

**SIAMS MID-TERM REVIEW VISIT**

<b>Name of school and type</b>	Bierton CE VC Combined
<b>Name of headteacher</b>	Jenny Martin
<b>Name of Diocesan School Link Adviser</b>	Eileen Northey
<b>Date of visit</b>	8/5/18
<b>Date of last SIAMS inspection</b>	1/7/15
<b>Previous grade</b>	Good
<b>Met with</b>	HT Governor RE lead Children
<b>Activities</b>	Participation in CW Meeting with HT, RE lead and governor Meeting children Tour of the school
<b>Name of reviewer</b>	Frances Bartlett

**Context changes since last inspection:**

JM, the Headteacher, had recently been appointed to Bierton when the school was inspected by Ofsted and SIAMS in quick succession. She knew the school as a DHT, but had not been in leadership posts for long before becoming the substantive HT. All staff, established and newly appointed, are committed to the success of the school and a culture of mutual support for the benefit of all is palpable. Rev Mark Ackford is a long-standing governor and prioritises effectively his work in schools to support staff and pupils. The school is going through a period of building work and expansion to 2FE which will be complete in for September 2019. Bierton does not currently hold a service level agreement with ODBE

**Areas to improve from last inspection**

- Continue to explore and embed the explicit Christian values throughout the life of the school to celebrate its distinctive Christian character
- Use effective assessment procedures to monitor pupils' progress in the newly introduced religious education scheme to raise standards further
- Increase pupil involvement in the planning, delivery and evaluation of worship to extend their spiritual development

<b>Actions taken on the previous development areas from the last inspection</b>	<b>Impact</b>
<p>The values of the school have been completely revised with stakeholders following consultation. There are now 5 Christian values of love, cooperation, respect, responsibility, honesty which match the school's learning powers</p> <p>The overarching Biblical narrative – the Christian Vision - for the school is “We don't hide our light. We aim high, achieve success, find our sparkle and shine!”</p> <p>The values are displayed throughout the school with a high profile and these are the basis for CW planning ensuring that pupils experience different aspects of the values each week</p>	<p>Reduction in number means that the children are now able to remember and describe their school values with confidence</p> <p>The values have symbols enabling them to be remembered visually and children are rewarded with leaves to contribute to building success in school life and recognition of when values have been seen in action</p> <p>The parable of the talents neatly articulates the school's vision as a Christian vision expressing to parents and families of all faiths and none the educational mission at Bierton</p> <p>The Christian values are shared with the parent community as a natural part of the life of the school</p>
<p>Assessment in RE is part of a monitoring programme carried out by leaders and governors to scrutinise books, observe in lessons, talk to children and to use the assessment grids provided</p> <p>Through using the assessment grids, RE judgements have been brought into line with that of other curriculum areas</p> <p>Evaluation takes place with teachers in respect of AT1 and AT2</p> <p>RE is taught by the class teachers</p>	<p>Leaders prioritise the assessment, monitoring and evaluation of RE</p> <p>Increasing confidence in assessing RE has meant that the levels have been disbanded and the working towards, working at and greater depth language is used across the curriculum</p> <p>Teachers plan and deliver a variety of engaging lessons with creativity and foster thoughtful and sensitive discussions</p> <p>RE is respected and enjoyed across the school with a range of artefacts and resources</p>
<p>The Bible Alive Club is one way in which there is increased pupil involvement in planning and delivery of CW – this was seen on the day of the review</p> <p>Consultation with pupils through questionnaire and discussion on the aspects of CW they enjoy</p> <p>The hall is inviting and includes displays and prompts to support the CW experience – despite the building work</p>	<p>Pupils were confident and proud to participate in leading worship which was very skilfully led by the RE leader</p> <p>The schedule for CW has been adjusted to reflect the 'voices' the children would like to hear and to ensure that the content can be handled in an age appropriate way; there is a range of opportunity to explore faith in action, the seasons, special days and festivals of the church, and the schools' Christian values</p>

### Strengths of the school

- The diligence of the HT and RW/CW lead with support of Rev Ackford to develop the school's Christian distinctiveness
- The self-evaluation toolkit has been updated to reflect the work of leaders and engagement of stakeholders. This is an impressive document illustrating the work and life of the school from its Christian foundation and should be celebrated
- The whole community of Bierton is included in living out the school's vision and values – the recent Newsletter asked parents to drive and park 'respectfully' – letting others pull out before them
- CPD is prioritised and the school has committed to the Understanding Christianity course and further training on the use of places of worship has been accessed; RE update meetings are used
- The school is outward facing and pupils, staff and families continue to participate in an outreach project to a school in Zambia through fund raising, awareness raising and practical support
- Succession planning for the leadership of RE, CW and SIAMS leadership is in hand to ensure that the expertise currently held in school is not lost

Pupils value the school – their teachers, the fun curriculum, the organised events for the pupils – Sports Days, and science curriculum enrichment opportunities, the competitions, the wide variation of lessons and the 4-week learning cycles, residential and trips

"Teachers do the very best to encourage us and to get the very best out of us"

Pupils are very proud of their school

Pupils know and can discuss in depth the 5 school values and can relate these to their Christian foundation; however, this is less well developed at present – pupils are more sure that the teachers developed the values rather than drew them from the life of Jesus. Pupils state that the values are talked about "all the time". They know that the values are important for "the world to be healthy"; "values help us in lessons and in life"

Pupils were able to name Bible stories from the Old and New Testament related to the values: the house on the rock; the paralysed man; Noah's ark

Pupils are clear that CW is important in their school. They enjoy the collective nature and being together. They understand that they learn from CW "it's like a lesson, but it's not", they learn about the Bible. They like ending the day in this way and enjoy singing together

Prayer is an integral part of the pupils' experience of school – prayer boxes, writing prayers and praying together at different times of day. The school has prayer leaders co-ordinated by the 'RE Ambassador'

When asked whether prayer can be transformational, pupils considered this and felt that it can indeed be so. They gave careful responses: "it could change your personality" "it washes away sin" "prayer could turn you into a good person – although no one is really a bad person" "it helps you to think about the meaning of things" "it might bring you luck, or encouragement" "it might change your behaviour, or what you do"

RE is valued by pupils - they realise the importance of learning about other religions and the perils of intolerance based on ignorance. They relish difficult conversations and recognise the school as a safe haven in which to hold these

### **Suggested new or continued actions**

- Continue to familiarise staff and governors with the new SIAMS schedule (September 2018) and the CEEO self-evaluation form; begin to transfer toolkit evidence to the areas on the new toolkit and use these documents to self-evaluate
- Continue the monitoring and evaluation work already in place with the new leaders for RE and CW ensuring a smooth succession and embedding the excellent work that has already taken place
- As the vision and values are embedded, review how the language of the school's mission is used in policy and on the website to ensure their prominence continues
- Continue the development of RE provision to embed the assessment processes newly developed; report the outcomes to governors and analyse these in relation to core curriculum areas
- Consider buying into the ODBE service level agreement to further enhance the relationship with the Diocese as one of the valued partners to the school

### **Parish Engagement**

The incumbent is a foundation governor (responsible for RE, safeguarding, and diversity) and is extremely supportive and engaged with the life of the school. He leads worship fortnightly focusing the life and seasons of the church, but also working in tandem with the school CW calendar. Rev Ackford is keenly aware that both his church schools would benefit from a full complement of foundation governors. The church is viewed as an open place of learning, safety, and an extension to the school in which community members and school staff can gather, worship and support one another

cc: Headteacher, Chair of Governors (via HT), Diocesan School Link Adviser