

# Darul Uloom London

Independent school progress report

---

DCSF registration number	305/6077
Unique Reference Number (URN)	101695
URN for registered childcare and social care	SC006927
Inspection number	362371
Inspection dates	13 July 2010
Reporting inspector	Michael Best
Social care inspector	Sophie Wood

The Office for Standards in Education, Children's Services and Skills (Ofsted) regulates and inspects to achieve excellence in the care of children and young people, and in education and skills for learners of all ages. It regulates and inspects childcare and children's social care, and inspects the Children and Family Court Advisory Support Service (Cafcass), schools, colleges, initial teacher training, work-based learning and skills training, adult and community learning, and education and training in prisons and other secure establishments. It assesses council children's services, and inspects services for looked after children, safeguarding and child protection.

If you would like a copy of this document in a different format, such as large print or Braille, please telephone 08456 404040, or email [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk).

You may copy all or parts of this document for non-commercial educational purposes, as long as you give details of the source and date of publication and do not alter the information in any way.

To receive regular email alerts about new publications, including survey reports and school inspection reports, please visit our website and go to 'Subscribe'.

Royal Exchange Buildings  
St Ann's Square  
Manchester  
M2 7LA

T: 08456 404040  
Textphone: 0161 618 8524  
E: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
W: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

No. 090137

© Crown copyright 2009



## Purpose and scope of the visit

This inspection visit was carried out by Ofsted under Section 162A of the Education Act 2002<sup>1</sup>, as amended by schedule 8 of the Education Act 2005<sup>2</sup>, 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 the age of 11 years onwards. A small number of students continue their studies at the school up to the age of 25 years. There are 131 students on roll, of whom 128 are boarders, and three attend as day students. 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 on living by its principles of peaceful conduct and disciplined living.

## Context of the visit

The school's last full inspection by Ofsted took place in March 2008. The school received an emergency monitoring visit from an education inspector and a social care inspector in March 2009. It 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 Department for Children, Schools and Families in June 2009. A second progress monitoring visit was made in October 2009. The school drew up an action plan in response to the report, which was evaluated in March 2010. This is the report of a further progress monitoring visit by an education inspector and a social care inspector to check the progress the school has made in addressing the issues in its latest action plan.

## Summary of the progress made in implementing the action plan

The school's rate of progress in addressing the issues identified in the inspection report and subsequent monitoring visits has accelerated since the last visit in October 2009, following the appointment of a new manager, who has taken

---

<sup>1</sup> [www.opsi.gov.uk/acts/acts2002/ukpga\\_20020032\\_en\\_14#pt10-ch1-pb4-l1g162](http://www.opsi.gov.uk/acts/acts2002/ukpga_20020032_en_14#pt10-ch1-pb4-l1g162)

<sup>2</sup> [www.opsi.gov.uk/ACTS/acts2005/ukpga\\_20050018\\_en\\_15#sch8](http://www.opsi.gov.uk/ACTS/acts2005/ukpga_20050018_en_15#sch8)

responsibility for leading the school's action planning. A number of requirements have been satisfactorily addressed, particularly the development and implementation of policy and practice. However, a significant number of the minimum standards for boarding schools remain unmet, particularly in respect of students' welfare and the standard of the boarding accommodation.

At the monitoring inspection in March 2009 the school was required to improve its child protection policy and procedures. The progress monitoring visit in October 2009 found that the school had revised its policy and staff had received basic training in safeguarding. However, neither of the designated child protection officers had undertaken the enhanced training required, the policy has not been reviewed and the school offered limited guidance to staff. Basic training for all staff took place in July 2009 but there is not a list available of which staff this involved. Five members of staff completed higher-level training in October 2009 and three members of staff have also undertaken training provided by the Bromley Safeguarding Children Board. At present, the proprietors have not undertaken any training.

The school has revised its safeguarding policy, which was seen on this visit. Many key elements are included in this but a number of omissions in this policy were identified and shared with the school. These include:

- making clear that the policy is available to parents on the school website or, where there is no website, in hard copy on request
- confirming that the school operates safe recruitment procedures, including Criminal Records Bureau (CRB) checks on all persons in regular contact with pupils, including volunteers and staff employed by another organisation
- providing guidance for staff on how to avoid harming pupils or putting themselves at risk of allegations
- setting out clearly arrangements for dealing with abuse by pupils against another pupils
- requiring training in child protection and inter-agency working for the designated persons that is updated every two years
- requiring training in child protection for the headteacher and all staff and all others involved regularly with pupils that is updated every three years
- stating that any deficiencies or weaknesses in child protection arrangements will be remedied immediately
- providing that the proprietor undertakes an annual review of the child protection policies and their application
- making clear that the school will inform Ofsted as is reasonably practicable but no later than 14 days of any actual abuse or allegations of abuse on the premises
- acknowledging the requirement to report to the Independent Safeguarding Authority within one month of leaving the school any person whose services are no longer used because they are considered unsuitable to work with pupils.

At the March 2009 monitoring visit, the school was required to ensure that the discipline/rewards and sanctions policy was implemented correctly. The monitoring visit in October 2009 found that the policy was not fully implemented and the school maintained inadequate records of the range and sequence of sanctions it had imposed on students. This visit found that the school has satisfactorily implemented its behaviour and rewards and sanctions policies. Records of rewards and sanctions seen indicate that information is being carefully gathered and collated. The rewards are not easily given but, as shown by the records, are achievable. Sanctions are fair and layered appropriately to the nature of the offence and the student's past record.

At the March 2009 monitoring visit, the school did not ensure that all health and safety requirements were met with appropriate risk management and the provision of training for staff, and that tests were made on all electrical equipment. The monitoring visit in October 2009 found that some, but too few, risk assessments had been carried out for the whole building and for all school activities. However, staff had not received appropriate training and electrical equipment has not been checked. Since the last monitoring visit, the school has had professional help in drawing up and implementing a health and safety policy. High and medium risks have been identified and a timetable set out to address these. The school is awaiting the completion of the periodic electrical test of the wiring; portable appliances have been tested and failed items removed. Training has been provided by an external provider for 14 fire marshals and arrangements are in place for briefing new staff about procedures.

At the time of the monitoring visit in March 2009, fire safety procedures required improvement. The monitoring visit in October 2009 found that some improvements had been made in relation to fire safety. A fire safety inspection by the local Fire Authority identified no major failures. Regular fire drills were undertaken, and systems and equipment were checked on a regular basis. However, the school did not undertake frequent and regular testing of the emergency lighting or ensure that there was adequate training in fire safety for all staff. Fire doors were not all kept closed. Since the last visit, the school has engaged an external contractor to maintain the fire alarm systems, emergency lighting and fire-fighting equipment. It has also improved the frequency with which checks are made on the fire equipment, alarms and emergency lighting, and the regularity of fire drills. Improvements have been made to fire doors, including the installation of smoke retardant strips on door frames and the installation of automatic door closers.

The monitoring visit in March 2009 required the first aid policy to be improved and fully implemented. The monitoring visit in October 2009 found that some, but insufficient, progress had taken place. Some staff had been trained to administer first aid. The revised policy provided too little guidance for staff and, at times, offered poor guidance in the event of an accident. The school's medical kit was inadequately stocked. Since the last monitoring visit, first aid training has been provided for five members of staff. First boxes have been re-equipped in compliance with course guidance.

The monitoring visit in March 2009 found that the school failed to meet a number of regulations concerned with the checks to be undertaken on all staff and volunteers. The monitoring visit in October 2009 found that the school had taken some action to meet these regulations. It had undertaken the appropriate checks on staff and volunteers to confirm their right to work in the United Kingdom. Enhanced CRB checks had been carried out on staff and volunteers. However, the school had not carried out the full range of checks on all staff, volunteers and the proprietors (known as the trustees) which include those on identity, medical fitness, previous employment history, character references and, where appropriate, qualifications and professional references. Since the last visit, the school has put in place new systems which ensure that all these requirements are met. Files were sampled during this visit and found to meet requirements. The monitoring visit in October 2009 found that the school maintained a single central register in an electronic format but that this did 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 evidence seen during this visit indicates that the single central record is now complete and shows all the required checks have been made.

The March 2009 monitoring visit found that the ablution, bathing and toilet areas were not maintained in a tidy, clean and hygienic state. The monitoring visit in October 2009 found that this requirement was still not met. Many tiles in the room for ablutions were dirty, some were missing and students were expected to dry their hands with shared fabric towels. The school has started a programme of refurbishment but this is at an early stage of implementation. However, standards of cleanliness and hygiene are still not high enough.

A number of the national minimum standards for boarding schools remain unmet and progress has been too slow. Some staff with responsibility for safeguarding students remain inadequately trained and the correct procedures for notifying the authorities about incidents have not been followed. While the school has made some improvements in the management and leadership of the practice and development of boarding, particularly through the development of policies and procedures, day-to-day practice still lacks the necessary rigour. Although procedures to enable the proprietors to monitor the welfare provision effectively are now in place, there are insufficient records of what they have been told, and how they have analysed and commented on this information.

Training in the management of boarding provision for senior boarding staff remains inadequate: while some training has been provided and duty rosters implemented, there are no clear plans to demonstrate how the ongoing training and development needs of boarding staff will continue to be provided for and monitored. There is no written record to demonstrate how the proprietors have been provided with health and safety procedures training, although the school manager stated that he has talked them through the policy.

The school has made satisfactory progress in planning to deal with some, but not all, foreseeable major incidents or crises: the health and safety policy and procedures

have been updated and guidance includes dealing with illnesses, accidents and fires; the safeguarding policy outlines the procedures for dealing with allegations and complaints. However, the school has not catered for other specified contingencies. A general risk assessment document has been drawn up which covers a number of immediate key areas: it is not exhaustive and does not currently cover any areas within the boarding accommodation. Some work has commenced to complete a number of risk assessments pertaining to the premises and activities, but there is no clear system to monitor, review and update these documents. Only boarders over the age of 16 are permitted to leave the school site at specified times and under the supervision of a staff member. There is no evidence of boarder consultation. The policy and guidance for school journeys is insufficient. The ratio as detailed within the current policy is 20:1, whereas the school action plan indicated that this would be 10:1. No journeys have been undertaken since the action plan was returned.

The organisation of the boarding accommodation does not provide appropriate separation of boarders by age. The student boarding list details boarders sharing a room with examples of age gaps including two, three and five years. In some instances, the school says these are brothers who have asked to share. However, there is no clear rationale which states why an age range of more than two years has been deemed appropriate by the school. Bedrooms are also sometimes used within the boarding accommodation to accommodate visitors to the school.

The student welfare policy describes the basic steps to be followed in the event of a student displaying mental or behavioural difficulties. However, there is no reference to the implementation of welfare plans and no provision or guidance in place to demonstrate how such needs will be identified or supported. Additionally, there is no evidence in place to demonstrate that any incidents of boarders undergoing times of personal stress are either being identified or adequately supported. There are records of meetings between the staff, which are forwarded to the headteacher. The headteacher holds a telephone conversation with the proprietors on a weekly basis. However, records are minimal and unclear, and there is no evidence to demonstrate that the proprietors receive any form of clear documentation, or undertake any specific monitoring directly.

Facilities used by boarders to store food and prepare their own hot and cold snacks and drinks hygienically remain inadequate: although all electrical equipment has now been tested, there has been insufficient action to promote good standards of food hygiene. The school manager has drawn up duty rosters which are clear in terms of who is on site and when. These show that a staff member is on duty within each wing at night. However, the ratio of staff to boarders is insufficient and results in boarders remaining on site for almost all of their free time. The school relies too much on older boarders having a supervisory responsibility for the younger ones. While the school's own prescribed staffing levels are maintained in the event of staff absence and sickness, through other existing staff members providing additional cover when this is needed, the prescribed cover arrangements are not satisfactory.

## Compliance with regulatory requirement

As a result of this inspection visit, the school must take action to meet the Education (Independent School Standards) (England) Regulations 2003<sup>3</sup> 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))
- have regard to the national minimum standards for boarding schools (paragraph 3(3))
- 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 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 and receive suitable training in child protection (NMS 3.6)
- 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 fires, serious allegations or complaints or significant accidents (NMS 9.2)
- ensure the organisation of boarding houses or units provides 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)

---

<sup>3</sup> [www.opsi.gov.uk/si/si2003/20031910.htm](http://www.opsi.gov.uk/si/si2003/20031910.htm)

- ensure records of risk assessments, major punishments, complaints and accidents are regularly (at least twice a term) monitored by the headteacher or a designated 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 (NMS 25.5)
- 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 of 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 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 staff turnover, 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, for example, for educational or recreational use outside class time, including areas such as gymnasias, 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 the 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	11–25
Gender of pupils	Boys
Number on roll (full-time pupils)	131
Number of boarders	Boys: 128
Number of pupils with a statement of special educational need	Boys: 0
Annual fees (boarders)	£2,400
Address of school	Foxbury Avenue Chislehurst Kent BR7 6SD
Telephone number	020 8295 0367
Fax number	020 8295 0655
Email address	info@darulloomlondon.co.uk
Headteacher	Mr Mustafa Musa
Proprietor	Trustees of Darul Uloom
Reporting inspector	Michael Best
Dates of inspection	13 July 2010