectified, but the revised policy does not adequately take into account all the factors specified in the standard. The school has not fulfilled its intention to ensure that there was staff training to improve and update their knowledge of positive boarding practices.

The school was required to ensure boarders' sleeping accommodation was appropriately separated by age group. The school was not able to provide clear evidence of improvements. Inspectors were unable to ascertain if the intended action had been carried through as the list of boarders provided gave names and room numbers but not dates of birth. There were uncertainties as to whether information was up to date. Boarders were not all separated according to age as intended as some routinely moved between boarding wings because of the uneven distribution of washing and toileting facilities across the accommodation.

Compliance with regulatory requirements

As a result of this inspection visit, the school must take action to meet the Education (Independent School Standards) (England) Regulations 2003³ as amended ('the Regulations'), as follows:

- prepare and implement written policies to safeguard and promote the welfare of children who are students at the school in compliance with DCSF guidance Safeguarding children and safer recruitment in education (DCSF-04217-20067) (paragraph 3(2)(b))
- prepare and implement a written policy to promote good behaviour amongst students which sets out the sanctions to be adopted in the event of students misbehaving (paragraph 3(2)(d))
- have regard to the national minimum standards for boarding schools (paragraph 3(3))
- have regard to the DCSF guidance Health and safety: responsibilities and powers and ensure that the policy on health and safety is fully implemented (DCSF 0803/2001) (paragraph 3(4))
- provide a satisfactory level of fire safety in compliance with the Regulatory Reform (Fire Safety) Order 2005 (paragraph 3(5))
- produce and implement a satisfactory written policy on first aid (paragraph 3(6))
- ensure the school keep appropriate written records of sanctions imposed upon students for serious disciplinary offences (paragraph 3(8))
- ensure that prior to the confirmation of the appointment of all staff (including volunteers) from 1 September 2003, appropriate checks are made to confirm their identity, medical fitness, previous employment history, character references and, where appropriate, qualifications and professional references and take this information into account in determining whether their appointment will be confirmed and, from 1 May 2007, ensure additional checks have been carried out to confirm the right to work in the UK (paragraph 4(2)(a))
- ensure that, for all appointments from 1 May 2007 only, the school obtains, in the case of any person for whom, by reason of living or having lived outside the United Kingdom, a certificate to establish his or her suitability to work in a school and further checks as the proprietor considers appropriate have been made having regard to any guidance issued by the Secretary of State (paragraph 4(2)(c))
- ensure that, for all appointments from 1 September 2003, the school, in the case of staff who care for, train, supervise or are in charge of students for

³ www.opsi.gov.uk/si/si2003/20031910.htm

whom accommodation is provided, check that standard 38 of the national minimum standards for boarding schools, or where applicable, Standard 27 of the national minimum standards for residential special schools, is complied with (paragraph 4(2)(e))

- ensure that the chairperson has checked the other members of the proprietorial body to confirm their identity, right to work in the UK, enhanced CRB check, and where such checks are insufficient because the person has lived outside the UK such additional checks to confirm suitability as the chair considers appropriate having regard to guidance issued by the Secretary of State and confirmation that his/her work or intended work would not contravene a direction made under section 142 of the 2002 Act(a) (reference to list 99) or any disqualification, prohibition or restriction (paragraph 4B (4) and (5))
- ensure that for each member of staff in post on or after 1 September 2003, the register shows checks made (and certificates obtained where relevant) of: his/her identity; qualifications where required; whether an enhanced CRB was obtained and if so the date on which the check was completed or the certificate obtained; whether she/he is subject to any direction under section 142 of the Education Act 2002 (reference to List 99) or any disqualification, prohibition or restriction which would have the same effect compliance with the relevant national minimum standards where boarding accommodation is provided and the dates when these checks were made. For each member of staff in post on or after 1 May 2007 ensure the register shows check were made of his/her right to work in the UK and, where relevant for those who have lived outside the UK, additional checks as appropriate to ensure suitability to work in a school (and the date all these checks were completed or the certificates obtained) (paragraph 4C (2) and (3))
- ensure that the register shows that a check was made on each member of a body of persons named as the proprietor in post on or after 1 August 2007 of: his/her identity; right to work in the UK; and whether an enhanced CRB check was carried out and certificate obtained, or where appropriate, confirmation that he/she is not barred from working in school under section 142 of the Education Act 2002 and the register shows the date on which any check was completed or certificate obtained (paragraph 4C (6 and 7))
- ensure classrooms and other parts of the school are maintained in a tidy, clean and hygienic state (paragraph 5(n)).

In order to meet the national minimum standards for boarding schools and associated regulations, the school must:

- ensure that the senior members of staff designated to take responsibility for the child protection policy liaise with the social services authority, and coordinate action with social services and (where applicable) the police

following any child protection allegation or suspicion affecting a boarder receive suitable training in child protection (NMS 3.6)

- provide training as planned to help ensure no unacceptable, excessive or idiosyncratic punishments are used by staff (NMS 4.4)
- develop clear management and leadership of the practice and development of boarding in the school (NMS 8.1)
- ensure the school's governing body or proprietor has an effective system to monitor welfare provision in the school (NMS 8.2)
- ensure senior boarding staff have an adequate level of experience or training in the management and practice of boarding to ensure that boarders' welfare is safeguarded and promoted (NMS 8.3)
- ensure there are planned responses to a range of foreseeable major incidents or crises, such as outbreaks of illness, fires, serious allegations or complaints or significant accidents (NMS 9.2)
- ensure the organisation of boarding houses or units provide appropriate separation of boarders by age (NMS 10.1)
- ensure significant health and personal problems of individual boarders are identified and managed appropriately (NMS 17.1)
- ensure an appropriate staff member prepares and works to a written and agreed individual 'welfare plan', agreed with a parent, for any boarder with special welfare needs (NMS 17.2)
- ensure boarders undergoing times of personal stress are suitably supported (NMS 17.7)
- ensure records of risk assessments, major punishments, complaints and accidents are regularly (at least twice a term) monitored by the headteacher or a designated senior member of staff (NMS 23.2)
- ensure boarders who use facilities to store food and prepare their own hot and cold snacks and drinks are supported to do so hygienically (25.5)
- ensure risk assessments in relation to fire are regularly carried out and recorded (NMS 26.1)
- ensure emergency lighting is regularly tested, and that this is detailed in the appropriate records (NMS 26.4)
- ensure staff supervising boarders outside teaching time are sufficient in number and deployment for the age, number and needs of boarders, and the locations and activities involved (NMS 31.1)
- ensure levels of staff supervision are satisfactory in number and staff competence for the number, age and nature of the boarder population, the layout of boarding accommodation and nature of the activities involved (NMS 31.2)
- ensure there are satisfactory cover arrangements for boarding staff sickness and absence (NMS 31.5)

- ensure the school has a satisfactory policy for the safety and supervision of boarders during journeys, covering school transport, use of private vehicles and school use of public transport (NMS 32.4)
- ensure there is at least one adult member of staff sleeping in each boarding house at night, responsible for the boarders in the house (NMS 33.2)
- ensure opportunities are provided for training and updating in boarding practice (including guidance on child protection issues) for all staff, including new and experienced staff, commensurate with the roles, experience, and rate of turnover of staff, and any changes or planned changes or developments in boarding at the school (NMS 34.4 and 34.7)
- ensure boarders' sleeping accommodation is appropriately separated by age group (NMS 42.12)
- ensure there is a policy, implemented in practice, for controlling or supervising boarders' use of, and access to, high risk areas within the school buildings and grounds (e.g. for educational or recreational use outside class time, including areas such as gymnasia, laboratories, workshops, swimming pools, and hazardous outdoor areas such as wooded areas, maintenance and equipment storage areas, and heavily used car parking and manoeuvring areas). (NMS 47.6)
- establish an effective system of risk assessment, with written records (including consultation with boarders), to identify and reduce risk to boarders from inherent hazards in the school buildings, activities or grounds, including hazards that boarders may access without permission (NMS 47.9).

School details

Name of school	Darul Uloom London
DCSF number	305/6077
Unique reference number	101695
Type of school	Muslim boarding school
Status	Independent
Date school opened	1994
Age range of pupils	13–19
Gender of pupils	Boys
Number on roll (full-time pupils)	155
Number of boarders	Boys: 155
Number of pupils with a statement of special educational need	Boys: 0
Annual fees (boarders)	£2,100
Address of school	Foxbury Avenue, Chislehurst, Kent BR7 6SD
Telephone number	0208 2950367
Fax number	0208 295 0655
Email address	info@darululoomlondon.co.uk
Headteacher	Mr Mustafa Musa
Proprietor	Trustees of Darul Uloom
Reporting inspector	Ian Hartland
Dates of inspection	6 October 2009