

# SIDDIQIYYA EDUCATIONAL TRUST

## Trustees Report - 31 July 2018

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**Siddiqiyya Educational trust**

**Registered Charity Number: 1110960**

**Trustees' report**

**For the year ended 31 July 2018**

### **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 133.

Our fees for the current year were £380 per term, £1140 in total.

For the academic year 2017/2018, at the end of the term in the month of July 2017, 37 left and 26 enrolled.

### **Academic**

The trustees are satisfied with the overall academic achievement of the past year. Year 2 (first time) and Year 6 completed SATS.

### **SATS**

For the first time at Rawdhatul Uloom Islamic Primary School the Year 2 pupils sat the SATS tests in the key curriculum subjects (May 2018). Year 6 participated in SATS for the second year running. A new Primary Curriculum was introduced in 2014, and these tests assess the children's attainment against a new, much higher standard.

All children in Year 2&6 took part in these assessments and the results are used to assess the children's progress throughout their time at primary school and to compare the school's performance against other schools both nationally and locally. The children were assessed in Literacy (reading, writing, spelling, grammar and punctuation) and Mathematics. The Key Stage 2 results are used by the children's secondary school as an indication of their general level of attainment.

#### Year 2

65% of the pupils in Year 2 achieved the expected standard against the new, much tougher, National Curriculum in Maths, 45% in Reading and 60% achieved the expected standard in Grammar, Punctuation and Spelling. 70% of children achieved the expected standard against the new, much tougher, National Curriculum in Writing and 15% exceeded that expectation. The combined Reading, GPS and Maths figure which shows the percentage of children who reach the expected standard in all subjects is 65% which is 5% below the national average (70%).

#### Year 6

90% of the pupils in Year 6 achieved the expected standard against the new, much tougher, National Curriculum in Maths, 65% in Reading and 85% achieved the expected standard in Grammar, Punctuation and Spelling. 95% of children achieved the expected standard against the new, much tougher, National Curriculum in Writing and 5% was working towards the expected standard. The most important statistic is perhaps the combined Reading, GPS and Maths figure which shows the percentage of children who reach the expected standard in all subjects. Our figure of 80% is 4% above the national average (76%).

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The effort from the staff and children were rewarded with an overall positive result. The Year 2 results in maths and GPS were pleasing considering that it was the first time they participated in the SATS. The reading result was disappointing and steps will be taken to attempt to improve reading throughout the school.

All pupils in Year 6 progressed to Institutes of Islamic Education or a secondary school of their choice.

### **Additional/Upgraded resources**

*Photocopier* – In February 2018, the school photocopier was upgraded to an updated, faster model to help reduce time spent in photocopying as old photocopier was slowing down and becoming costly to run

*Computer room* – All computers upgraded with SSD drives to improve performance.

### **Inspection**

Rawdhatul Uloom Islamic Primary School had an emergency inspection on the 8<sup>th</sup> February 2018. The inspection was carried out by Ofsted.

The school did not meet 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. Not all of the standards and associated requirements were checked during this inspection.

The school did not meet the following independent school standards

- The proprietor must ensure that the arrangements made to safeguard and promote the welfare of pupils at the school have regard to any guidance issued by the Secretary of State (paragraphs 7, 7(b)).
- The proprietor must ensure that the complaints procedure makes provision for:
  - at least three people who were not directly involved in the matters detailed in a complaint to be included in any panel appointed by or on behalf of the proprietor to hear that complaint
  - the written record of all complaints that are made in writing to include whether these are resolved following a formal procedure, or proceed to a panel hearing and the action taken by the school as a result of those complaints (regardless of whether they are upheld) (paragraphs 33, 33(f), 33(j), 33(j)(i), 33(j)(ii)).

**The following was action was required to ensure the school met the failed requirements:**

- **Action plan to state the changes and actions the school were to make to meet the failed independent school standards. This was drafted and sent in April 2018.**
- **Safeguarding policy updated to include guidance issued by the Secretary of State.**
- **Complaints policy updated to include a panel of at least three people.**
- **Created a Complaints folder which contains written records of both informal and formal complaints.**

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### **Change of Teachers**

Several changes of staff took place with 4 staff leaving and 4 new staff employed. One staff member took leave for maternity.

### **Renovations**

*CCTV, Alarm and window grill/bars* – CCTV cameras, a new intruder alarm and window grills/bars at the back of the building were installed.

### **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 depth of the education provided. For the forthcoming year, along with the Year 6 children the Year 2 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 parental contributions, donations, fundraisers 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. Hence the following has been prioritised:

- Installation of LED lights to remove old and aging lights to new and cost effective lighting
- Installation of hardware and software for interactive whiteboards
- Invest in educational resources to enhance and improve teaching and learning outcomes

### **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.

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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

### **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 (March 2017), it was stated that the curriculum is good at promoting pupils' spiritual, moral, social and cultural development. Pupils' behaviour and personal development is good. The respect they show to each other and to all adults is good.

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

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parents throughout the year through ClassDojo, letters, phone calls and both formal/informal meetings.

### **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 (with the exception of the Chairman of the Trustees, Abdul Wali Wasway, who is employed as a teacher and remunerated according to his fixed salary as a teacher), 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 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.

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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 Mohmed 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. 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 £7,895.00 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

23<sup>rd</sup> March 2019