

**SIAMS MID-TERM REVIEW VISIT**

<b>Name of school and Type</b>	St Kenelm's CE Primary School (VC)
<b>Name of headteacher</b>	Robin Smith – Executive Headteacher
<b>Name of Diocesan Link Adviser</b>	Chris Price-Smith
<b>Date of visit</b>	22.11.17
<b>Date of last SIAMS inspection</b>	12.11.14
<b>Previous grade</b>	2 Good
<b>Met with</b>	Executive Headteacher: Robin Smith Parents Pupils Staff Chair of Governors
<b>Activities</b>	Meeting with Exec. Headteacher Meeting with a group of parents Learning Walk across the school Meetings with two groups of pupils (Y2-Y4 and Y5-Y6) Meeting with staff Meeting with Chair of Governors and Executive Headteacher  <i>NB Collective Worship is held in the afternoon</i>
<b>Name of reviewer</b>	Chris Price-Smith

**Context changes since last inspection:**

The substantive Headteacher, who had been in post for a considerable number of years, retired in August 2017. There is a new Executive Headteacher who is shared 50:50 through a Management Partnership Agreement with Clanfield School (he has been substantive HT for Clanfield for a number of years).

Since September 2017 a new Leadership Team of the schools has been created with two senior teachers moving in to Assistant Head positions following the appointment of the new Executive Headteacher.

There was a new Chair of Governors appointed from Sept.2016 and she had previously been a member of the GB.

One new teacher (NQT) but who is known to the school as she was previously HLTA. The local church is some distance from the school and recently (in 2014) had been through an 18-month interregnum. The vicar appointed left her position in the summer and now the school will see a team of seven vicars from the Witney deanery available to take collective worship on a rolling programme.

<b>Areas to Improve from last inspection</b>
1. To establish a group of governors who formally monitor and evaluate the provision for and impact of the school's Christian ethos, religious education and collective worship so that this can inform the school's strategic and succession planning.
2. To ensure that pupils are more actively involved in the planning and leading of collective worship to develop their understanding of Anglican traditions and practices.
3. To involve parents and pupils in the self-evaluation of the school as a church school so that their views can inform future planning.

<b>Action taken and impact since last inspection</b>
<p>1. When first appointed, the new Executive Head created a SIAMS working party in his first term, however this currently consists of only the Executive Headteacher and the Chair of Governors. They are proactively seeking additional members, including asking local incumbent for a representative from the ministry team.</p> <p>A SIAMS development plan has been written and included in the school's improvement plan – this has increased knowledge and awareness for all Governors, as the SIP is monitored at every FGB meeting.</p> <p>Governors, although in post for some time, are keen to learn about the SIAMS process - Governors now have a greater knowledge and awareness of the SIAMS framework and what being a church school entails which will help them to develop the strategic direction of the school. However, they are yet to actively monitor and evaluate Christian ethos, religious education and collective worship.</p>
<p>2. Children write prayers for each of the school values which are read during assembly time. In doing so children have a greater understanding of the importance of prayer.</p> <p>The Y5/6 class was given the opportunity, for the Harvest celebration in 2017, to plan and lead their groups' contribution to the service. They said that they found this enjoyable and would like to continue planning and leading CW.</p>
<p>3. Parent/pupil involvement has so far been linked only to the consultation (September 2017), with all stakeholders from within the school community, for a set of six new core Christian values: Respect, Friendship, Honesty, Thankfulness, Compassion and Wisdom.</p>

### **Strengths of the school**

The drive of the newly appointed Executive Headteacher in promoting the Christian ethos and values of the school is a significant strength because of the impact that it has already had on the school since September. This was recognised by parents, pupils and staff during the review. Parents spoke about their children discussing the school values at home, since September, and the pupils could, in turn, speak about the raised awareness of values in school and how they make you 'a better person'.

There is a strong sense of team work, articulated clearly by staff, and the values are lived out by adults and pupils in the daily life of the school. The adults show genuine care for the pupils and the pupils made reference to this during the pupil discussions. All pupils demonstrated mutual respect and politeness during both pupil meetings and listened carefully to each other's responses.

The transition from the previous Headteacher to the new Executive Headteacher has been implemented effectively and the staff are very positive and committed to the changes being introduced.

### **Suggested new or continued action**

To include the monitoring and evaluation of the school's Christian ethos, religious education and collective worship, so that this can inform the school's strategic and succession planning, in the school's main monitoring and evaluation annual schedule and identify the involvement of various stakeholders in the schedule, including parents and pupils.

Governors to access training/support to increase their knowledge and understanding of the SIAMS framework (new framework from September 2018) in order to be effectively involved in the monitoring and evaluation of the school's Christian ethos, religious education and collective worship so that this can inform the school's strategic and succession planning.

To fill the current vacancy for a foundation governor.

To fully establish the recently formed SIAMS working party by increasing the membership, developing the level of expertise and ensuring that the group meets regularly during the school year.

To establish a pupil worship group to promote the planning and leading of CW by the pupils themselves.

Continue to develop and strengthen the relationship between school and church.

To make it more evident on the school website that St Kenelm's is a Church of England School by making reference to its Christian values and ethos, ensuring policies acknowledge the values and vision for the school and by creating a link to the school's most recent SIAMS report.

### Parish Engagement

There is a new local incumbent – Toby Wright (also Area Dean of Witney) – who is very experienced at working with schools. He has established a ministry team who have been leading CW this term. The school is keen to develop parish involvement with the school but recognise the current demands on the ministry team.

The school is also supported by the local Methodist minister who leads CW on a fortnightly basis. The pupils clearly value this involvement and spoke positively about his use of silence to help them think during his assemblies.

### Additional comments

**Values:** Respect, Friendship, Honesty, Thankfulness, Compassion and Wisdom are now the six core values of the school, and were established through consultation with the whole school community in September 2017 – led by Executive Headteacher

The parents spoke about the school being more 'parent friendly' since September 2017 and felt that communication had improved between school and families.

Staff spoke positively about the new staffing structure and the impact of 'fresh eyes' leading to the 'game being raised'.

The school has not been in the SLA and the new Executive Headteacher is looking to address this.

### Progress

Some progress has been made towards area for development 1  
Very limited progress has been made towards area for development 2  
Very limited progress has been made towards area for development 3

All actions identified during the review to address the areas for development have been taken since September 2017.

Send to ...  
Headteacher, Chair of Governors, Diocesan Schools' Adviser