

# Harrow Primary School

80–82 Gayton Road, Harrow, London HA1 2LS

## Inspection Dates

6 June and 7 July 2017

### Overall outcome

**The school meets all of the independent school standards that were checked during this inspection**

## Main inspection findings

### Part 3. Welfare, health and safety of pupils

#### *Paragraph 7, 7(a) and 7(b)*

- At the school's last standard inspection in January 2017, inspectors found that leaders had not ensured that staff had read part one of 'Keeping children safe in education' (September 2016). There was no designated safeguarding leader, and staff did not always follow the school's safeguarding policy. For example, they had not always reported concerns to the local authority's designated officer, or to the Disclosure and Barring Service, when required.
- The action plan indicated that leaders have met with a representative from Harrow Local Safeguarding Children Board (LSCB) for advice. The school is undertaking the local authority's safeguarding audit to improve safeguarding and promote the welfare of pupils.
- In March 2017, all staff undertook the local authority's safeguarding training. Two senior staff have successfully completed the designated safeguarding lead training at the correct level. Their names and responsibilities are set out clearly in the revised safeguarding policy.
- Senior leaders and trustees have met with a representative from the Harrow LSCB and are now clear about the correct procedures for raising any safeguarding concerns. They have also completed the local authority's safeguarding audit. Leaders use a range of strategies to check the staff's understanding of safeguarding procedures.
- The requirements for this paragraph are met.

#### *Paragraph 15*

- At the inspection in January 2017, inspectors found that the destinations of pupils who had left the school were not entered onto the admissions register. Therefore, school leaders could not be certain that pupils were not missing from education.
- The action plan indicated that leaders are now working effectively with local authority officers to ensure that the admissions register contains all the required details.
- The deputy headteacher is responsible for ensuring that the admissions register is completed accurately. The admissions register meets requirements and includes the

destinations of pupils who have left the school.

- The school's comprehensive and effective safeguarding policy reflects the latest guidance from the Secretary of State, 'Keeping children safe in education' (September 2016). The school's website has all the required policies, including the safeguarding and data protection policy, which are also available upon request from the school's office.
- Trustees and leaders have created a strong safeguarding ethos in the school. They take safeguarding very seriously and engage well with parents and outside agencies to help keep pupils safe. All staff have completed the required safeguarding training, including training relating to their responsibilities under the 'Prevent' duty.
- The requirements for this paragraph are met.
- All the requirements for this part are met.

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

*Paragraph 18, 18(2)(a), 18(2)(b), 18(2)(e), 18(3), 20(6), 20(6)(a), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(iii), 21(1), 21(2), 21(3), 21(3)(a), 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), 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii), 21(5)(c) and 21(6)*

- The inspection in January 2017 found that there were weaknesses in the school's recruitment procedures. Leaders were not always carrying out the necessary checks on staff and trustees or recording them on the single central record (SCR) of recruitment checks. Omissions included whether staff or trustees were prohibited from teaching, or barred from the management of independent schools, and checks on those staff members who had lived or worked abroad. Staff had been allowed to start work without a barred list check and without supervision arrangements in place.
- Documentation was submitted with the action plan, which clearly shows that all the required checks have been carried out and are recorded on the SCR.
- Checks on those prohibited from working in schools or barred from undertaking management roles, or those who have lived or worked abroad are now routinely carried out for all staff. Scrutiny of the single central record of recruitment checks shows that all the required checks, for staff and trustees, have been completed and meet statutory requirements.
- The safer recruitment policy has been revised and has strengthened the school's recruitment procedures. For example, it clearly states that staff are not permitted to start work without all the required checks being carried out.
- The requirements for this paragraph are now met.
- All the requirements for this part are met.

#### Part 7. Manner in which complaints are handled

*Paragraph 33, 33(a), 33(b), 33(c), 33(d), 33(e), 33(f), 33(g), 33(h), 33(i), 33(i)(i), 33(i)(ii), 33(j), 33(j)(i), 33(j)(ii) and 33(k)*

- The school's complaints policy and procedures are clearly written and comprehensive, and are published on the school's website.
- The requirements for this paragraph continue to be met.

- All the requirements for this part continue to be met.

## Part 8. Quality of leadership in and management of schools

### *Paragraph 34(1), 34(1)(a), 34(1)(b) and 34(1)(c)*

- The proprietor and senior leaders have made good progress towards meeting the unmet independent school standards, identified at the inspection in January 2017. They have attended well-considered training and have sought expert advice to help them make the improvements required to meet the independent school standards.
- Leaders, including the proprietor, have successfully addressed all the unmet standards relating to pupils' welfare, health and safety, including the necessary recruitment checks on the suitability of staff.
- Staff in leadership posts and trustees have the necessary skills and knowledge and a good understanding of their roles and responsibilities. They have successfully addressed all the unmet standards identified in January 2017, and have ensured that all the independent school standards are met. The manner in which complaints are handled is also judged to meet requirements.
- The requirements of this paragraph are now met.
- The school meets all the requirements for this part.

## Compliance with regulatory requirements

The school meets 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. 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

- Ensure that arrangements are made to safeguard and promote the welfare of pupils at the school; and such arrangements have regard to any guidance issued by the Secretary of State (paragraph 7, 7(a), 7(b)).
- Ensure that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006 (paragraph 15)).
- Ensure that no person appointed as a member of staff at the school is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act 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 (paragraph 18(2), 18(2)(a), 18(2)(b)).
- Ensure that 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 (paragraph 18(2), 18(2)(e)).
- Ensure that 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 (paragraph 18(3)).
- Ensure that any person who is a member of a body of persons named as the proprietor of the school in the register or in an application to enter the school in the register, does not carry out work, or intend 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 (paragraph 20(6), 20(6)(a), 20(6)(a)(ii)).
- Ensure that any person who is a member of a body of persons named as the proprietor of the school checks that where, by reason of a person living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish the person's suitability to work in a school, such further checks as the Chair of the school considers appropriate, having regard to any guidance issued by the Secretary of State (paragraph 20(6), 20(6)(b), 20(6)(b)(iii)).
- Ensure that a register is kept which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question. The register referred to may be kept in electronic form, provided that the information so recorded is capable of being reproduced in legible form (paragraph 21(1), 21(2)).

- Ensure that in relation to each member of staff appointed on or after 1st May 2007, checks were made to establish the staff member's identity, whether they are barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act (paragraph 21(3), 21(3)(a), 21(3)(a)(i) and 21(3)(a)(ii)).
- Ensure that a check was made to establish whether the staff member 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 (paragraph 21(3), 21(3)(a), 21(3)(a)(iii)).
- Ensure that checks were made to ensure, where appropriate, that the staff member had the relevant qualifications, an enhanced criminal record certificate was obtained, including the date on which each such check was completed or the certificate obtained and the staff member had the right to work in the United Kingdom (paragraph 21(3), 21(3)(a), 21(3)(a)(iv), 21(3)(a)(v), 21(3)(a)(vi), 21(3)(a)(vii), 21(3)(a)(viii)).
- Ensure that a check was made to establish whether the staff member is subject to a prohibition order or an interim prohibition order, including the date on which such check was completed (paragraph 21(3), 21(3)(b)).
- Ensure that in relation to supply staff, whether written notification has been received from the employment business, that checks corresponding to those referred to in sub-paragraph (3)(a)(i) to (iv), (vi) and (vii) have been made to the extent relevant to any such person, that an enhanced criminal record check has been made and that it or another employment business has obtained an enhanced criminal record certificate in response to such a check (paragraph 21(5), 21(5)(a), 21(5)(a)(i), 21(5)(a)(ii)).
- Ensure that where written notification has been received from the employment business in accordance with a contract or other arrangements referred to in paragraph 19(2)(d), that it has obtained an enhanced criminal record certificate, whether the employment business supplied a copy of the certificate to the school (paragraph 21(5), 21(5)(c)).
- Ensure that the information referred to in this sub-paragraph is, in relation to each member 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 (paragraph 21(6)).
- Ensure that the persons with leadership and management responsibilities demonstrate good skills and knowledge relevant to their role, and fulfil these responsibilities effectively and actively promote the well-being of pupils so that the independent school standards are met consistently (paragraphs 34(1), 34(1)(a), and 34(1)(b) and 34(1)(c)).

## School Details

Unique reference number	138598
DfE registration number	310/6006
Inspection number	10037575

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	Islamic day school
School status	Independent school
Age range of pupils	5 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	30
Number of part-time pupils	0
Proprietor	Alridha Foundation
Chair	Fadhil Mehdi
Headteacher	Mohammed Golshahi
Annual fees (day pupils)	£3,300
Telephone number	020 3397 7997
Website	<a href="http://www.harrowprimary.org.uk">www.harrowprimary.org.uk</a>
Email address	<a href="mailto:info@harrowprimary.org.uk">info@harrowprimary.org.uk</a>
Date of previous standard inspection	10–12 January 2017

## Information about this school

- Harrow Primary School is an independent school in the London borough of Harrow. It has an Islamic ethos and religious character.
- The school's aims and ethos are built on the core Islamic values of wisdom, respect, tolerance, fairness, generosity, compassion, forgiveness, courage and truth. The school aims to provide a values-based education that is consistent with respect and good citizenship within British society.
- The school was registered by the Department for Education in May 2012.
- The proprietor is the Alridha Foundation, previously known as the Alsalam Foundation.

The trustees changed the name in 2015 because the foundation was frequently confused with other foundations of the same name.

- The school is registered to admit girls and boys between the ages of five and 11. It is a mixed school. The school is registered for 130 pupils and there are currently 30 pupils on roll.
- The school occupies two houses that have been converted for educational use. The houses are separated by the entrance driveway to a large secondary school.
- At the time of the last standard inspection in January 2017, the school's overall effectiveness was judged to be inadequate. This is the first progress monitoring inspection to check whether the school meets all the independent school standards.
- The new headteacher joined the school in January 2017.
- One of the school buildings is shared with the Salam Nursery, a linked provider with a separate registration. This provider includes provision for children in Nursery and Reception classes.
- There are no pupils who have a statement of special educational needs or an education, health and care plan.
- There were no responses to the Ofsted online survey (Parent View).
- The school's website meets the requirements of the independent school standards.

## 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 to not comply with at its previous inspection.
- The inspection on 6 June 2017 was carried out without notice. The inspection on 7 July 2017 to gather additional evidence was carried out with one day's notice.
- This first progress monitoring inspection focused on the school's progress in meeting particular requirements in Parts 3, 4 and 8 of the independent school standards.
- The school submitted an action plan which was evaluated in April 2017 and was not approved.
- The inspector held discussions with the headteacher and deputy headteacher. He scrutinised a range of documentation related to the independent school standards, including the single central record of recruitment checks. The inspector also reviewed key documents and policies, including those related to safeguarding and child protection.

## Inspection team

David Scott, lead inspector

Ofsted Inspector

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