



Regulation of school managers and governors: prohibition direction

Name: Waheed Alam also known as Abu Khadeejah

Former position: Chair of Directors Redstone Educational Services Ltd

Prescribed grounds on which the direction has been issued:

Under section 128 of the Education and Skills Act 2008, the “appropriate authority” (in this case the Secretary of State) may give a direction prohibiting a person from taking part in the management of an independent school on prescribed grounds connected with the person’s suitability. The grounds on which a person may be prohibited are prescribed in the Independent Education Provision in England (Prohibition from Participation in Management) Regulations 2014.

A direction was given in respect of Waheed Alam on 25 February 2022. The Secretary of State found that Waheed Alam had engaged in conduct that is:

- (a) aimed at undermining the fundamental British value of individual liberty; and
- (b) so inappropriate that, in the opinion of the Secretary of State, it makes Mr Alam unsuitable to take part in the management of an independent school,

and that because of that conduct he was unsuitable to take part in the management of an independent school (including an academy or Free School). The barring decision also has the effect of disqualifying the person from being a governor at a maintained school.

Summary

Waheed Alam is the former Chair of Directors of Redstone Educational Services Ltd, proprietor body of Redstone Educational Academy, an independent school where Mr Alam was also formerly the governing body Chair. Mr Alam is also known by the name of Abu Khadeejah.

Abu Khadeejah has produced a number of online sermons and articles between 2015 and 2019 which fail to show tolerance of, and respect for, the rights of others, and/or undermining fundamental British values. The views expressed in the sermons and articles of Abu Khadeejah are of concern as they contain strong messages that are aimed at undermining the fundamental British value of individual liberty.

The material expresses views that can be seen to be aimed at undermining the individual liberty of women by seeking to restrict the activities of women, or certain activities that involve women.

In addition Abu Khadeejah has published sermons and articles on homosexuality using emotive language to denigrate and demonise gay men in particular. It is the Secretary of State's view that your expression of these views is aimed at spreading prejudice and intolerance towards gay people.

Ofsted conducted a pre-registration inspection of Redstone Academy for Girls on 25 June 2019, the report being published on 18 July 2019. The report concluded that the school was unlikely to meet all Independent School Standards upon its opening, in large part due to the published discriminatory views of Abu Khadeejah which would be accessible to pupils.

These views were offensive, inappropriate, and contrary to the Equality Act 2010, the Independent Schools Standards and DfE statutory guidance.

It is therefore, the view of the Secretary of State that Mr Alam would be unable to comply with his safeguarding responsibilities, and relevant legislation and guidance if he were to hold a school leadership role.

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