

Read Academy

445-447 Ley Street, Ilford, Essex IG1 4AD

Inspection dates

30 October 2018

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(2)(e), 2(2)(e)(i), 2(2)(e)(ii), 2(2)(e)(iii) and 2(2)(f)

- At the full standard inspection, impartial careers advice was not available for secondary aged pupils. The early years provision was based across two sites. The provision on the Ley Street site was not effective, and children were not prepared for Year 1.
- The action plan submitted by the school to the Department for Education (DfE) lacked clarity. It consisted of broad statements of intent about provision for careers guidance and there were no timescales for implementation. The plan contained no detail about improving or ensuring the quality of early years provision. The only pertinent actions were to close the Ley Street site and cease provision for children under three years old.
- Leaders have made some progress in developing careers education information advice and guidance. There is a careers policy with planned careers lessons for pupils in all year groups to develop their personal skills, aptitudes and knowledge about careers. Pupils find the lessons interesting and useful. Year 9 pupils have participated in a careers fair and can talk confidently about different career pathways. However, leaders are still exploring how to ensure that careers advice is impartial and there is more work to be done before this standard is met.
- In the early years, leaders have eliminated the variation in consistency across the two sites. The Ley Street site is closed, and the school does not admit two-year olds. On the Mansfield Road site, the provision meets requirements. Children's learning is well planned, and their progress and development are carefully monitored. The requirements of this sub-paragraph 2(2)(f) are met.
- Overall, the requirements of this paragraph unmet.
- The school does not meet all the requirements for this part.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b), 32(1) and 32(1)(c)

- At the full standard inspection, safeguarding was judged to be ineffective. The safeguarding policy did not reflect the most recent statutory guidance. Not all staff were

aware that safeguarding was their responsibility. Evidence of leaders working effectively with other agencies was limited.

- The action plan submitted by the school to the DfE did not address the standard sufficiently. Improvements to safeguarding training for staff were undated and marked as 'ongoing'.
- Safeguarding is not effective and so pupils are at risk of harm. The safeguarding policy has been updated. Whilst the policy now meets requirements, and is available for parents on the school website, leaders do not adhere to it. They have not developed a culture of safeguarding. The inspector gained access to the playground and school buildings. This is because the site is not secure. Leaders are not alert to the safeguarding concerns arising from pupils' behaviour. Consequently, although leaders follow up the behaviour incidents, they do not respond to the safeguarding aspects.
- Leaders gave contradictory accounts of their assessment of the risks of radicalisation and extremism. They are not alert enough to the risk of extremism. The 'Prevent' duty risk assessment is not fit for purpose, and the accompanying notes refer to a different school. Leaders have not made links with the local authority for the 'Prevent' duty, as set out in their safeguarding policy. As a result, pupils are not aware of the dangers of extremism.
- Leaders' approach to the vetting of visiting speakers is haphazard and lacks consistency. Some speakers are not vetted on arrival, for example, if the school already knows them. The visitor declaration form, which was shared with the inspector, was from another school. Records of these checks are not documented systematically.
- Pupils say that teachers are kind, and that they feel safe. Pupils are clear that there is very little bullying. They know that they can tell an adult if they have worries and are confident that any concerns they have will be sorted out.
- The requirements of paragraph are unmet.

Paragraph 11, 12, 16, 16(a) and 16(b)

- The DfE commissioned this inspection to evaluate the standards in relation to the school's application for a material change to the registered premises.
- Leaders do not ensure that the premises are safe for pupils. Pupils have access to hazardous rubbish, such as broken chairs, broken tables and a radiator in the outdoor space. There are unlocked cupboards containing untidy maintenance equipment and discarded resources. The school's system for locking and unlocking the cupboards are ineffective, and leaders are over-reliant on pupils' common sense not to take risks. The windows in the secondary school building do not have window restrictors, and other window frames are hazardous, and windows do not close properly. The health and safety policy has not been updated to include the role of governors.
- Leaders have not acted on the failure identified in the school's most recent fire risk assessment. Fire signage is inconsistent. One fire exit route has no signage. In another case, a fire exit sign is in place, where the school no longer uses the fire exit. Leaders have allowed the rubbish in the outdoor space to block a fire exit route from the playground. This places pupils at risk of harm.
- Risk assessments vary in quality. Some, such as those for trips out of school, indicate that leaders understand risk and control measures. However, leaders have not acted on

the fire risk assessment, and the 'Prevent' duty risk assessment is not fit for purpose. The risk assessment policy has not been updated to include the role of governors.

- The requirements of these paragraphs are unmet.

Paragraph 15

- At the full standard inspection, leaders were not fulfilling their duties in relation to the admissions register. They did not follow up the destinations of leavers and did not keep the local authority informed about pupils who could potentially be missing from education.
- The school's action plan submitted by the school to the DfE did not address the standard sufficiently. The only action identified was too generic, and there was no additional information included, such as dates or measures of success.
- Leaders have ensured that the admissions register meets requirements. Leavers are now accounted for, and destinations are recorded on the register. Leaders follow up with the local authority when required.
- The requirements of this paragraph are met.
- The school does not meet all the requirements for this part.

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

Paragraph 18(2)(b) and 18(3), 20(6), 20(6)(a), 20(6)(a)(i), 20(6)(a)(ii), 20(6)(b), 20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii) and 20(6)(c), 21(3)(a), 21(3)(a)(iii), 21(3)(b) and 21(7)

- At the full standard inspection, the school was not completing all required pre-recruitment checks. Additionally, the school was not recording information accurately on the single central record for new staff, volunteers and trustees.
- The action plan submitted by the school to the DfE sets out that all checks required prior to employment had been completed. It also states that all aspects of the single central register were complete and up to date for all adults.
- The checks on staff to ensure that they are not prohibited from teaching and/or holding a leadership role in a school have been completed.
- Governors have undergone a range of checks. However, the checks to ensure that they are not prohibited from having a leadership role in an independent school have not been completed.
- There appears to have been a change in proprietor from the individual named proprietor to a charity, Read Academy Education. Leaders are unclear whether the DfE has been informed.
- Checks on staff and leaders for the prohibition of teaching and for undertaking a leadership position in an independent school, although completed, are not recorded in the single central record.
- The requirements of paragraph 18 are met.
- The requirements of paragraphs 20 and 21 are unmet.
- The school does not meet all the requirements for this part.

Part 5. Premises of and accommodation at schools

Paragraph 23(1) and 23(1)(c)

- At the full standard inspection, there were no changing and shower facilities.
- The school's action plan identified a building contractor and a completion date for the installation of a shower unit and changing room facility.
- This work has been completed.
- The requirements of this paragraph are met.

Paragraph 23(1), 23(1)(a), 23(1)(b), 23(1)(c), 24(1), 24(1)(a), 24(1)(b), 24(2), 25, 26, 27, 27(a), 27(b), 28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(d), 28(2), 28(2)(a), 29(1), 29(1)(a) and 29(1)(b)

- The DfE commissioned this inspection to evaluate all the standards in this part, in relation to the school's application for a material change to the registered premises.
- Leaders have not ensured that the site and premises are maintained to ensure that pupils are safe. This is because of the safety issues with the windows in the secondary school building, the rubbish blocking fire exits, and the risks posed to pupils by unlocked storage cupboards. The secondary school building is not maintained to the same standard as the primary school building. In addition, the decommissioned urinals have not been removed from the premises.
- Other aspects of the premises meet requirements. Pupils have sufficient toilet and washing facilities, and access to drinking water. There is outside space for pupils to play, and for physical education. The space for the treatment of pupils who are unwell meets requirements.
- The requirements of paragraph 23, 24, 26, 27, 28 and 29 are met.
- The requirements of paragraph 25 are unmet.
- The school does not meet all the requirements for this part.

Part 8. Quality of leadership in and management of schools

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

- At the full standard inspection, leaders had not ensured that the independent school standards were met.
- Leaders have not acted to ensure that all the independent school standards are met. Although some standards are now met, there has been insufficient improvement and serious areas of concern remain. In addition, other standards are unmet.
- A new governing body has been in place since September 2018 and met twice. The chair of governors is realistic about the school's weaknesses and has a clear vision to take the school forward. The action plan has been updated, and responsibilities and timescales are clearer. The governing body brings a range of skills and expertise. However, they have not been in post long enough to judge any impact of their work.
- The requirements of this paragraph are unmet.
- The school does not meet all the requirements for this part.

Statutory requirements of the early years foundation stage

- At the full standard inspection, there were unmet statutory requirements in relation to safeguarding and the disqualification checks on staff.
- The disqualification checks on staff are now completed. However, the safeguarding and welfare requirements of the early years continue to be unmet. In addition, the statutory requirements in relation to the health and safety of the premises, and the management of risk, are also unmet.

The school's application to make a material change to its registration

The school does not meet the following requirements relevant to the material changes, which have already been implemented (paragraphs 11, 12, 16, 16(a), 16(b) and 25).

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.

School details

Unique reference number	139826
DfE registration number	317/6000
Inspection number	10077588

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.

The inspection of the school's provision in relation to the material change that the school has applied to make was carried out under section 162(4) of the Education Act 2002, the purpose of which is to advise the Secretary of State for Education about the school's compliance with the independent school standards relevant to the material change that the school has applied to make.

Type of school	Other independent school
School status	Independent school
Age range of pupils	5 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	148
Number of part-time pupils	0
Proprietor	Gulam Abbas Hussain
Chair	Mr Sameer Abbas
Headteacher	Mr Gulam Hussain
Annual fees (day pupils)	£3,999
Telephone number	020 8554 9111
Website	www.readacademy.co.uk
Email address	headteacher@readacademy.co.uk
Date of previous standard inspection	20–22 February 2018

Information about this school

- Read Academy is an independent day school for pupils in Ilford. The school has a Muslim ethos, and was established in 2013.

- The school is registered for up to 60 pupils between the ages of 5 to 11. The registered address is 445-447 Ley Street, Ilford. The headteacher is registered as the proprietor.
- At the time of the previous inspection, the school was operating outside its registration agreement. The proprietor had made multiple changes to the school, without the relevant permissions from the DfE. The school was operating outside the age-registered age range and was admitting pupils aged 2 to 16. The school was above capacity, and had 157 pupils on roll. The school was operating from premises at 34 Mansfield Road, Ilford, as well as from the Ley Street site.
- At the time of this inspection, the school continues to be in breach of its registration. The Ley Street site is permanently closed. The school is operating out of 34 Mansfield Road, Ilford. There are 148 pupils in school, between the ages of 3 and 14. The proprietor is now a registered charity, Read Academy Education.
- The school's most recent inspection was a full standard inspection in February 2018, when its overall effectiveness was judged to be inadequate.
- Since the previous inspection, there has been a change in leadership. The proprietor is no longer responsible for governance. A governing body, known as 'school development leaders' (SDL), has been set up, and has met twice during the autumn term. A chair and vice-chair have been appointed.
- The school does not use any alternative provision.

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 not to comply with at its previous inspection. The inspection was also intended to evaluate the school's compliance in relation to the material change requested.
- The school's last full standard inspection was in February 2018, when its overall effectiveness was judged as inadequate, and some of independent school standards were unmet. The DfE required the school to prepare an action plan. The action plan was evaluated in July 2018. The action plan was not acceptable.
- This was the first monitoring inspection since the full standard inspection in February 2018.
- The inspection took place without notice.
- The inspection focused on Parts 1, 3, 4, 5, 6 and 8 of the independent school standards.
- The inspector made a tour of the premises.
- The inspector talked informally with pupils and staff at break and lunchtime.
- The inspector met with the chair of governors. Meetings were also held with the headteacher and other senior leaders.
- The inspector scrutinised a range of documentation, including the single central record of staff pre-employment checks, the admissions register and other documentation relating to safeguarding, health and safety, early years learning plans and the careers programme for secondary-aged pupils.

Inspection team

Janet Hallett, lead inspector

Her Majesty's Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain un-met at this inspection

Part 1. Quality of education provided

- 2(2) For the purposes of paragraph (2)(1)(a), the matters are—
 - 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.

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

- 20(6) The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, if—
 - 20(6)(a) MB—
 - 20(6)(a)(ii) 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.
- 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)(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)(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 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.

The early years statutory framework

The requirements relating to safeguarding (3.2 and 3.7).

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

- 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.
- 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

- 25 The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a

standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

The early years statutory framework

The requirements relating to health and safety and risk management (3.55 and 3.64).

The school now meets the following requirements of the independent school standards

- The proprietor ensures that, for pupils receiving secondary education, access to accurate, up-to-date careers guidance that enables them to make informed choices about a broad range of career options and helps to encourage them to fulfil their potential (2(2)(e)(ii) and 2(2)(e)(iii)).
- The proprietor ensures that, where the school has pupils below compulsory school age, a programme of activities which is appropriate to their educational needs in relation to personal, social, emotional and physical development and communication and language skills (2(2)(f)).
- The proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.
- 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 and 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 (18(2)(b) and 18(3)).
- The standard in this paragraph is met in relation to an individual ("MB"), not being the Chair of the school, who is a member of a body of persons corporate or unincorporate named as the proprietor of the school in the register or in an application to enter the school in the register, is not barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that individual is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 of that Act (20(6)(a)(i)).
- Subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to MB, where relevant to the individual, an enhanced criminal record check; checks confirming MB's identity and MB's right to work in the United Kingdom and where, by reason of MB's living or having lived outside the United Kingdom, obtaining an enhanced criminal record certificate is not sufficient to establish MB'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 (20(6)(b)(i), 20(6)(b)(ii), 20(6)(b)(iii)).
- The information referred to in this sub-paragraph is, in relation to each member of a body of persons named as the proprietor in post on 1st August 2007 who was appointed at any time before 1st May 2007, whether each check referred to in sub-paragraph (6) was made and whether an enhanced criminal record certificate was obtained, together with

the date on which any check was completed or certificate obtained (21(7), 21(7)(a) and 21(7)(b)).

- Subject to sub-paragraph (2), the standard in this paragraph is met if the proprietor ensures that—suitable toilet and washing facilities are provided for the sole use of pupils; separate toilet facilities for boys and girls aged 8 years or over are provided except where the toilet facility is provided in a room that can be secured from the inside and that is intended for use by one pupil at a time and 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 (23(1), 23(1)(a), 23(1)(b) and 23(1)(c))
- The standard in this paragraph is met if the proprietor ensures that suitable accommodation is provided in order to cater for the medical and therapy needs of pupils, including accommodation for the medical examination and treatment of pupils; accommodation for the short-term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility and the accommodation provided under sub-paragraphs (1)(a) and (b) may be used for other purposes (apart from teaching) provided it is always readily available to be used for the purposes set out in sub-paragraphs (1)(a) and (b) (24(1), 24(1)(a), 24(1)(b) and 24(2)).
- The standard in this paragraph is met if the proprietor ensures that the acoustic conditions and sound insulation of each room or other space are suitable, having regard to the nature of the activities which normally take place therein (26).
- The standard in this paragraph is met if the proprietor ensures that the lighting in each room or other internal space is suitable, having regard to the nature of the activities which normally take place therein and external lighting is provided in order to ensure that people can safely enter and leave the school premises (27, 27(a) and 27(b)).
- The standard in this paragraph is met if the proprietor ensures that suitable drinking water facilities are provided; toilets and urinals have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water; cold water supplies that are suitable for drinking are clearly marked as such and the temperature of hot water at the point of use does not pose a scalding risk to users. The facilities provided under sub-paragraph (1)(a) will be suitable only if they are readily accessible at all times when the premises are in use; and they are in a separate area from the toilet facilities (28(1), 28(1)(a), 28(1)(b), 28(1)(c), 28(1)(c), 28(1)(d), 28(2) and 28(2)(a)).
- The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable physical education to be provided to pupils in accordance with the school curriculum and pupils to play outside (29(1), 29(1)(a) and 29(1)(b)).
- The proprietor ensures that particulars of the arrangements for meeting the standard contained in paragraph 7 are published on the school's internet website or, where no such website exists, are provided to parents on request (32(1) 32(1)(c)).
- The requirements of the early years statutory framework relating to disqualification (3.14).

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