

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

William Gilbert Endowed Church of England Primary School

Vicarage Lane, Duffield, Belper, Derbyshire, DE56 4EB

| | |
|--|------------------------------|
| Current SIAMS inspection grade | Outstanding |
| Diocese | Derby |
| Previous SIAMS inspection grade | Outstanding |
| Date of academy conversion | 1st March 2015 |
| Name of multi-academy trust | Derby Diocesan Academy Trust |
| Date of inspection | 17th April 2018 |
| Date of last inspection | 22nd May 2013 |
| Type of school and unique reference number | 141850 |
| Head of School | Susan Whyld |
| Inspector's name and number | Louise Patterson 310 |

School context

The school is average in size with 248 full time pupils and 52 nursery pupils. It converted to academy status in March 2015, when it joined the Derby Diocesan Academy Trust. There has been a sustained period of stability in the leadership of the school. Rate of absence is low at 2.2% (4% nationally). The school is predominantly White British with both Pupil Premium and pupils with additional needs well below the national averages. The head teacher and senior staff have been recognised as outstanding leaders of church schools, worship and RE. There is an excellent relationship with the Diocese.

The distinctiveness and effectiveness of William Gilbert Endowed as a Church of England school are outstanding.

- An exemplary Christian distinctiveness, reflected in all areas of the school, which is firmly rooted in the Christian values of faith, hope and love.
- Excellent relationships exist throughout the school and beyond, reflecting the impact of the outstanding leadership demonstrated by the senior leaders and governors of the school
- Extremely high quality collective worship, RE and the very strong relationship with the diocese form a solid foundation for the Christian life of the school.
- Pupils are developing into highly confident, very well-behaved and well-rounded individuals in the knowledge that they are loved by God.

Areas to improve

- Engage pupils and staff in the monitoring and evaluation of the impact of the pupil written and led worship.
- Embed the ongoing developments in both Religious Education (RE) and collective worship and ensure their impact is monitored.

The school, through its distinctive Christian character, is outstanding at meeting the needs of all learners

The school's self-evaluation and other public documentation make it very clear that the life and work of the school is absolutely rooted in Christian values and that this drives the outstanding Christian ethos. All decision making is underpinned by faith. The concepts of faith, hope and love are deeply embedded from the youngest children right through to the Governing body, resulting in an extremely cohesive and solid foundation for the Christian life of the school. High pupil attainment is developed and encouraged due to all pupils being treated as unique individuals with God given talents; with appropriate strategies put in place to secure the progress which data and books indicates is well above national expectations. The teachings of Jesus are reflected in the care, respect and compassion demonstrated by the whole school community. Attendance is higher than the national average demonstrating that pupils enjoy going to school and are encouraged to be the best that they can be at all levels. Behaviour is outstanding with pupils demonstrating very high levels of respect and mutual understanding with the Golden Rules linked to the Ten Commandments. Pupils have an extremely positive attitude towards school which is encouraged by very supportive staff and parents. All staff and other adults are providing exemplary role models for Christian values which are so strongly evidenced throughout the school. Parents consistently commented positively about the school saying such things as, 'the values within the school are making them caring', 'I sent my children here because of the values as well as the standards' and 'the love shines through, even when they get home'. There is a mutually supportive and very hard working staff team who feel valued and appreciated. There is a culture of praise, reward and being listened to, which is having a very positive impact on both pupils and staff. There is a conscious effort being made to ensure everyone in school has a voice, even the very youngest pupils. As pupils commented, 'we know the values of our school and the greatest of them is love', 'God is in our school because God is everywhere' and 'there is something to do with religion where ever you go in school'. There are very good relationships with the local and wider community with the school being central to the life of the village in many ways. After an interregnum, the relationship with the local parish has gone from strength to strength with regular mutually supportive interactions. This relationship is set to continue to develop. The spiritual dimension is evident in many areas and aspects of school life; resulting in pupils who are reflective and appreciate quiet time and prayer. Pupils are well prepared for life beyond William Gilbert School, having been given the tools and opportunities to develop educationally, personally and spiritually in this outstanding church school.

The impact of collective worship on the school community is outstanding.

Worship is a fundamental aspect of the life of the school as a Christian community and is having a very positive impact on the lives of all involved in it. It provides regular opportunities for the development of the spiritual dimension through music, prayers and periods of quiet reflection. Music and song are making a particular contribution to this, with extremely high quality singing in evidence. The range of opportunities available within worship are embraced with enthusiasm by all in attendance. There is a clear understanding that the teachings of Jesus can be lived out through the daily acknowledgement of the Christian values of faith, hope and love. There is clearly a growth in the understanding of the person of Jesus and His teachings as pupils experience worship throughout their school lives at William Gilbert. Both pupils and staff are actively engaged in the worship being delivered and clearly enjoy the experience. Prayer is a strong feature of worship with pupils encouraged to write their own prayers or lead spontaneous prayer; even the younger pupils knowing The Lord's Prayer. There are opportunities for pupils to write or draw reflections on worship and other events in dedicated reflection areas in public areas of the school and in classrooms. These are taken up on a regular basis by pupils throughout school. A parent commented that her child was 'passionate about delivering worship'. There is very good use made of Biblical content, with passages used alongside stories. The use of passages with responses enhances the Anglican elements of worship. Pupils enjoy and take pride in the opportunities to plan and lead worship but are not yet formally involved in the monitoring and evaluation of these. There is an understanding of difficult Christian concepts. Pupils can articulate with some confidence the concept of the Trinity with a younger child saying, 'it's God the three forms'. There is an appropriate balance within worship, with times for song, Biblical stories and rewarding of achievement. Major Christian festivals are celebrated in church, which pupils, parents and the local community clearly enjoy. Christian worship is very well planned by the co-ordinator based on the Liturgical Year. She evaluates the impact and ensures that worship continues to develop and grow within the school to remain at the forefront of its Christian distinctiveness.

The effectiveness of the religious education is outstanding.

Pupils are making progress which is at least in line with other core subjects and are attaining to a similar if not deeper level. Teaching and learning observed was mostly outstanding with some good practice evident. Pupils are being actively encouraged to be independent learners, with excellent use being made of marking and feedback. This ensures that all pupils are fully aware of their progress and areas to improve. They are being constantly encouraged

to exceed expectations. When questioned, pupils throughout school have an extensive and thorough understanding of Christian concepts with a depth which indicates they have experienced outstanding teaching and learning over time. Pupils engage appropriately with the major world faiths alongside the significant Christian input and they are developing their knowledge and understanding of these to a significant level. The introduction of the Understanding Christianity material, though challenging, has continued to enhance the content and concepts delivered. All who teach RE are committed to the subject and are highly skilled in its delivery. There is a real sense that the subject is making a significant contribution to the school as a religious community. The school uses the Derbyshire Agreed Syllabus alongside the Understanding Christianity material to very good effect and it has grown into an extremely cohesive scheme within the school. This development has given staff the confidence to deliver and cover the skills, knowledge and understanding that they wish to be integral to the RE delivered in the school. There is appropriate progression within the subject with pupils demonstrating an increased understanding of both content and concepts as they move through the school. There is evidence of formal monitoring of teaching and learning taking place with classroom observations and book sampling alongside other curriculum areas. This leads to continuous reflection and improvement within the subject. The co-ordinator also monitors planning to ensure variety and reflective practice. Pupils say that they enjoy the subject, 'we get to express our opinions and we are encouraged to ask all sorts of questions'. The subject is being extremely well led and managed by the co-ordinator who, not only accesses training to enhance her own practice, but delivers training at diocesan level. Appropriate training and the support of the diocese is having a very positive impact. The subject is very well placed to continue to move from strength to strength.

The effectiveness of the leadership and management of the school as a church school is outstanding.

The extremely enthusiastic, knowledgeable and committed Christian leadership and management provided by the headteacher and governing body contribute significantly to the success of this outstanding church school and in the high standards of achievement and well-being of all pupils. The head teacher is an inspiration to the whole school community in her unfailing drive and commitment to the school as an academic institution which has its Christian distinctiveness firmly at its heart. The Christian vision of the school is effectively promoted and evidenced in the high quality relationships, public documents and website. The website makes it very clear how the Christian ethos of the school is central and what impact it has on the whole school. The continued focus on the Christian values of faith, hope and love emphasises the positive impact of this thread running throughout the Christian distinctiveness of the school. There is an outstanding team spirit with the whole staff being actively committed to the church school ethos, resulting in their development as potential leaders. All adults within the school are excellent role models and provide inspiration for the high expectations of behaviour, care and respect for the individual, which are all significant characteristics of William Gilbert Endowed Church School. There continues to be strong, mutually supportive links with the local parish. The local church provides support for the school both practically and spiritually. There are strong and productive links with the diocese which are greatly appreciated by both school and subject leadership. These links are mutually beneficial. Relationships with parents are excellent; as a parent commented, 'the school is always moving forward', 'the head is a really caring and thoughtful person' and 'the school helps children to stand on their own two feet'. They greatly appreciate the truly open door policy of the school. Pupils say that they have an effective voice within the school with both individuals and class ambassadors being heard and their voice valued in the continued growth and development of the school. The self-evaluation carried out by the school is accurate and the areas they have highlighted are entirely appropriate. The RE and collective worship action plan demonstrates the continued forward movement of the school with areas being both maintained and developed. The school meets the statutory requirements in both RE and collective worship. William Gilbert Endowed School is an exemplary church school owing to its inspirational leadership, staff and governors, supported by the local church and the diocese. It is very well placed to continue to build on its Christian foundation.