

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

St Chad's Church of England Nursery and Infant school			
Address	Gordon Road Derby DE23 6WR		
Date of inspection	03/July/2019	Status of school	Academy inspected as VC Diocese of Derby Academy Trust
Diocese	Derby	URN	112873

Overall Judgement	Grade	Excellent
How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?		
Additional Judgement		
The impact of collective worship	Grade	Good

School context

St Chad's is a small inner city nursery and infant school with 120 pupil on roll with 13 nursery places. The school has a very high level of religious and cultural diversity and the majority of pupils speak English as an additional language. The proportion of pupils who are disadvantaged is above the national average, however this is not fully reflected within school as many of the families are not entitled to benefits. The proportion of pupils who have special educational needs is above the national average. The school has terminated its federation and converted to the Derby Diocesan Academy Trust in January 2019.

The school's Christian vision

Love God; Love Neighbor; Love Self (Matthew 22:36)

Love: "Do everything with love". (*Corinthians 16:14*)

Friendship: "Encourage one another and build each other up". (*Thessalonians 5:11*)

Compassion: "Be kind to one another". (*Ephesians 4:32*)

Respect: "Treat others as you want to be treated". (*Luke 6:31*)

Key findings

- The school's vision of love is the driving force of the headteacher who has the utmost respect of children, staff, parents and the community. The vision shared by pupils, parents, church and the community underpins every decision made at all levels of leadership.
- St Chad's is an inclusive, compassionate and caring community where every child is valued and loved as a child of God.
- There are good opportunities for pupils to champion causes and explore diversity and difference.
- Religious Education (RE) has high priority in school and is well led. Monitoring is evident and pupils are provided with a safe place to explore, ask big questions and celebrate their own beliefs and that of others.
- Collective worship is valued by all members of the school community and is an integral part of the school day which is enhanced by the close relationship between church and school.

Areas for development

- Further develop collective worship to ensure that pupils have regular opportunities to lead worship independently.
- Make effective use of monitoring and in particular a robust assessment so that high expectations in RE are maintained.
- Enable pupils to champion global issues such as inequality and injustice by embedding their courageous advocacy through wider curriculum learning opportunities.

How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?

Inspection findings

Leaders at every level in the school can effectively demonstrate the impact of the school's vision of love encompasses every aspect of decision making in school and shapes its strategic direction. The leadership of the headteacher has empowered them to go the extra mile and a high level of trust and respect exists. The Christian foundation enables faith to be encouraged and provides an explicit faith context for every pupil to explore their own journey in a climate of inclusion and acceptance. As a result, pupils, parents and staff of all faiths are confident to speak about their beliefs, expressing their thoughts and views in depth. They are treated with dignity and respected and valued as individuals to be fully nurtured in this caring Christian environment. Explicit Christian values support a commitment to meeting the holistic needs of each child, supported by exemplary pastoral care.

Pupils are very happy and proud of their school. A 'family' ethos enables pupils to feel secure and confident to achieve well. Pupils have a good sense of self-belief and high self-esteem, which staff at all levels have worked hard to support with the outstanding environment. They are well motivated and enthusiastic because of the relationships that they have with staff and each other. Pupils understand what it means to be a pupil at a Church school and make the link to Christian teaching in the Bible. Displays of Christian artefacts, worship trays and Bible quotes throughout the school plus a refurbished reception area express the school's Christian distinctiveness and promote discussion based on the vision of love. A consequence is that pupils are able to communicate the Christian story well. Standards of behaviour are exemplary and pupils are aware of boundaries for correct behaviour and the explicit Christian values that underpin this attitude. A relaxed, orderly atmosphere around the school facilitates an excellent learning environment, for progress and achievement to flourish and where differences and diversity can be celebrated.

There are strong links with the local church as Rev'd Andy is also the chair of governors. These roles enable him to provide pastoral support and professional guidance for the school and families. The governors have experienced a number of changes in the school but throughout it all, they are dedicated to ensuring the very best for each child and have a clear understanding of how to move the school forward. Governance is strong and with a wide skill-set ensures the work of the governing board is effective with purposeful systems for monitoring and evaluating the school. It is clear that the school has a strong Christian vision and it has undertaken work with the local community to share this, such as workshops, invitation to trips and surveys. Relationships between staff, pupils and governors show that the school works together at all levels and hold the children at the heart of all decision making.

Every single child and family knows that they are loved individuals in this school. This is demonstrated by the carefully crafted home visits carried out before each child starts school. Staff often visit the homes of school families, offering love, support and guidance throughout pupil's time in school. As a consequence of home visits staff have identified the need of ensuring the school environment reflects that of a safe home for example one classroom has a small bed for children to relax and have a story read to them, the foyer area has a large sofa where pupils and family can meet and share quality time together. Engagement with parents is very strong the school prides itself on being able to communicate and offer Christian friendship, support and challenge when needed. The open door policy shows that the school welcomes in all faiths and is determined to drive standards up by ensuring children are ready for learning each day. The school has made it a priority to offer all children healthy snacks throughout the day and has invested in restoring a cellar area to provide children with quality play equipment that encourages sharing and taking turns during playtime and lunchtime. Pupils are confident that staff will challenge any prejudicial behaviour or bullying and, therefore, they feel safe and respected. A pupil stated, 'We are all friends and a family of God, even though we have different beliefs.' Pupils have a safe environment to have open discussions and listen to each other's views with a good understanding of how to behave when they have a different viewpoint.

Collective worship is rooted in the Bible and embraces Christian values. Worship is strongly linked to the school's vision. Rev'd. Andy and school staff lead worship that pupils enjoy and which gives them experience of the breadth of the Christian tradition. Pupils are routinely involved in planning and leading worship by lighting candles, saying the school prayer and taking part in acting out Bible stories. There is little evidence of children

evaluating worship however, the collective worship ambassadors are actively working hard to independently lead collective worship on a regular basis. The collective worship leader has a good understanding of the purpose of worship and has ensured all children have access for time to reflect and pray. There are clear plans regarding the focus of worship over the year with quality monitor carried out by a range of leaders. This monitoring shows evidence that worship is having an impact on both children and staff.

The RE curriculum is broad, balanced and appropriate and meets the Church of England Statement of Entitlement. RE ensures that pupils have an excellent knowledge and understanding of Christianity and other world faiths. Even the youngest pupils are adept at applying religious principles to moral and ethical dilemmas. The enthusiasm that pupils have for the Bible stories show a real thirst for knowledge and pupils are making links with stories from their own faith. It is consolidated through school worship that encourages all present to reflect on the biblical story of God's relationship with humankind. The school has a good knowledge of the Understanding Christianity resource and has cascading training at all levels so that all staff feel skilled and confident to teach RE. The professional development of staff is central to school improvement and the headteacher has a thirst for wisdom and moving the school forward. Developing links with other schools and networks will make effective use of monitoring and in particular a robust assessment so that high expectations in RE are maintained.

Relationships are firmly rooted in the Christian vision and that the school has adopted. The vision ensure that the pupil's behaviour is exemplary and that an inclusive and supportive environment exists. The love is felt by staff, pupils and their families. Children say 'we show our hearts because we love one another, our headteacher loves each one of us and we love her too'. One parent explained, 'the school focuses on the things that unite us not on our differences.' The wellbeing of everyone is prioritised the ethos of forgiveness and reconciliation is embraced by all. Staff feel encouraged to progress in their careers through professional development and feel supported in the caring family environment in which they work. They also support each other both professionally and personally. Partnerships with the parish, local community, neighbouring schools and diocese all make a significant impact on the effectiveness of the school. Parents and governors see the school, in unison with the church, as a beacon in the community and a hub for community events. The impact of this since the last inspection has been significant, particularly on raising the quality of teaching and learning in RE. St Chad's is exceptional in how it lives the Christian vision, in a multicultural community through God's love. It has a lasting impact and makes a transformational difference to the lives of pupils and adults. A pupil explained, 'It's our school we are all different but love brings us together... we have different God's but the same love.'

Head of school	Kat Leach
Inspector's name and number	Elizabeth Stanley-Wainwright 880