

SIDDIQIYYA EDUCATIONAL TRUST

Trustees Report - 31 July 2016

Siddiqiyya Educational trust

Registered Charity Number: 1110960

Trustees' report

For the year ended 31 July 2016

OBJECT/AIM OF THE CHARITY

The charity has been established for ensuring adequate provision of Islamic and secular education for Muslim children age 4 to 11 in the Lancashire area to the highest possible standard.

We aim, through our School, to provide a first class education to boys and girls from the ages of 4 to 11. We seek to provide a structured educational environment that develops our pupils' capabilities, competences and skills. We promote the religious, academic, moral and physical development of our pupils through our academic curriculum, pastoral care, sporting and other activities. We provide an educational environment where each student can develop and fulfil his or her potential, building their self-confidence and inculcating a desire to contribute to the wider community. In so doing, we prepare our pupils for the opportunities, responsibilities and experience of later life.

Objectives

Our objectives are set to reflect our educational aims and the ethos of the School. It is important to us that we maintain and enhance the religious and academic success of the School.

The main objective of the charity is to preserve Islamic tradition by establishing, promoting, encouraging and advancing the religious and secular education activities of Muslims in the Lancashire area by the provision of schools to become an integral part of the diverse multicultural society of Great Britain.

In order to achieve this, our key objectives included:

- To broaden our academic curriculum
- To enhance and improve the co-curricular provision for pupils
- To continue to develop the first class pastoral care we provide for pupils
- To increase pupil numbers at our School
- To play our part in the life of our local community through our community access and service programmes.

REVIEW OF ACTIVITIES DURING THE YEAR

Public Benefit

When planning our activities for the year, we have considered the Commissions guidance on public benefit and in particular, the specific guidance on charities for the advancement of religion.

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Pupil numbers and fees

Our educational activities are carried out through Rawdhatul Uloom Islamic Primary School. Pupil numbers at our School were 132.

Our fees for the current year were £340 per term, £1020 in total.

For the academic year 2015/2016, at the end of the term in the month of July 2016, 24 left and 35 enrolled.

Academic

The trustees are satisfied with the overall academic achievement of the past year. Continuity has been the key, with a number of changes affecting progress.

At our School, the Year 6 pupils achieved 56% success at National Curriculum Level 4 or above in English, 88% in Mathematics and 69% in Science. They all progressed to Institutes of Islamic Education or a secondary school of their choice.

Change of Head teacher

The Head teacher stepped down after 15 years of loyal and dedicated school service in March. During his tenure the school has moved to bigger and more suitable premises, thereby tripling pupil numbers and he has developed the curriculum to meet the needs of pupils in these competitive times. The trustees hereby wish to place on record their heartfelt thanks and gratitude for the committed and unwavering service shown over the years. His presence and experience will not be lost as he has taken up a teaching post in the school.

The new Head teacher (Hamza Mala), who took up the role in August, was promoted from within the ranks of the school having been employed at the school for 12 years. It was important to appoint somebody who will continue to develop the Islamic and secular vision of the Trustees and therefore the Trustees felt it was important to appoint someone from within the existing structure who has the relevant experience from working in the school and who will benefit from the onsite presence of the previous Head teacher.

Change of Teachers

Minimal changes of staff took place with 1 leaving and 3 new staff employed. The staff member leaving was for maternity.

Renovations

No major renovations took place during this period.

FUTURE PLANS

The Trustees intend to continue their current strategies of maintaining the School's position in a competitive market by investing to provide high quality education for our pupils. Achieving a high standard of religious and academic results is a constant aim whilst maintaining the breadth and

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depth of the education provided. For the forthcoming year, the Year 6 children will sit the SATS examinations to further our attempts to improve academically.

The Head teacher and senior staff continue to review the curriculum to ensure that the educational qualifications remain appropriate for our pupils' development.

Our future plans are financed primarily from fee income, donations and from our reserves. The Trustees need to maintain an equitable balance ensuring our current pupils benefit whilst, at the same time, ensuring a sound infrastructure and financial base are preserved for the next generation of pupils in the same way as our current pupils benefit today from the investment made in the past. The major priority of the Trustees is to work towards the repayment of the interest free loans which will in turn free the school of net liabilities.

Maintaining and, where necessary, developing the fabric and facilities of the School are central to our strategy.

OUR FINANCES

The Trustees are continuing their strategy of deploying all net incoming resources to investing in the educational purposes and fabric of our School.

As a charity the parents of our pupils have the assurance that all the income of the School must be applied for educational purposes. As an educational charity we enjoy tax exemption on our educational activities and on our investment income and gains provided these are applied for our charitable aims. As a Charity we are also entitled to an 80% reduction on our business rates on the property we occupy for our charitable purposes. The financial benefits we receive from these tax exemptions are all applied for educational purposes.

However, as an educational charity, we are unable to reclaim VAT input tax on our costs as we are exempt for VAT purposes. We also pay tax as an employer through the national insurance contributions we make.

Pension Liability

The School provides all employees the opportunity to enrol onto the National Employment Savings Trust (NEST).

OUR ETHOS, STRATEGY AND POLICIES

Our Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus of our strategy is on the development of our pupils, their continued high levels of academic and co-curricular achievement and to further widen access to the education our School provides. In taking forward our strategy we:

- review and benchmark the School's academic syllabus, teaching practices and examination results
- ensure the range of co-curricular activities available to our pupils is stimulating and challenging
- invest in technology and the infrastructure of our School
- co-operate and share resources with local schools

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Our ethos: a caring School serving our local community and society

Siddiqiyya Educational Trust is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level to ensure the financial viability of the School and at a level that is consistent with our aim of providing a first class education to boys and girls.

Our School welcomes pupils from all backgrounds. To admit a prospective pupil we need to be satisfied that our School will be able to educate and develop a prospective pupil to the best of their potential and in line with the general standards achieved by their peers. Entrance interviews are undertaken to satisfy ourselves and parents that potential pupils can cope with the pace of learning and benefit from the education we provide. An individual's economic status, gender, ethnicity, race, religion or disability do not form part of our assessment processes.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are or become disabled.

Our School is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

In the last Ofsted inspection report, it was stated that the curriculum is excellent at promoting pupils' spiritual, moral, social and cultural development. Pupils' behaviour and personal development is outstanding. The respect they show to each other and to all adults is excellent.

Parents are given regular information about their children's social and academic progress through parent evenings in addition to the traditional end of year reports. We maintain regular contact with parents throughout the year through informal contacts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees are responsible for the overall management and control of the Rawdhatul Uloom Islamic Primary School. The Trustees meet three times a year.

All trustees give of their time freely and no remuneration or expenses were paid in the year.

Key management personnel

The Trustees consider that they, together with the Head and the School Business Manager comprise the Key Management Personnel. The Trustees give of their time freely, where the Head and the School Business Manager are remunerated according to their fixed salary.

Organisational Management

The Trustees determine the general policy of the School. The day to day running of the School is delegated to the Head, supported by the School Business Manager. The Head teacher undertakes the key leadership role overseeing educational, pastoral and administrative functions in consultation

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with the senior staff. The day to day administration of the School is undertaken within the policies and procedures approved by the Trustees which provide for only significant expenditure decisions and major capital projects to be referred to the Trustees for prior approval.

The Head oversees the recruitment of all educational staff. The Head and School Business Manager are invited to attend Trustees' meetings.

Risk Management

The Trustees are responsible for the overseeing of the risks faced by the School. Detailed considerations of risk are delegated to the Senior Management of the School. Risks are identified, assessed and controls established throughout the year.

The main risks that the Trustees have identified and the plans to manage those risks are:

- Reputation. The School's success is built on its reputation for the education and well-being of our pupils. We manage this risk through safeguarding policies, staff recruitment policies, pastoral support for both pupils and staff and active identification and resolution of health and safety related issues.
- Money. Our ability to continue is reliant on pupil fees and the ability to pay bills as they fall due. This risk is managed by marketing activity, having a reputation for academic excellence and active cash-flow management
- Curriculum. Academic excellence requires the most able teachers with state of the art facilities delivering the curriculum to able students.

Through the risk management processes established for the School, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

CHARITY TRUSTEES

New Trustees' are appointed by the existing Board of Trustees. Below are names of the existing Trustees:

Mr Abdul Wali Wasway – Chairman

Mr Imran Mohamed Patel

Mr Sahabuddin Patel

Mr Mohamed Irfan Ismail Patel

Trustee Recruitment and Training

The Trustee body requires breadth and depth of experience to carry out its duties effectively and efficiently. When recruiting new trustees the important attribute is a passion for the work of our Schools and an understanding of education as a holistic and rounded experience of personal growth. We advertise locally for new trustees and through parents. We also invite senior local business

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people to consider joining our Board. Where possible the Trustees consider that the skills and experience of the Board should comprise the following:

A Trustee with a legal background

A Trustee with a financial/accounting background

A Trustee with education experience

A Trustee with senior managerial or business experience

A Trustee with experience of equal opportunities or disability needs

One Trustee may have one or more of these skills.

Reserve Policy

At present the current net liabilities exceed the current net assets by £71,010 however, the trustees expect the majority of the interest free loans will not be repayable within the next 12 months and efforts are being made to correct the deficiency.

The trustees would like to thank all those who assisted us with their moral and financial support and trust they continue to do so. Special thanks to parents, members of staff and volunteers for their loyal support in running of the school.

The trustees declare that they have approved the trustees' report above.

Mr Abdul Wali Wasway

Chairman

9th February 2017