

Unique Academy

Ground Floor, Khosla House, Park Lane, Hounslow TW5 9WA

Inspection dates

28 March 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

All paragraphs

- The school has developed an appropriate curriculum policy which outlines the intended coverage of all the required areas of learning for children in the early years and pupils in Years 1 and 2. Suitable schemes of work are in place for all subject areas. An Islamic ethos will underpin the curriculum, and pupils will study Arabic and Islamic studies on a daily basis. Teachers' plans are likely to appropriately consider the needs, interests and aptitudes of pupils.
- The proposed assessment system is also likely to meet requirements. Pupils' starting points will be identified when they join the school. Their progress will then be monitored regularly in all subject areas, and this information will be used by teachers to inform their planning.
- The school is likely to be well resourced and staffed. Adults are likely to be appropriately deployed, including in line with statutory requirements in the early years classes.
- An appropriate personal, social, health and economic (PSHE) education programme is planned. This includes, for example, topics on community, anti-bullying and healthy living. The teaching of British values has been thoroughly considered. However, leaders have not considered exactly how due regard will be given to all the protected characteristics, as identified in the Equality Act 2010.
- Not all the requirements in this part are likely to be met, as listed in the annex to this report.

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

All paragraphs

- There is thorough, suitable planning in place to provide for pupils' spiritual, moral, social and cultural development. Leaders' PSHE education plans show how the school intends to develop these areas over time, including pupils' understanding of British values. In addition, a programme of trips, visiting speakers and assemblies is planned.

- However, leaders have not formally considered how they will teach pupils about respect for other people including those with protected characteristics, as identified in the Equality Act 2010. Policy and planning do not actively encourage respect for other people by paying particular regard to all of the protected characteristics.
- Not all the requirements in this part are likely to be met, as listed in the annex to this report.

Part 3. Welfare, health and safety of pupils

All paragraphs

- The school's child protection policy reflects the latest statutory guidance and will be available online when the school's website is launched. Leaders are aware of their responsibilities, including in relation to the 'Prevent' duty. However, the proposed designated safeguarding leaders could not provide evidence of completion of an appropriate level of recent, relevant training. Some additional policies referenced in the child protection policy, such as those relating to allegations against adults, and whistle-blowing, have not been completed. Additionally, the single central register of pre-employment checks on staff is not likely to meet requirements, as detailed in part 4. Consequently, arrangements for the safeguarding of pupils are not likely to meet requirements.
- Leaders have produced appropriate policies for behaviour and anti-bullying.
- The school is not likely to be compliant with the Regulatory Reform (Fire Safety) Order 2005. Some works that are necessary to complete all of the actions identified in an external fire risk assessment of February 2019 are still underway.
- Leaders have written an appropriate first aid policy but there is no medical room. Evidence of first aiders' certificates was not available.
- Pupils are likely to be appropriately supervised through the adequate deployment of staff.
- Templates for admission and attendance registers are suitable.
- Leaders have written an appropriate risk assessment policy. The risk assessments of the premises, proposed trips and use of the adjacent park space are all rigorous and likely to meet requirements.
- Not all the requirements in this part are likely to be met, as listed in the annex to this report.

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

All paragraphs

- Not all the required vetting checks are identified on the single central register template, such as checks in relation to prohibition from teaching and from the management of independent schools (known as 'section 128' checks).
- Not all the requirements in this part are likely to be met, as listed in the annex to this report.

Part 5. Premises of and accommodation at schools

All paragraphs

- The four classroom spaces could comfortably accommodate a maximum of 90 pupils after refurbishment works are complete.
- Toilets, washing facilities, hot water supplies, drinking water supplies and medical facilities are all not yet in place.
- The allocated outdoor space is currently being renovated. However, there is ample suitable park space opposite the school, which will be used for physical education and outdoor play. This has been appropriately risk-assessed.
- The requirements relating to lighting and acoustics are likely to be met.
- The safety of the premises is not likely to be assured until fire safety meets all requirements and all the building works are completed.
- Not all the requirements in this part are likely to be met, as listed in the annex to this report.

Part 6. Provision of information

All paragraphs

- All the required policies and information will be made available on the school's website, which is currently being designed. For now, they are all available in hard copy, including in the school's prospectus.
- The school's intended report template for parents is likely to meet requirements.
- The requirements in this part are likely to be met.

Part 7. Manner in which complaints are handled

All paragraphs

- The school's complaints policy is likely to meet all the requirements. An appropriate complaints log has been prepared.
- The requirements in this part are likely to be met.

Part 8. Quality of leadership in and management of schools

All paragraphs

- Leaders are committed to opening Unique Academy and are working hard to implement their suitable action plan which is focused on what needs to be done to meet all the independent school standards in time for September 2019.
- However, some requirements – including those in this part – are not likely to be met if Unique Academy is registered as an independent school at this time.

Schedule 10 of the Equality Act 2010

- Leaders have not completed their accessibility plan.

Statutory requirements of the Early Years Foundation Stage

- The school intends to operate Nursery and Reception classes.
- Leaders have made suitable arrangements which are likely to meet the safeguarding

and welfare requirements, including in relation to disqualification checks, ratios and the employment of appropriately qualified staff with paediatric first aid training.

- Leaders have ensured that the curriculum and plans for teaching and assessment, which are appropriately planned around the early learning goals and all the required areas of learning, are likely to meet the learning and development requirements.

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	146821
DfE registration number	313/6007
Inspection number	10099158

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	Islamic primary day school
School status	Independent school
Proprietor	Unique Knowledge Seekers Academy
Chair	Mohammad Nooruddeen Uthmaan Humani
Headteacher	Hawwa Mbombo
Annual fees (day pupils)	£3,200 to £3,400
Telephone number	020 8004 5481
Website	None
Email address	uniqueacademyoffice@gmail.com

Pupils

	School's current position	School's proposal	Inspector's recommendation
Age range of pupils	Not applicable	3 to 7	Registration not recommended
Number of pupils on the school roll	Not applicable	90	Registration not recommended

Pupils

	School's current position	School's proposal
Gender of pupils	Not applicable	Mixed
Number of full-time pupils of compulsory school age	Not applicable	40
Number of part-time pupils	Not applicable	50
Number of pupils with special educational needs and/or disabilities	Not applicable	None
Of which, number of pupils with an education, health and care plan	Not applicable	None
Of which, number of pupils paid for by a local authority with an education, health and care plan	Not applicable	None

Staff

	School's current position	School's proposal
Number of full-time equivalent teaching staff	Not applicable	4
Number of part-time teaching staff	Not applicable	1
Number of staff in the welfare provision	Not applicable	4

Information about this proposed school

- Unique Academy intends to register as an independent day school for boys and girls aged three to seven in the London Borough of Hounslow. It will have an Islamic ethos.
- The school will be led full-time by the headteacher, who is also a member of the school's proprietorial body. Her husband is the chair of the proprietorial body, and intends to teach at the school part-time. There is no governing body.
- Unique Academy has never operated as a school. Leaders currently run Islamic and academic tuition from the premises for approximately 130 pupils in the evenings for two hours, and during the weekends and holidays.

Information about this inspection

- This is the school's first pre-registration inspection.
- The inspection was conducted with two days of notice.
- The inspector conducted the inspection with the proposed school's proprietors.
- The inspector considered a wide range of evidence to check the likelihood of the school meeting all the independent school standards. He toured the premises, reviewed key documents and policies, including those related to child protection and health and safety, and considered the school's proposed curriculum.

Inspection team

James Waite, lead inspector

Ofsted Inspector

Annex. Compliance with regulatory requirements

The school is unlikely to meet the following independent school standards

Part 1. Quality of education provided

- 2(1) The standard in this paragraph is met if–
 - 2(1)(a) the proprietor ensures that a written policy on the curriculum, supported by appropriate plans and schemes of work, which provides for the matters specified in sub-paragraph (2) is drawn up and implemented effectively; and
- 2(2) For the purposes of paragraph (2)(1)(a), the matters are–
 - 2(2)(d) personal, social, health and economic education which–
 - 2(2)(d)(ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

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(b) ensures that principles are actively promoted which–
 - 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act.

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.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005.
- 13 The standard in this paragraph is met if the proprietor ensures that first aid is administered in a timely and competent manner by the drawing up and effective implementation of a written first aid policy.

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

- 18(2) The standard in this paragraph is met if–

- 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.
- 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 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.
- 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.

- 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.
- 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.

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.

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