

# Olive Tree Primary School

116 Bury Park Road, Luton, Bedfordshire LU1 1HE

**Inspection dates**

11 February 2020

**Overall outcome**

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

## Main inspection findings

### Part 1. Quality of education provided

#### *Paragraph 3, 3(a), 3(c), 3(d)*

- The previous progress monitoring inspection in July 2019 found that one independent school standard regarding the quality of education was unmet.
- The progress monitoring inspection in July 2019 found that despite leaders' efforts to embed detailed curriculum plans and training, teachers were not looking precisely enough at how individual pupils were progressing in their learning. Too often, pupils who were struggling to catch up with their peers were not well supported when they made mistakes or did not understand the work.
- The progress monitoring inspection in July 2019 found that teachers were not taking account of gaps in pupils' basic understanding when planning work. Pupils who needed to catch up were not able to access the learning as well as their peers.
- The progress monitoring inspection in July 2019 found that leaders had put in place a new writing programme. It was too early to see if this was having a positive impact on pupils' writing across the curriculum.
- Leaders have taken suitable account of the feedback from the July 2019 progress monitoring inspection. Recent training for staff has focused on improving the quality of planning so that teachers are more skilful at understanding pupils' starting points and needs. Teachers have higher expectations of what pupils can achieve. Consequently, teachers now plan and deliver lessons that promote learning more effectively.
- The individual needs of pupils across different subjects are now understood well. Work is better matched to pupils' abilities. Time is used effectively in lessons to ensure that pupils build upon their knowledge. Misconceptions are clarified. The sequencing of learning is effective in helping pupils to know more and remember more.
- Pupils are now writing at greater length across the curriculum. There are more opportunities for extended writing and for pupils to edit their own work. Staff have focused on encouraging pupils to read for pleasure. Pupils say they enjoy reading fictional and non-fictional books. Pupils value being involved in choosing books for the school's daily reading sessions.

- Leaders have ensured that this independent school standard is now met.

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

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

- This independent school standard was met in the previous progress monitoring inspection and was reviewed as part of this inspection.
- Since the previous progress monitoring inspection, the proprietorial body has ensured that the designated safeguarding leaders continue to receive appropriate safeguarding training, so they are well qualified to carry out their roles. In turn, the designated safeguarding leaders make sure that staff have up-to-date safeguarding training, so they are confident in the steps they must take to record and report any concerns.
- Leaders have a secure knowledge and understanding of legal requirements regarding keeping pupils safe. This has been verified during a recent safeguarding audit, carried out by the local authority.
- Leaders have established close links with the local authority's safeguarding team. Leaders attend safeguarding meetings organised by the local authority in order to share good practice. The local authority is confident in the school's safeguarding procedures.
- Leaders have in place systems to check that staff have received, read and understood the latest statutory guidance from the Department for Education (DfE), 'Keeping children safe in education', September 2019. Staff are highly attuned to safeguarding risks. They are knowledgeable and vigilant because of the training they have received.
- Leaders have ensured that this independent school standard remains met.

#### *Paragraph 15*

- This independent school standard was not met at the previous progress monitoring inspection in July 2019. The proprietor had not made sure that the admissions register accurately reflected the number of pupils on roll. An updated version was presented to inspectors later during the inspection. However, this did not reflect that systems were well coordinated or precise enough in the recording and monitoring of admissions.
- Suitable arrangements are now in place to record attendance and admissions information accurately.
- Attendance registers are maintained appropriately. The required attendance and absence codes are used. Pupils' attendance and absence are recorded each morning and afternoon. Non-attendance is followed up with telephone calls to parents and carers.
- The admissions register includes details for all pupils who have been removed from roll. Leaders have ensured that the admissions register complies with the Education (Pupil Registration) (England) Regulations 2006.
- Leaders have ensured that this independent school standard is now met.

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

*Paragraph 18(2), 18(2)(a), 18(2)(b), 18(2)(c), 18(2)(c)(i), 18(2)(c)(ii), 18(2)(c)(iii), 18(2)(c)(iv), 18(2)(d), 18(2)(e), 18(3)*

*Paragraph 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), 20(6)(c)*

*Paragraph 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(4), 21(6)*

- These independent school standards were met at the previous progress monitoring inspection in July 2019 and were reviewed as part of this inspection.
- All the necessary checks on staff are completed appropriately. Leaders are clear about the reason for, and the difference between, the checks that they must make on all adults that work with children.
- The school does not use supply staff, but they understand the checks that they must make if they were ever to do so.
- Leaders have ensured that these three independent school standards continue to be met.

#### Part 6. Provision of information

*Paragraph 32(1), 32(1)(c), 32(1)(j), 32(4), 32(4)(b)*

- This independent school standard was met at the previous progress monitoring inspection in July 2019. It was reviewed at this inspection to check whether the proprietor is publishing the required information about the programmes to safeguard pupils and the information about the decision by the Secretary of State to impose a restriction on admissions to the school.
- The safeguarding policy is in date and has due regard of the current guidance from the Secretary of State. It is personalised to the school. It is available on the school's website and is available to parents on request. The policy is suitable.
- Information about the decision by the Secretary of State to impose a restriction order is available on the school's website.
- Leaders have ensured that this independent school standard continues to be met.

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

*Paragraph 34(1), 34(1)(a), 34(1)(b)*

- This independent school standard was not met at the previous progress monitoring inspection in July 2019. There were unmet independent school standards, including the teaching at the school. In addition to the unmet standards, although improvements were evident, this was reliant on the headteacher and the curriculum leader to undertake the work themselves. There was a shortfall in capacity to undertake the necessary leadership roles within the school.
- The inspection in July 2019 found that the level of challenge and scrutiny was not routinely recorded effectively in the minutes of governance meetings. Governors had not secured a long-term plan for the leadership at the school. There was no formal plan

about how leadership arrangements would be secured for September 2019 to ensure that improvements would be maintained and built upon.

- Leaders have taken effective action since the progress monitoring inspection in July 2019. The requirements of the standards contained in paragraphs 3, 3(a), 3(c), 3(d), 15, 34(1), 34(1)(a), 34(1)(b) are now met.
- The requirements of the independent school standard contained in paragraph 32(1), 32(1)(j), 32(4) and 32(4)(b) were met at the progress monitoring inspection in July 2019 and continue to be met. A restriction notice issued by the Secretary of State was enforced in full on 30 April 2018 due to the unmet standards. Leaders are unable to admit any new pupils. In light of the restriction, and at the request of the DfE, an inspector checked the names recorded in the attendance registers. These corresponded with the details in the admissions register. There are 15 pupils on roll. Pupil numbers have decreased because no new pupils have been admitted since the restriction notice came into force on the 30 April 2018. The proprietorial body continues to adhere fully to the restriction notice in place.
- The chair of the proprietorial body demonstrates an accurate view of the school's performance. The proprietorial body has secured an appropriate long-term plan for the leadership at the school. The headteacher and the curriculum leader now hold permanent positions to ensure that improvements in the school are maintained and built upon.
- A new chair of the governing body has been appointed. He is knowledgeable about the core functions of the governing body. The governing body is better placed now than previously to challenge school leaders. This is clearly recorded in the minutes of governance meetings.
- The school has established a leadership team with clear roles and responsibilities. The improvement work no longer falls completely on the headteacher and the curriculum leader. Greater capacity has ensured that school improvement planning and systems to monitor, evaluate and review work have been strengthened.
- Leaders continue to seek expertise from local mainstream schools to develop the curriculum. They continue to invest heavily in staff development in a range of areas. There is clear evidence that training is having impact in the quality of education and the leadership skills of staff. Leaders continue to work closely with parents and pupils so that they understand the changes.
- With regard to safeguarding, the requirements of the independent school standards contained in paragraphs 7, 7(a), 7(b), 32(1) and 32(1)(c) continue to be met. The safeguarding policy is suitable, available on the school website and available to parents and carers on request.
- Leaders have ensured that the independent school standard for the quality of leadership in and management of schools is now met.

## **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 the standards and associated requirements were checked during this inspection.

## School details

Unique reference number	131825
DfE registration number	821/6004
Inspection number	10134718

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	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	15
Number of part-time pupils	none
Proprietor	Olive Tree Primary School Trust
Chair	Mr Abdul-Wadud Ahmed
Headteacher	Mr Abdul-Wadud Ahmed
Annual fees (day pupils)	£2,200
Telephone number	01582 416940
Website	<a href="http://www.olivetreeprimary.co.uk">www.olivetreeprimary.co.uk</a>
Email address	<a href="mailto:admin@olivetreeprimary.co.uk">admin@olivetreeprimary.co.uk</a>
Date of previous standard inspection	8–10 January 2019

## Information about this school

- Olive Tree Primary School is a small Islamic day school.
- The school is currently not permitted to admit new pupils because of the restriction notice served upon the proprietor by the Secretary of State for Education under section 116 of the Education Act on 21 July 2017.
- There are no pupils currently at the school who have an education, health and care plan.
- The school does not use supply staff.
- The school does not use alternative provision.

- The current headteacher started at the school in September 2018 as an interim headteacher. Since September 2019, he is the permanent headteacher.
- The governing body has a new chair of governors, Mr Abdul Kadir, and additional governors.
- The information on the DfE's 'Get information about schools' (GIAS) national website lists the school's current proprietorial body.
- The school was previously inspected in January 2019, when it was judged as requires improvement. Five of the independent school standards were unmet at that time.
- The school's previous inspection history:
  - In the school's standard inspection in May 2014, the overall effectiveness of the school was judged to be inadequate. Several independent school standards were unmet.
  - In October 2014, Ofsted was commissioned by the DfE to conduct a progress monitoring inspection. There remained unmet standards.
  - In June 2015, Ofsted was commissioned by the DfE to conduct a progress monitoring inspection. All standards reviewed during that inspection were met.
  - In October 2016, Ofsted was commissioned by the DfE to conduct an unannounced emergency inspection. There were unmet independent school standards.
  - In December 2016, the school submitted an action plan to Ofsted about how it was going to address the unmet standards. This plan was deemed not to be acceptable.
  - In the school's standard inspection in May 2017, the overall effectiveness of the school was judged to be inadequate. Several independent school standards were unmet.
  - In November 2017, Ofsted was commissioned by the DfE to conduct a progress monitoring inspection. There remained unmet standards.
  - In February 2018, Ofsted was commissioned by the DfE to conduct a progress monitoring inspection. There remained unmet standards.
  - In May 2018, Ofsted was commissioned by the DfE to conduct an emergency inspection. The inspection was to ensure that the school was adhering to the restriction notice placed upon it by the Secretary of State for Education.
  - The most recent standard inspection of the school was conducted by Ofsted in January 2019. The overall effectiveness of the school was judged as requires improvement. Five of the independent school standards were unmet.
  - In July 2019, following the standard inspection in January 2019, Ofsted conducted the first progress monitoring inspection of the school, commissioned by the DfE. Three of the independent school standards remained unmet.

## 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 is the second progress monitoring inspection of the school since the standard inspection in January 2019.
- We held meetings with senior leaders, the chair of the proprietorial body and representatives of the governing body.
- The lead inspector spoke with two representatives from Luton local authority.
- The quality of education was observed, and pupils' work was scrutinised.
- An inspector met with pupils to talk about their experience of teaching at the school.
- We scrutinised a range of documentation, including school policies, child protection and safeguarding information, information relating to the curriculum, attendance and admissions registers, and minutes of meetings.

## Inspection team

Stefanie Lipinski-Barltrop, lead inspector

Her Majesty's Inspector

Fiona Webb

Her Majesty's Inspector



## **Annex. Compliance with regulatory requirements**

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

#### **Part 1. Quality of education provided**

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school:
  - 3(a) enables pupils to acquire new knowledge and make good progress according to their ability so that they increase their understanding and develop their skills in the subjects taught;
  - 3(c) involves well planned lessons and effective teaching methods, activities and management of class time;
  - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons.

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

- 15 The standard in this paragraph is met if the proprietor ensures that an admission and attendance register is maintained in accordance with the Education (Pupil Registration) (England) Regulations 2006.

#### **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.

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