



CHURCH OF ENGLAND  
ARCHBISHOPS' COUNCIL  
EDUCATION DIVISION



The **Methodist Church** 

## National Society Statutory Inspection of Anglican and Methodist Schools Report

### Welton Church of England Primary Academy

School Drive  
Welton  
Lincoln  
LN2 3LA

**Previous SIAMS Grade: Good**

**Current Inspection Grade: Outstanding**

**Diocese: Lincoln**

Local authority: N/A

Date of inspection: 3 March 2016

Date of last inspection: March 2011

School's unique reference number: 139187

Headteacher: Nicola Gough

Inspector's name and number: John Gibbs 818

#### School context

The school is larger than average having 375 pupils on roll. The number of pupils in receipt of pupil premium and the percentage of ethnic minority children is below average. Almost all pupils come from White British backgrounds. The proportion of children with special educational needs and disabilities is below the national average. The school is a ten minute walk away from St Mary's Church. The school converted to become a stand alone Academy on 1 January 2013.

#### The distinctiveness and effectiveness of Welton St Mary's Church of England Academy as a Church of England school are outstanding

- The Christian ethos of this school is well established and explicit. An inclusive Christian environment incorporates high quality teaching and learning experiences which enable pupils to make good progress and achieve well.
- Pupils understand the importance of caring for others and the school's Christian outlook has a significant impact on their spiritual, moral, social and cultural (SMSC) development.
- Distinctive Christian values are clearly articulated by all members of the school community whose relationships are intrinsically linked to these values.

#### Areas to improve

- Formalise a programme of reflection activities on order to strengthen the impact of religious education (RE) on pupils' spiritual development.
- Ensure pupils are involved in the evaluation of collective worship in order to widen the impact of the pupil voice.

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

This is very happy and caring school where Christian values such as friendship, peace and harmony and respect encompass the whole school day. These values are seen to impact positively on the experiences of all the pupils. Together with effective teaching and learning experiences these values underpin the high standards of achievement in all areas of the curriculum. The leadership team provides very effective Christian leadership and pupils are very well supported both academically and personally within an extremely positive environment. Pupils speak positively about the friendly atmosphere of the school and link their experiences to the school's Christian values exceptionally well. As one pupil said, 'All the grown ups and children are friendly here and help each other all the time.' The well above average level of attendance and infrequency of exclusions are the result of positive encouragement and high behaviour expectations. The school makes effective use of its environment to celebrate its Christian foundation and to nurture the SMSC development of pupils. Visits and visitors help to broaden the range of understanding of diversity offered to the pupils. Pupils readily identify the school's values with those seen in the Bible and the life of Jesus. These clearly underpin the school's behaviour policy and as a result pupils are able to describe the way that Christian values impact on them both in and out of school. RE makes a major contribution to pupils' SMSC development by supporting their knowledge of Christianity and the other major world religions. This results in their impressive understanding and respect for diverse communities. Pupils demonstrate a high knowledge of the major events in the life of Jesus and speak in glowing terms about their RE lessons. A planned programme of reflection activities would strengthen the impact of RE on the children's spiritual development. There is regular input from the incumbent, the bishop's visitor and other members of the church community which has a strong impact on the pupils' knowledge of Christianity. The relationships between all members of the school community are very good. This is because they are based on the school's values which ensure that respect, friendship, trust and responsibility are always high on the agenda. Parents speak extremely positively of the school's distinctively Christian ethos. One parent said, 'The school and church work well together and ensure the community is really well served.' Pupils are motivated to support and fundraise for a wide range of charities at a local, national and worldwide level. One child said, 'It is great to help those who have less than us and it makes you feel good inside.'

### **The impact of collective worship on the school community is outstanding**

The daily act of explicitly Christian worship is an integral part of the school day. It is an uplifting occasion recognised as a time for reflection, prayer and celebration. Collective worship is well planned and effectively monitored and evaluated by senior leaders and governors ensuring a high quality of delivery. The result is collective worship of a high quality which is particularly effective in developing the children's personal spirituality. Worship celebrates the school's Christian values in an inspirational manner. It is recognised and appreciated by pupils as a time to join together to celebrate God's wonderful world. Bible stories are used extensively and the children are able to speak about the impact of their experiences with perception and positivity. The worship is led by various personnel including staff, members of local clergy, the bishop's visitor and other outside speakers. This is in addition to the children themselves. The Collective Worship Council plays an important role in this. Pupils show a highly developed knowledge of the concept of The Trinity with thoughtful comments on God as Father, Son and Holy Spirit. One pupil said, 'The Holy Spirit is part of God that's always with you.' Pupils are enthusiastic and enjoy the wide variety of collective worship experiences provided by the school. They express their excitement at their involvement in helping and delivering worship. Additionally they welcome the idea of being more involved in the evaluation of collective worship. There is an exceptionally strong relationship between the school and the local church. This is welcomed by parents who value the opportunity to participate in acts of worship both at the school and also at the parish church. Inclusion is ensured through the selection of a very effective and broad set of themes that link with an emphasis on Christian values, current affairs and also RE. The church's year underpins the programme enabling good provision for developing understanding of Anglican tradition and practice. Pupils' attitude to prayer is respectful and very positive. There

are many occasions for prayer and reflection on a daily basis which the children value. A clearer focus on aspects of reflection would enable this to improve further.

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

The leadership team and governors are highly effective in developing the school's Christian ethos. They confidently articulate a shared vision for the school based on clear Christian values. This is shared extensively with the whole school community and is clearly expressed in documentation. Comprehensive action plans exist for both RE and collective worship. This Christian vision impacts positively on the high standards of achievement in the school. There is a systematic programme of staff development which helps prepare staff as future leaders of church schools. There is a well developed partnership between the school, the local community and diocese which results in a high awareness of local, national and global issues. Self-evaluation is realistic and robust which makes the school's approach to improving standards focussed effectively on the needs of all learners. RE and collective worship meet statutory requirements and are exceptionally well led and managed leading to excellent practice in both areas. Senior leaders, supported by governors and clergy, model active Christian leadership. This has a positive impact on the well-being of the whole school community. Team spirit in the school is high and members of staff are positive about relationships within the school. Parents see the school's Christian values as a key reason for choosing the school. They support the way that links between the school and the parish church are helping pupils to develop their understanding of Christian worship and practice. The areas for development identified in the last inspection have been met in full.

SIAMS Report March 2016 Welton St Mary's Church of England Primary Academy, Lincoln LN2 3LA