

Olive Tree Primary School

Block B, Ground Floor, City House, 420 London Road, Croydon CR0 2NU

Inspection dates

7 October 2019

Overall outcome

The school is unlikely to meet all the independent school standards when it opens

Main inspection findings

Part 1. Quality of education provided

- The school is likely to meet all of the relevant regulations in relation to this part.
- Schemes of work are available for the full range of subjects. They are based on the national curriculum. Each subject has a programme that sets out teaching plans for pupils in Years 1 to 6. The programmes for English and mathematics are detailed and supplemented by plans to show how they connect to other subjects. The school intends to extend the commercial phonics programme currently used in the existing nursery school.
- Religious education and personal, social, health and economic education (PSHE) plans include work on life in Britain, through the emphasis on rights and responsibilities. Plans for teaching pupils include a focus on economic well-being. Planned provision for visits, for example to mosques, synagogues, temples and churches, will broaden pupils' experiences appropriately.
- A framework for assessing pupils' performance is in place, including arrangements for reporting to parents.

Part 2. Spiritual, moral, social and cultural development of pupils

- The school is unlikely to meet all of the relevant regulations in relation to this part. This is because the proprietor does not have evidence to show how she intends to preclude the promotion of partisan political views.
- However, proposals meet other parts of the regulations. The school's curriculum documents outline how the school will promote pupils' spiritual, moral, social and cultural understanding.
- The PSHE programme promotes pupils' understanding of right and wrong appropriately. Plans refer to drugs education, sex and relationships education, bullying, and rights and responsibilities. Topics on economic well-being cover aspects of life in modern Britain.
- The RE and the Islamic studies programmes include reference to different religious beliefs and traditions. All pupils in Years 1 to 6 will have sex and relationships education as part of their PSHE lessons. These are likely to promote respect and

tolerance between different traditions, and for other people.

Part 3. Welfare, health and safety of pupils

- The school is likely to meet all of the relevant regulations in relation pupils' welfare, health and safety. The school has established the required policies, including those for first aid, safeguarding and health and safety. There is a written policy for promoting good behaviour and an anti-bullying policy. Both are suitable.
- The school has an appropriate risk assessment policy. It identifies risks to pupils' safety and welfare, and the procedures for mitigating the impact of these risks.
- The safeguarding policy is comprehensive and includes guidance for teachers on female genital mutilation, children missing in education, child sexual exploitation, and radicalisation and extremism. The document identifies the designated safeguarding leads. The safeguarding policy provides teachers with information about forms of abuse, safer recruitment and internet safety.
- The written behaviour policy clearly sets out the sanctions for pupils' misbehaviour. It also shows arrangements for rewarding pupils' good behaviour or work. Procedures to record serious misbehaviour are suitable.
- The school's health and safety policy is compliant. It includes references to fire evacuation, emergency arrangements, first aid, medicines and risk assessments. Reference is made to related policies, including safeguarding, behaviour and anti-bullying.
- The maintenance of fire extinguishers and emergency lighting in the existing nursery school premises is up to date. A certificate of fire safety has been issued. The proposed policies for the school follow those of the nursery premises closely. This provides evidence that the proposed school is likely to meet the standards in this part.

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

- The school is unlikely to meet the relevant regulations in relation to this part.
- No staff have been appointed to the proposed school. While the safeguarding policy outlines the requirements for safer recruitment, there are no arrangements for maintaining a single central record. Nor is there sufficient information about the vetting checks as required by 'Keeping children safe in education (KCSIE) 2019'.

Part 5. Premises of and accommodation at schools

- The school is unlikely to meet the relevant regulations in relation to this part. This is because the proposed accommodation is not ready for use as a school.
- The intended premises for the school is not ready for occupation. Building work to convert the space is incomplete. Some temporary external walls need replacing with permanent panels. Not all the classrooms are partitioned. The space requires work to install lighting, plumbing and electrics. Informal plans for the building lack detail.

Part 6. Provision of information

- The school is likely to meet the regulations for this part.
- There is an appropriate range of policies, including safeguarding, health and safety, behaviour and complaints. These are available to parents on request. The

safeguarding policy and related policies, including behaviour, anti-bullying and complaints, meet requirements.

Part 7. Manner in which complaints are handled

- The school is likely to meet all the relevant regulations in this part.
- The complaints policy provides clear information for parents about the school's procedures for making a complaint. This includes the right of a complainant to a formal resolution if it is not possible to resolve the complaint informally. The policy identifies the right for complainants to invoke a formal hearing by a panel of three people, one of whom is independent of the school. The policy meets the requirements for confidentiality. It makes it clear that the complainant receives a copy of the findings and recommendations of the complaint panel.

Part 8. Quality of leadership in and management of schools

- The school is unlikely to meet all the relevant regulations in this part.
- The school's proprietor is suitably qualified and has an appropriate educational knowledge. She has expertise in early years and understands curriculum planning and teaching.
- However, the proprietor's understanding of all the independent school standards is not secure, especially in relation to recording the vetting checks for staff. Further, the proposed building work for school is incomplete. Currently, there is no accommodation for the proposed 100 pupils aged 4 to 11.

Schedule 10 of the Equality Act 2010

- The school has not prepared a written accessibility plan.

Statutory requirements of the Early Years Foundation Stage

- The school is unlikely to meet the all the statutory regulations of the early years foundation stage. This is because the proposed accommodation for the school is incomplete and not ready for occupation. The premises are not fit for purpose or suitable for children.
- However, the curriculum plans show that the school will provide children with activities and experiences in all seven areas of learning and development. The teaching of reading follows the commercial phonics scheme used in the proprietor's nursery school. Planning shows that children will have opportunities to reach a good standard of English. Proposed assessment arrangements are appropriate and include the early years foundation stage profile for each child.

Compliance with regulatory requirements

The school is unlikely to meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements, as set out in the annex of this report.

Proposed school details

Unique reference number	147474
DfE registration number	306/6021
Inspection number	10120877

This inspection was carried out under section 99 of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's likely compliance with the independent school standards that are required for registration as an independent school.

Type of school	Other independent school
School status	Independent school
Proprietor	Tayyiba Hussain
Headteacher	To be appointed
Annual fees (day pupils)	Not known
Telephone number	020 8684 3595
Website	No website
Email address	maryam31m@hotmail.com
Date of previous standard inspection	Not previously inspected

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	None	4 to 11	None
Number of pupils on the school roll	0	100	0

Reason for inspector's recommendations

- The school lacks suitable accommodation. Work has yet to begin on converting the premises. Building plans are incomplete. The school is not in a position to operate.
- Arrangements for recording vetting checks on a single central record are not in place. The school does not have an accessibility plan.

Pupils

	School's current position	School's proposal
Gender of pupils	Mixed	Mixed
Number of full-time pupils of compulsory school age	0	100
Number of part-time pupils	0	0
Number of pupils with special educational needs and/or disabilities	0	0
Of which, number of pupils with a statement of special educational needs or an education, health and care plan	0	0
Of which, number of pupils paid for by a local authority with a statement of special educational needs or an education, health and care plan	0	0

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	0	12
Number of part-time teaching staff		10
Number of staff in the welfare provision	0	4

Information about this proposed school

- Olive Tree Primary School is for pupils aged 4 to 11. It is part of a group of nursery schools known as 'Olive Tree Day Nursery and Pre-School'.
- The school is located in Croydon on the ground floor of a block of flats. It is next to Olive Tree Nursery and Pre-School, Croydon.
- The school's mission is to 'create a secure Islamic learning environment, promoting the development of knowledge, confidence, creativity, skills and understanding to help our children develop into happy, healthy, caring and successful local, national and global citizens'. It has four 'core values': respect, honesty, cooperation and compassion.

Information about this inspection

- This inspection was conducted by Ofsted at the request of the registration authority for independent schools. It was carried out under section 99 of the Education and Skills Act 2008.¹
- In carrying out this type of inspection, inspectors assess the extent to which the school is likely to meet The Education (Independent School Standards) Regulations 2014² when it opens.
- This is the first pre-registration inspection of the school.
- The inspector undertook a tour of the premises to be used by the proposed school and scrutinised, policies, proposed procedures and teaching plans.
- The inspector held discussions with the proprietor and reviewed the plans for the refurbishment of the new accommodation building.
- The school is not currently operating.

Inspection team

Brian Oppenheim, lead inspector

Her Majesty's Inspector

¹ www.legislation.gov.uk/ukpga/2008/25/section/99

² <http://www.legislation.gov.uk/uksi/2014/3283/schedule/made>; Part 1 to Schedule 1 is not reported against because it does not apply to academies, free schools, studio schools and UTCs.

Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

Part 2. Spiritual, moral, social and cultural development of pupils

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor–
 - 5(c) precludes the promotion of partisan political views in the teaching of any subject in the school; and
 - 5(d) takes such steps as are reasonably practicable to ensure that where political issues are brought to the attention of pupils–
 - 5(d)(i) while they are in attendance at the school,
 - 5(d)(ii) while they are taking part in extra-curricular activities which are provided or organised by or on behalf of the school, or
 - 5(d)(iii) in the promotion at the school, including through the distribution of promotional material, of extra-curricular activities taking place at the school or elsewhere.

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

- 18(2) The standard in this paragraph is met if–
 - 18(2)(a) no such person is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act where that person is or will be engaging in activity which is regulated activity within the meaning of Part 1 of Schedule 4 to that Act;
 - 18(2)(b) 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;
 - 18(2)(c) the proprietor carries out appropriate checks to confirm in respect of each such person–
 - 18(2)(c)(i) the person's identity;
 - 18(2)(c)(ii) the person's medical fitness;
 - 18(2)(c)(iii) the person's right to work in the United Kingdom; and
 - 18(2)(c)(iv) where appropriate, the person's qualifications;
 - 18(2)(d) the proprietor ensures that, where relevant to any such person, an enhanced criminal record check is made in respect of that person and an enhanced criminal record certificate is obtained before or as soon as practicable after that person's appointment;
 - 18(2)(e) 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; and

- 18(2)(f) in the case of staff who care for, train, supervise or are in charge of boarders, in addition to the matters specified in paragraphs (a) to (e), the proprietor checks that Standard 14 of the National Minimum Standards for Boarding Schools or, where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools, is complied with.
- 18(3) 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.
- 19(2) The standard in this paragraph is met if–
 - 19(2)(a) a person offered for supply by an employment business to the school only begins to work at the school if the proprietor has received–
 - 19(2)(a)(i) written notification from the employment business in relation to that person–
 - 19(2)(a)(i)(aa) that the checks referred to in paragraph 21(3)(a)(i) to (iv), (vii) and (b) have been made to the extent relevant to that person;
 - 19(2)(a)(i)(bb) that, where relevant to that person, 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; and
 - 19(2)(a)(i)(cc) if the employment business has obtained such a certificate before the person is due to begin work at the school, whether it disclosed any matter or information; and
 - 19(2)(a)(ii) a copy of any enhanced criminal record certificate obtained by an employment business before the person is due to begin work at the school;
 - 19(2)(b) a person offered for supply by an employment business only begins work at the school if the proprietor considers that the person is suitable for the work for which the person is supplied;
 - 19(2)(c) before a person offered for supply by an employment business begins work at the school the person's identity is checked by the proprietor of the school (irrespective of any such check carried out by the employment business before the person was offered for supply);
 - 19(2)(d) the proprietor, in the contract or other arrangements which the proprietor makes with any employment business, requires the employment business to provide–
 - 19(2)(d)(i) the notification referred to in paragraph (a)(i); and
 - 19(2)(d)(ii) a copy of any enhanced criminal record certificate which the employment business obtains,
 - 19(2)(e) except for those persons to whom sub-paragraph (4) applies, in the case of supply staff who care for, train, supervise or are in charge of boarders, the proprietor checks that the relevant parts of Standard 14 of the National Minimum

Standards for Boarding Schools or where applicable, Standard 14 of the National Minimum Standards for Residential Special Schools are complied with.

- 19(3) Except in the case of a person to whom sub-paragraph (4) applies, the certificate referred to in sub-paragraph (2)(a)(i)(bb) must have been obtained not more than 3 months before the date on which the person is due to begin work at the school.
- 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)(i) 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; and
 - 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;
 - 20(6)(b) subject to sub-paragraphs (7) to (8), the Chair of the school makes the following checks relating to MB–
 - 20(6)(b)(i) where relevant to the individual, an enhanced criminal record check;
 - 20(6)(b)(ii) checks confirming MB's identity and MB's right to work in the United Kingdom; and
 - 20(6)(b)(iii) 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)(c) subject to sub-paragraph (8), where the Secretary of State makes a request for an enhanced criminal record check relating to MB countersigned by the Secretary of State to be made, such a check is made.
- 21(1) The standard in this paragraph is met if the proprietor keeps a register which shows such of the information referred to in sub-paragraphs (3) to (7) as is applicable to the school in question.
- 21(2) The register referred to in sub-paragraph (1) may be kept in electronic form, provided that the information so recorded is capable of being reproduced in legible form.
- 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)(i) S's identity was checked;

- 21(3)(a)(ii) a check was made to establish whether S is barred from regulated activity relating to children in accordance with section 3(2) of the 2006 Act;
 - 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)(a)(iv) checks were made to ensure, where appropriate, that S had the relevant qualifications;
 - 21(3)(a)(v) an enhanced criminal record certificate was obtained in respect of S;
 - 21(3)(a)(vi) checks were made pursuant to paragraph 18(2)(d);
 - 21(3)(a)(vii) a check of S's right to work in the United Kingdom was made; and
 - 21(3)(a)(viii) checks were made pursuant to paragraph 18(2)(e),
 - 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.
- 21(4) The information referred to in this sub-paragraph is, in relation to each member of staff in post on 1st August 2007 who was appointed at any time before 1st May 2007, whether each check referred to in sub-paragraph (3) 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(5) The information referred to in this sub-paragraph is, in relation to supply staff–
- 21(5)(a) whether written notification has been received from the employment business that–
 - 21(5)(a)(i) 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; and
 - 21(5)(a)(ii) 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,
 - 21(5)(b) whether a check has been made in accordance with paragraph 19(2)(e) together with the date the check was completed; and
 - 21(5)(c) 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.
- 21(6) The information referred to in this sub-paragraph is, in relation each member ("MB") 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.
- 21(7) 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–

- 21(7)(a) whether each check referred to in sub-paragraph (6) was made; and
- 21(7)(b) whether an enhanced criminal record certificate was obtained, together with the date on which any check was completed or certificate obtained.

Part 5. Premises of and accommodation at schools

- 23(1) Subject to sub-paragraph (2), the standard in this paragraph is met if the proprietor ensures that–
 - 23(1)(a) suitable toilet and washing facilities are provided for the sole use of pupils;
 - 23(1)(b) 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
 - 23(1)(c) 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.
- 24(1) 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–
 - 24(1)(a) accommodation for the medical examination and treatment of pupils;
 - 24(1)(b) accommodation for the short-term care of sick and injured pupils, which includes a washing facility and is near to a toilet facility; and
 - 24(1)(c) where a school caters for pupils with complex needs, additional medical accommodation which caters for those needs.
- 24(2) 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).
- 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.
- 26 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.
- 27 The standard in this paragraph is met if the proprietor ensures that–
 - 27(a) 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
 - 27(b) external lighting is provided in order to ensure that people can safely enter and leave the school premises.
- 28(1) The standard in this paragraph is met if the proprietor ensures that–
 - 28(1)(a) suitable drinking water facilities are provided;

- 28(1)(b) toilets and urinals have an adequate supply of cold water and washing facilities have an adequate supply of hot and cold water;
- 28(1)(c) cold water supplies that are suitable for drinking are clearly marked as such; and
- 28(1)(d) the temperature of hot water at the point of use does not pose a scalding risk to users.
- 28(2) The facilities provided under sub-paragraph (1)(a) will be suitable only if–
 - 28(2)(a) they are readily accessible at all times when the premises are in use; and
 - 28(2)(b) they are in a separate area from the toilet facilities.
- 29(1) The standard in this paragraph is met if the proprietor ensures that suitable outdoor space is provided in order to enable–
 - 29(1)(a) physical education to be provided to pupils in accordance with the school curriculum; and
 - 29(1)(b) pupils to play outside.
- 30 The standard in this paragraph is met if the proprietor ensures that, where the school provides accommodation, regard is had to Standard 5 of the National Minimum Standards for Boarding Schools or, where applicable, Standard 5 of the National Minimum Standards for Residential Special Schools.

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)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently.

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