



Material Change Inspection Report

Manchester Islamic Grammar School for Girls

September 2023

School's details

School	Manchester Islamic Grammar School for Girls			
DfE number	352/6040			
Registered charity number	1073862			
Address	Manchester Islamic Grammar School for Girls 141 Barlow Moor Road West Didsbury Manchester M20 2PQ			
Telephone number	0161 881 2127			
Email address	m.mohamed@migsg.miet.uk			
Executive Headteacher	Mrs Mona Mohamed			
Chair of trustees	Mr Farroukh Zaheer			
Proprietor	Manchester Islamic Educational Trust Limited			
Age range	3 to 16			
Number of pupils on roll	415			
	EYFS	47	Juniors	124
	Seniors	244		
Date of inspection	18 September 2023			

1. Introduction

Characteristics of the school

1.1 Manchester Islamic Grammar School for Girls is one of three schools in the Manchester Islamic Educational Trust Limited, the other two schools being the Kassim Darwish Grammar School for Boys and Manchester Muslim Preparatory School. The schools have a common board of trustees, each of which is overseen by local school committees who report to the board of trustees.

1.2 Manchester Islamic Grammar School for Girls

1.3 The school has identified 22 pupils as having special educational needs and/or disabilities which include dyslexia and dyspraxia, whose needs are supported by their classroom teachers. No pupils have an education, health and care plan. English is an additional language for 186 pupils, none of whom require additional support. The school has identified 35 pupils as being the most able in the school's population, and the curriculum is modified for them.

1.4 Manchester Muslim Preparatory School

1.5 The school has identified nine pupils as having special educational needs and/or disabilities which include dyslexia and dyspraxia, whose needs are supported by their classroom teachers. No pupils have an education, health and care plan. English is an additional language for 120 pupils, of which three children in the EYFS receive additional support. The school has identified 27 pupils as being the most able in the school's population, and the curriculum is modified for them.

1.6 Schools' Context

1.7 The Manchester Islamic Grammar School for Girls relocated onto new premises in the Didsbury area of Greater Manchester in September 2023 and the Manchester Muslim Preparatory School will merge with the senior school on the same premises in January 2024. Once merged, the school will be known as Manchester Islamic Schools (Incorporating Manchester Islamic Grammar School for Girls and Manchester Muslim Preparatory School). The grammar school's previous inspection was a regulatory compliance inspection in June 2023 and the preparatory school's previous inspection was conducted by Ofsted.

Purpose of the inspection

1.8 This was an announced material change inspection at the request of the Department for Education (DfE) to assess Manchester Islamic Grammar School for Girls' proposal to relocate to new premises in Didsbury, Manchester in September 2023. Additionally, consideration is made of the proposal to merge the Manchester Muslim Preparatory School with the senior school in January 2024, on the same premises. The inspection focused on the school's compliance with the Education (Independent School Standards) Regulations 2014 (ISSRs) and the requirements of the Early Years Statutory Framework.

Regulations which were the focus of the inspection	Team judgements
Part 1, paragraphs 2-4 (curriculum, teaching and framework for pupils' performance)	Met
Part 2, paragraph 5 (spiritual, moral, social and cultural development of pupils)	Met
Part 3, paragraph 7 (safeguarding)	Met

Part 3, paragraph 11 (health and safety)	Met
Part 3, paragraph 12 (fire safety)	Met
Part 3, paragraph 14 (supervision of pupils)	Met
Part 3, paragraph 16 (risk assessment)	Met
Part 4, paragraphs 18-21 (suitability of staff, supply staff and proprietors)	Met
Part 5, paragraphs 23-30 (premises and accommodation)	Met
Part 6, paragraph 32(1)(c) (provision of information)	Met
Part 8, paragraph 34 (leadership and management)	Met

2. Inspection findings

Quality of education provided – curriculum, teaching and framework for pupils' performance [ISSR Part 1, paragraphs 2-4]

- 2.1 The school meets the standards.
- 2.2 Both schools have a broad and balanced curriculum that covers the requirements and, in addition, allows time for Arabic and Islamic studies as well as daily prayer time, which supports the ethos of the schools. In addition to the core subjects, the senior school now offers food technology, health and social care and GCSE psychology. All subject areas produce appropriate schemes of work, and observation of teaching in both schools demonstrated that the pupils, including those with SEND and EAL, are keen learners who are well supported by their teachers. The senior school uses end-of-unit tests and formal examinations to assess pupils' work, and this allows for appropriate target setting for pupils. In the prep school, including in EYFS, there is daily pupil assessment which allows teachers to focus on the individual needs of pupils.
- 2.3 In both schools, the current arrangements for managing the curriculum, teaching and framework for pupils' performance meet the regulatory requirements and are likely to meet the needs of the combined schools in January 2024 as envisaged in the material change request.

Spiritual, moral, social and cultural development of pupils [ISSR Part 2, paragraph 5]

- 2.4 The school meets the standard.
- 2.5 Pupils throughout both schools follow a wellbeing curriculum which appropriately promotes the spiritual, moral, social and cultural development of pupils (SMSC). This is a bespoke curriculum, the content of which appropriately meets the regulatory requirements for both the primary and secondary sections of the schools. The courses appropriately support the code of conduct for pupils and result in the pupils' development of a heightened awareness of their responsibilities in promoting appropriate and respectful relationships with others. Fundamental British values are celebrated through class displays, assemblies and the celebration of royal events, including the Queen's jubilee and the King's coronation. Both schools undertake regular trips out to visit, for example, fire stations, law courts and museums, and pupils contribute towards class-based charters on human rights. Equality diversity and inclusion (EDI) and LGBTQ+ matters are discussion points for older pupils and promote awareness of racial and diversity matters. Events to celebrate 'Black History', 'Women's History' and neurodiversity include a series of assemblies as well as themed talks and workshops by visitors. These enable pupils to deepen their understanding and respect for others and those of different faiths.
- 2.6 The current arrangements for SMSC meet the regulatory requirements of both schools at present and are likely to meet the needs of the combined schools in January 2024 as envisaged in the material change request.

Welfare, health and safety of pupils – safeguarding [ISSR Part 3, paragraph 7]

Safeguarding policy

- 2.7 The school meets the requirements.
- 2.8 Both schools have an appropriate policy for safeguarding which provides suitable arrangements to safeguard and promote the welfare of pupils at the school.

Safeguarding implementation

- 2.9 The school meets the standard.
- 2.10 In both the senior school and prep school, safeguarding arrangements are well known by all staff and implemented effectively. Senior leaders ensure appropriate support for pupils' needs, including pupils with SEND. Records confirm that staff listen to children and take appropriate and timely action when they raise concerns. This includes in cases where allegations of inappropriate relationships arise, either inside or outside the school. There is timely and appropriate communication with external agencies when this is required and appropriate support is offered to both victim and perpetrator. Pupils unanimously expressed confidence in being able to talk to a range of staff about any safeguarding concerns they may have. In the senior school, the sexual education programme, designed with input from staff, pupils and parents, includes appropriate components on sex and consent. Pupils receive effective guidance about the dangers and consequences of inappropriate behaviour and relationships.
- 2.11 Staff in both schools receive regular and appropriate training, including on their 'Prevent' responsibilities, and have been trained on the recent changes in statutory guidance and online safety. When new staff are appointed, they complete a comprehensive induction process which ensures they understand their safeguarding responsibilities. Staff who were interviewed showed appropriate familiarity with *Keeping Children Safe in Education* (KCSIE) Part 1 and Annex B. They understand the code of conduct for staff and whistleblowing procedures. The designated safeguarding lead (DSL) and deputies have sufficient time, status and authority to undertake their roles. They have the appropriate level of training, which is in line with local procedures. The DSLs provide regular updates to all staff and opportunities to discuss any changes to safeguarding policies and their implementation. The DSLs additionally have responsibility for overseeing the filtering and monitoring systems and processes used to keep pupils safe in the school.
- 2.12 Staff recognise the importance of 'early help' and intervention strategies. They are clear about the procedures for reporting any concerns about pupils and they implement these appropriately. Staff understand the types of child-on-child abuse that can occur, including sexual harassment or sexual violence, and the need to react to and appropriately report such behaviours. Appropriate and detailed records of any safeguarding concerns are maintained, including of low-level concerns. Records of safeguarding incidents demonstrate a culture in which detailed analysis of any incidents takes place. This is supported by effective monitoring systems, overseen by the safeguarding trustee. Senior leaders liaise appropriately and promptly both with parents and the local safeguarding partnerships.
- 2.13 There are appropriate measures in place to handle any allegations against adults working in the school. Staff understand these and are prepared to report any concerns they may have. The trustees undertake an annual safeguarding review with due diligence. All trustees receive suitable safeguarding training. Safeguarding is a standing agenda item for all trustee board meetings. Trustees and the local school committees demonstrate suitable rigour in their oversight of arrangements, which includes undertaking a review of any safeguarding incidents that may occur.
- 2.14 The current arrangements currently meet the regulatory requirements for safeguarding at both schools and are likely to meet the needs of the combined schools envisaged in the material change request.

Welfare, health and safety of pupils – health and safety [ISSR Part 3, paragraph 11]

- 2.15 The school meets the standard.
- 2.16 Both schools have a suitably structured health-and-safety organisation. The school health-and-safety representatives meet regularly with the school's health-and-safety coordinator who operates across

all three schools and reports to the trustees. Half-termly reports are made to the trustees who undertake regular auditing of policy and procedures. All staff have suitable health-and-safety induction training. There are regular updates for staff on a termly basis, supplemented by online training as required. Appropriate health-and-safety checks are undertaken and recorded effectively. All injuries are recorded appropriately with those requiring medical attention being referred to suitably qualified first aiders. There is clear and appropriate guidance for staff leading trips and excursions, including those for pupils venturing overseas or on adventurous training. Security arrangements are appropriate, and this included the recent installation of chain-link fencing around the new site. Access to the new site is controlled in so far as is reasonably practicable given the nature of the school site and its urban location.

- 2.17 Site tours and discussions with school leaders confirmed that the current arrangements on both sites meet the requirements and are likely to meet the needs of the combined schools in January 2024 as envisaged in the material change request.

Welfare, health and safety of pupils – fire safety [ISSR Part 3, paragraph 12]

- 2.18 The school meets the standard.
- 2.19 The schools meet the compliance requirements of the Regulatory Reform (Fire Safety) Order 2005 by ensuring that the fire-safety policy and all fire risk assessments are reviewed appropriately. Fire evacuation procedures are regularly rehearsed by staff and pupils, at least on a termly basis, with a report being made to the trustees. All school buildings are fitted with a fire-alarm system and are serviced annually by external fire engineers, ensuring that the school has effective fire-prevention arrangements. Scrutiny of records of fire risk assessments, fire evacuation procedures and logs of the maintenance of alarms, detectors and servicing arrangements confirm that fire safety is suitably promoted. Manchester Fire and Rescue Service has inspected and signed off the fire-safety arrangements for the new site.
- 2.20 During site tours and in discussions with the school leaders, there was no indication that the merger of the prep school with the senior school in January 2024 would have an adverse impact on fire-safety arrangements.

Welfare, health and safety of pupils – supervision of pupils [ISSR Part 3, paragraph 14]

- 2.21 The school meets the standard.
- 2.22 Each school currently has its own separate and appropriate arrangements to ensure that all age groups are suitably supervised and that their individual needs, such as those of pupils with SEND, are taken into account. Consideration has already been made of the arrangements for the supervision of pupils when the schools merge in January 2024 with the prep school and EYFS being allocated the ground and first-floor levels of the new building. Senior-school pupils currently occupy the second to fifth floors in the new building, ensuring appropriate separation of age groups. Guidance for staff involved in supervision duties is detailed, and risk assessments are used to ensure that supervision levels are always appropriate. At all times, pupils are supervised by qualified and experienced staff who know and understand their needs. Satisfactory staff supervision is in place to ensure appropriate supervision of pupils during all break and lunchtime periods, including when they are using the school's recreation and sports facilities.
- 2.23 The current supervision arrangements operating in each school currently meet the requirements and are likely to meet the needs of the combined schools in January 2024 as envisaged in the material change request.

Welfare, health and safety of pupils – risk assessment [ISSR Part 3, paragraph 16]

- 2.24 The school meets the standard.
- 2.25 An efficient and effective approach is taken to managing risk to ensure the welfare of all pupils in each school. An appropriate risk-assessment policy is in place, and staff have all received training in assessing risk for their respective areas and for organising school outings. The trust health-and-safety co-ordinator manages both school and pupil risk assessments across all school sites. Scrutiny of risk assessment documents show that appropriate evaluations are undertaken across all age groups, which include consideration of the needs of any vulnerable pupils. These identify likely risks and provide suitable measures to mitigate these. All risk assessments are reviewed and signed off by senior leaders, including oversight of school trips both in the UK and overseas. Trustees, through the reporting committees at local level, provide suitable oversight of the risk-assessment process and its implementation. External consultants are engaged to give professional advice where required.
- 2.26 The risk-assessment procedures operating in each school currently meet the requirements and are likely to meet the needs of the combined schools in January 2024 as envisaged in the material change request.

Suitability of staff, supply staff and proprietors [ISSR Part 4, paragraphs 18–21]

- 2.27 The school meets the standards.
- 2.28 The human resources department in the senior school undertakes suitability checks on both senior school and prep staff appointments and ensures that it carries out the appropriate checks on the suitability of staff prior to a person beginning work at both schools. These include checks of the person's identity, right to work in the UK and overseas checks, where applicable. In addition, appropriate teaching and management prohibition checks are carried out if required, and all staff complete a medical self-declaration form. Additionally, the school conducts an online search as part of due diligence checks on new appointments. Part-time staff, volunteers and trustees are all subject to the appropriate checking procedures, and senior management and trustees undertake routine spot checks of the single central register and associated staff files. All staff files contain a useful summary sheet of checks carried out, and these correspond to the details held on the single central register.
- 2.29 The current arrangements are likely to be sufficient to meet the needs of the merged schools envisaged in the material change request.

Premises and accommodation [ISSR Part 5, paragraphs 23-29]

- 2.30 The school meets the standards.
- 2.31 Tours of the new accommodation on the senior school site confirmed that adequate toilet, washing and changing facilities will be available to all age groups in the combined school, including suitable provision for children in the EYFS. Separate and appropriately labelled toilet facilities are provided for pupils, and suitable changing and showering facilities are provided for all pupils when taking part in physical education. Separate facilities are available for staff and visitors to the school. All the above facilities are suitable to meet the needs of the merged schools in January 2024.
- 2.32 Tours of the teaching and recreation areas provided for all age groups on the new school site indicated that maintenance regimes are of an appropriate standard, suitably managed and documented. The school uses an online system for reporting maintenance requirements which prioritises responses in terms of the health-and-safety priority of the item logged. Trustees provide suitable oversight and management of maintenance and refurbishment. Additional input is provided by members of the

school's health-and-safety committee. The above provision and facilities are suitable to meet the needs of the merged schools in January 2024.

- 2.33 Two separate first-aid rooms, which are supervised by qualified first aiders, are available for senior and junior school pupils on the new site. The provision includes separate single-bedded rooms for senior and junior pupils' use, with suitable wash-basin facilities and adjacent toilets, including a facility for a disabled pupil if required. Pupils' medical notes and reports are secured confidentially, as are any medicines, which are kept in locked cupboards in the offices. All the above facilities are suitable to meet the needs of the merged schools in January 2024.
- 2.34 Tours of the school's accommodation on the new school site confirmed that suitable acoustic and lighting arrangements and water supplies are in place throughout the school. Adequate sound insulation is provided where required. Internal and external lighting is adequate for the needs of the pupils and staff. External lighting for security purposes also allows evening functions to take place across the school after dark. Suitable water supplies are available across all areas of the new site, including ready access to drinking water on every school floor. The current facilities, including the new prep and EYFS floor levels, when commissioned, are likely to be suitable to meet the needs of the merged schools in January 2024.
- 2.35 On the new school site, all age groups will have direct access to suitable and appropriate spaces for physical education, recreation and relaxation. Currently, the facilities for the senior pupils are operational and the remaining areas for physical education, recreation and relaxation for junior pupils and children in the EYFS are due for completion before the Christmas break. In January 2024, all pupils will have access to age-appropriate indoor and outdoor sport and relaxation facilities, including a sports hall, tennis courts and a hard-surface play area. Children in the EYFS will have direct access to their own bespoke play area. The size and variety of the intended provision will allow pupils to be divided up into specific age-appropriate groups as required. The proposed facilities are likely to meet the needs of the merged schools in January 2024.

Provision of information [ISSR Part 6, paragraph 32(1)(c)]

- 2.36 The schools meet the requirements for providing information relating to safeguarding to parents. Particulars of the arrangements for safeguarding are published on both school websites and are provided to parents on request.

Quality of leadership and management [ISSR Part 8, paragraph 34]

- 2.37 The school meets the standard.
- 2.38 The leadership and management of both schools demonstrate good skills and knowledge and fulfil their responsibilities effectively so that the independent school standards and requirements are met consistently, and they actively promote the wellbeing of the pupils. Trustees regularly monitor the required standards and ensure that the policies and procedures of both schools are appropriate and relevant to their needs. The inspection visit confirmed that the senior management and trustees have been effectively managing both the move of the senior school onto its new premises and the merger of the prep school with the senior school, which is due to take place in January 2024. An appropriate strategic development plan has informed both processes effectively. Scrutiny of senior management and trustee board minutes confirms that suitably careful consideration has been made of the implications of the material change requests, in order to allow occupation of the new site by the senior school and, in January 2024, the full merger of the two schools.

3. Recommendation with regard to material change inspection

Recommendation

- 3.1 During the visit, facilities and provision in respect of the senior school's occupation of the new site were found to be suitable for the age range to cover 11- to 16-year-old pupils. Additionally, planning and preparation for the preparatory school with an age range of 3- to 11-year-old pupils is likely to be suitable in terms of facilities and provision for a merger with the senior school in January 2024.
- 3.2 It is, therefore, recommended that approval be given to the senior school's occupation of the new site and that approval be given to the merger of the preparatory school with the senior school in January 2024.

4. Summary of evidence

- 4.1 The inspectors held discussions with the head, senior leaders and other members of staff and met with a group of school trustees. They visited different areas of both schools, observed lessons and talked with groups of pupils. They scrutinised a range of documentation, records and policies.