



**ISI** Independent  
Schools  
Inspectorate

**Progress Monitoring Inspection Report**

**Islamiyah Girls School**

**June 2023**

## School's details

<b>School</b>	Islamiyah Girls School	
<b>DfE number</b>	889/6007	
<b>Address</b>	Islamiyah Girls School Willow Street Little Harwood Blackburn BB1 5NQ	
<b>Telephone number</b>	01254 661259	
<b>Email address</b>	info@islamiyahschoolblackburn.com	
<b>Headteacher</b>	Mrs Yaasmin Mubarak	
<b>Proprietor</b>	Masjid-E Sajedeen Islamiyah	
<b>Age range</b>	11 to 16	
<b>Number of pupils on roll</b>	196	
	<b>Seniors</b>	196
<b>Date of inspection</b>	20 June 2023	

## 1. Introduction

### Characteristics of the school

- 1.1 Islamiyah School is an independent Muslim day school for female pupils, located in the Little Harwood district of Blackburn. The school was founded in 2000 and is owned by the nearby Masjid-e-Sajedeen mosque, whose members act as trustees and provide governance. The school offers both secular and Islamic education. No pupil has an education, health and care (EHC) plan, and the school has identified no pupils as having special educational needs and/or disabilities (SEND). A new headteacher was appointed in January 2023. The school's previous inspection was a regulatory compliance inspection in November 2022.

### Purpose of the inspection

- 1.2 This was an unannounced progress monitoring inspection at the request of the Department for Education (DfE) to check that the school has fully implemented the action plan submitted following the regulatory compliance in November 2022. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs). The DfE requested inspection of additional regulations during the visit following additional concerns raised.

Regulations which were the focus of the inspection	Team judgements
Part 3, paragraph 7 (safeguarding)	<b>Remains Unmet</b>
Part 3, paragraph 16 (risk assessment)	<b>Not Met</b>
Part 4, paragraphs 18–21 (suitability of staff, supply staff and proprietors)	<b>Remain Unmet</b>
Part 5, paragraphs 23 and 25 (changing accommodation and showers; maintenance)	<b>Remain Unmet</b>
Part 6, paragraph 32(1)(c) (provision of information)	<b>Met</b>
Part 7, paragraph 33 (complaints)	<b>Met</b>
Part 8, paragraph 34 (leadership and management)	<b>Remains Unmet</b>

## 2. Inspection findings

### Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

#### Safeguarding policy

- 2.1 The school meets the requirements.
- 2.2 The school has an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

#### Safeguarding implementation

- 2.3 The school does not meet the standard.
- 2.4 The school does not implement its safeguarding arrangements with sufficient rigour to promote the pupils' welfare effectively.
- 2.5 The designated safeguarding lead (DSL) and deputies have the appropriate level of training for their roles. The DSL provides regular training for staff, including regular update sessions when necessary. New staff have an induction process, which includes familiarisation with the required policy, documentation and procedures. However, this training is not sufficiently understood by all staff, including senior leaders and those with safeguarding responsibilities.
- 2.6 The school has recently updated the safeguarding policy following advice from the local authority. This required the inclusion of new contact details and the correct reference to the local safeguarding partnership. During the visit staff were still referring to outdated information when discussing lines of referral and contact points with external agencies. Uncertainty about correct referral procedures has led to delays in effective referral to external agencies of concerns about pupils.
- 2.7 Staff are clear about expectations in terms of handling safeguarding matters and reported that they are confident to use whistleblowing procedures if necessary. Pupils reported that they feel safe in school and that there are adults to whom they can report any worries or concerns. There are appropriate systems in place to monitor use of the internet and pupils are suitably educated about how to stay safe online.
- 2.8 Contact between the school and children's services has improved since the previous inspection. Both the local authority designated officer (LADO) and the local education safeguarding lead are helping the school to improve their understanding of safeguarding requirements. The referral process to the LADO of any allegations against adults is known by staff in the event that any cases should arise. Closer links between the school and local agencies has enabled further training initiatives to be put in place.
- 2.9 Safeguarding records of individual pupil welfare concerns lack sufficient coherence and are not held as centralised records. This prevents systematic assessment of the ongoing risks to pupils.
- 2.10 Governors' oversight of safeguarding currently lacks sufficient rigour. Governors lack the understanding of safeguarding requirements required to enable effective monitoring of pupils' welfare and the management of safeguarding in the school. Checks made by senior leaders and governors do not identify errors in staff recruitment and the SCR, demonstrating a lack of effective training in safer recruitment processes and procedures.
- 2.11 Since the previous inspection, the school has successfully addressed a number of previous omissions in respect of the safer recruitment of staff and governors to the school. The school now ensures that barred list checks and satisfactory references are obtained before staff begin work at the school. However, the recruitment procedures are not yet implemented in all areas with regard to governors.

### **Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16]**

- 2.12 The school does not meet the standard.
- 2.13 The school has an appropriate risk assessment policy which sets out the required procedures but this is not implemented effectively. A risk assessment log appropriately records daily and weekly checks across the school site. However, other risk assessments, including those in respect of trips, lack a robust process of assessing risk and do not detail effective mitigating actions. Limited evidence was provided of specific risk assessments drawn up to support the welfare of vulnerable pupils. Those scrutinised did not demonstrate a sufficiently rigorous assessment of the measures need to support such pupils. Staff in discussion could not recall when they had last received risk assessment training.

### **Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21]**

- 2.14 The school does not meet all of the standards.
- 2.15 Some of the omissions noted in the previous inspection have now been addressed, in particular late recruitment checks. The school is able to evidence identity and right to work checks are in place for all governors, with the exception of the chair of governors. Enhanced criminal record checks have now been undertaken on other governors, again with the exception of the chair of governors. Checks on prohibition from management have not completed for all governors. Additionally, it was not possible to evidence checks on the chair of governors, in post for over a year. Because the school had not accurately followed the relevant application process, the return of documentation from the DfE had been delayed, making it impossible to confirm that all the required checks had been undertaken.
- 2.16 Since the previous inspection, there has been one appointment of a member of staff and all required recruitment checks were undertaken correctly. At the time of the visit two staff members temporarily absent from the school had been removed from the single central register (SCR) and logged as leavers, instead of being maintained on the active register.

### **Premises and accommodation – changing accommodation and showers; maintenance [ISSR Part 5, paragraphs 23 and 25]**

- 2.17 The school does not meet the standards.
- 2.18 The proposed new changing facility which was intended to address the failing in this area in the previous inspection has not yet been completed and is therefore not operational. Pupils are currently wearing games kit under their clothes on days allocated for sport and do not have an appropriate changing and showering facility they can access. Sections of the main school building continue to be in a poor condition.

### **Provision of information [ISSR Part 6, paragraph 32(1)(c)]**

- 2.19 The school meets the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are published on the school's website and is provided to parents on request.

### **Manner in which complaints are handled [ISSR Part 7, paragraph 33]**

- 2.20 The school meets the standard.
- 2.21 The school's complaints procedures are available on the school's website. They provide for concerns and complaints to be considered on an informal basis; enable a formal procedure for complaints to be

made in writing; and provide for a hearing before a panel which includes an independent member should parents remain dissatisfied. The procedure allows for parents to be accompanied; for the panel to make findings and recommendations; and for a confidential record to be kept on the findings, including action taken by the school, whether or not the complaint is upheld. This policy is followed in practice. Records show that most complaints are resolved informally.

### **Quality of leadership and management [ISSR Part 8, paragraph 34]**

- 2.22 The school does not meet the standard.
- 2.23 The proprietor has not yet ensured that the leadership and management of the school demonstrate good skills and knowledge, and fulfil their responsibilities effectively, so that the other standards are consistently met, and they actively promote the wellbeing of the pupils.
- 2.24 The action plan required by the previous inspection has not been fully implemented in a number of areas.

### 3. Regulatory action points

3.1 The school does not meet all of the requirements of the Education (Independent School Standards) Regulations 2014 and should take immediate action to remedy deficiencies as detailed below.

#### **ISSR Part 3, Welfare, health and safety, paragraph 7**

- The school must ensure that senior leaders and those with safeguarding responsibilities demonstrate sufficient understanding of their safeguarding training to enable them to identify lines of referral and contact points with external agencies [paragraph 7(a) and (b)].
- The school must ensure that safeguarding records of individual pupil welfare concerns are held centrally and are sufficiently coherent to enable the systematic assessment of the ongoing risks to pupils [paragraph 7(a) and (b)].
- The school must ensure that all its recruitment procedures are implemented effectively in all areas, including required checks on governors [paragraph 7(a) and (b)].
- Governors must ensure they have the necessary training to enable sufficient understanding of safeguarding to monitor pupils' welfare and the management of safeguarding in the school effectively, including with regard to recruitment checks [paragraph 7(a) and (b)].

#### **ISSR Part 3, Risk assessments, paragraph 16**

- The school must implement its risk assessment procedures effectively to reduce risks to pupils, including by detailing actions needed to mitigate identified risks; compiling sufficiently rigorous risk assessments which specifically relate to pupils' personal welfare; and ensuring all staff receive sufficient training to enable risk assessments to be completed and implemented effectively [paragraph 16(a) and (b)].

#### **ISSR Part 4, Suitability of staff, paragraph 18–21**

- The school must ensure that all the appropriate checks are completed for the school's chair of governors [paragraph 20(5)(a)(i) and (ii), 20(5)(b)(i), (ii) and (iii)].
- The school must ensure that all governors are checked against the list of those prohibited from management in schools [paragraph 20(6)(a)(ii)].
- The school must ensure that the single central register records all the appropriate checks for all employed members of staff [paragraph 21(1), 21(3)(a)(i-viii) and (b)].

#### **ISSR Part 5, Premises and accommodation, paragraph 23 and 25**

- The school must ensure that 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 [paragraph 23(1)(c)].
- The school must ensure that the premises and the accommodation and facilities therein are maintained to a standard that, so far as is reasonably practicable, the health and safety of the pupils are ensured [paragraph 25].

**ISSR Part 8, Quality of leadership in and management of schools, paragraph 34**

- The school must ensure effective oversight of safeguarding, risk assessment, recruitment procedures and the maintenance of premises, so that standards are met consistently and the wellbeing of pupils is actively promoted [paragraph 34(1)(a), (b) and (c)].



## 4. Summary of evidence

4.1 The inspectors held discussions with the head, senior leaders and other members of staff, and had a telephone conversation with the chair of governors. They visited different areas of the school and talked with groups of pupils. They scrutinised a range of documentation, records and policies.

### Inspectors

Mr Tony Halliwell

Reporting inspector

Mr Gerard Silverlock

Assistant reporting inspector