

# Advice note for a pre-registration inspection of an academy/free school/studio school/university technical college (UTC)

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School name	The Olive School, Hackney
DfE registration number	N/A
Unique reference number (URN)	1479
Inspection number	422386
Inspection dates	1 July 2013
Reporting inspector	Sue Rogers

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## Information about the 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.

### Context of the school

The Olive School is one of several schools scheduled for opening by the Tauheedul Schools Trust, who aims to provide 'a culture of educational excellence from within a caring and secure Islamic environment'.

The trust plans to open this school in September 2013, as a mixed primary establishment for pupils aged from four to 11. It will eventually be housed in purpose-built accommodation and a suitable site is currently being sought. In the interim, the school will utilise the Stamford Hill Mosque and the adjacent community centre in Cazenove Road in Hackney. Most of the necessary facilities are already in situ; some internal remodelling is required to subdivide some large internal spaces.

Admissions are administered by the Hackney Learning Trust. The trust's website gives very clear rules for admission and explains that these will apply equally to two groups of pupils. Their aim is that half of those admitted will be of the Muslim faith and half will be other pupils who live in the locality. The admissions policy makes it clear that this is a fully inclusive school. The school intends to open with pupils in Reception and Year 1. These year groups are already oversubscribed, with the current register of applications to be enrolled standing at 181.

Nearly all of the required staff, including an executive headteacher, a headteacher, assistant headteacher, seven other teachers, business manager and nine teaching assistants have already been appointed. Office staff and another assistant headteacher have yet to be recruited.

### Compliance with the regulations

#### Spiritual, moral, social and cultural development of pupils

The school is likely to meet all of the regulations, but implementation could not be seen. The school's plans place an extremely strong emphasis on pupils' spiritual, moral, social and cultural development, with part of their mission statement referring to 'values of discipline, mutual care and respect, which extend beyond the school into the wider community'. Leaders have worked together with the executive headteacher of the trust, developing and adapting policies that clearly espouse their principles and designing a curriculum that is planned to underpin these beliefs. For example, it is anticipated that pupils' self-awareness and self-esteem will be reinforced through units such as 'We Are All Stars' and projects like the 'Tauheedul Mini-Baccalaureate'.

The religious education and collective worship programme encapsulates moral and spiritual values. The personal development programme includes circle time and planned discussion of relevant dilemmas. Such activities, as well as the school citizenship programme, should ensure effective personal development, the ability to distinguish right from wrong and an insight into civil law. There is a strong emphasis on contribution to the community and citizenship, with pupils expected to raise money for charities and complete Big Society projects. The history of democracy is also part of the curriculum. It is planned that children will actively be able to participate democratically as they elect their own school council or make their views known via suggestion boxes. Units such as 'Money Matters' and 'People Around Us' should ensure that pupils have a good understanding of the workings of public institutions and their services.

Comprehensive policies lay out expectations for high standards of behaviour. Supporting pupils' development of tolerance and respect for other cultures, as well as promotion of British values, is also seen as key to the work of the school. The school's policies encourage respect for diversity and planned themes include, for example, learning about all major religions and their festivals. The proprietors have ensured that the planned curriculum, including provision for pupils' personal development, is free from partisan political or religious views and that, where any political issues are discussed, a balanced view is always presented. There is also thorough planning intended to ensure that pupils understand how to keep safe. Work on stranger danger and e-safety includes discussion on evaluating the suitability of reading materials and staying alert to the threat of extremism.

### **Welfare, health and safety of pupils**

The school is likely to meet almost all the regulations. All required policies relating to welfare, health, safety and safeguarding are in place and are likely to be compliant with current requirements, subject to implementation. Leaders have also drawn up a comprehensive three-year access development plan (Equality Plan). Anti-bullying policies and behaviour policies are detailed and thorough. The health and safety policy includes all that is required, including a list of risk assessments that have already been carried out. The school's first aid policy is included in the health and safety policy and meets requirements. First aid procedures are clearly outlined, and first aid training has been arranged for all staff as part of their induction procedures. Detailed fire risk assessments have been carried out this year and all recommendations are addressed in the renovation plans. There has been liaison with the fire authority on these, but the authority has not yet been able to issue a separate report.

Suitable attendance and admission registers are on order and office staff will check these, updating related electronic software daily. Leaders have ensured that at least one member of any staff appointment panel has undertaken safer recruitment training. They understand the need to check the previous employment history of staff and take up references. All senior staff have already undertaken child protection

training. Safeguarding training is planned for all staff the week after this visit, so that requirements will be met.

In order to meet the regulations in full, the school should:

- comply with the Regulatory Reform (Fire Safety) Order 2005 by expediting a report from the fire authority (paragraph 13).

### **Suitability of staff, supply staff, and proprietors**

The school is doing all that it should in order to meet requirements. All required checks have been completed for the proprietors and for all staff appointed to date. These are recorded on a suitable single central register. Checks are completed and entries on the register updated as new staff or governors are appointed. The school does not intend to employ supply staff at the moment, but is aware of its responsibilities should supply staff be appointed in the future.

### **Premises of and accommodation at the school**

All requirements are likely to be met by the current buildings. The three floors in the mosque are to be subdivided to provide six spacious classrooms with three further large group teaching areas. Planning shows that these will all have appropriate heating, ventilation and electronic whiteboards. Rooms in the community centre will be adapted to provide suitable office space. The number of toilets and washbasins is adequate. There is an excellent sports hall that will be used for school assembly, as well as for physical education. It is anticipated that an outdoor area at the front of the building will be utilised for Early Years Foundation Stage outdoor learning. In addition, there is a small, but attractive, outdoor play area with a grassed section, where pupils will be able to play on a rota basis.

Plans are being expedited so that the buildings can be adapted to ensure suitable access for any pupils with disabilities. Medical room facilities already exist in the community centre and are good. Suitably labelled drinking water coolers are on order, as are suitable and brightly coloured furnishings and fittings for classrooms.

### **Provision of information**

The provision is likely to meet all the regulations. The school's interactive website has been designed, but is not yet online. Planning suggests that it will meet all necessary requirements. Meanwhile, parents already have access to a helpful handbook which makes it clear that all required policies are available on request. There has been valuable and ongoing consultation with parents and carers and other members of the community over the establishment of the school. Half-termly reports to parents and carers on their children's progress are planned.

### **Manner in which complaints are to be handled**

The provision is likely to meet all the regulations.

### **Recommendation to the Department for Education Registration**

Is registration recommended?

**YES. The school can be registered and allowed to open on receipt by DfE of evidence of improvement in relation to the following matter:**

- comply with the Regulatory Reform (Fire Safety) Order 2005 by expediting a report from the fire authority (paragraph 13).

Recommended number of day pupils: Up to 181 pupils in the present premises, rising to 630 when permanent premises are completed

Recommended age range: 4–11 years

Recommended gender of pupils: Mixed.