

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Holsworthy Church of England Voluntary Controlled Primary School				
Address	Sanders Lane, Holsworthy, Devon EX22 6HD			
Date of inspection	5 June 2019	Status of school	VC primary	
Diocese	Exeter	URN	113379	

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

School context

Holsworthy is a primary school with 289 pupils on roll. The majority of pupils are of White British heritage. Very few pupils speak English as an additional language. The proportion of pupils who are considered to be disadvantaged is significantly above national averages. The proportion of pupils who have special educational needs and/or disabilities is significantly above national averages. Since the previous denominational inspection, there have been significant changes in staffing and governance, including the headteacher and other members of the senior leadership team.

The school's Christian vision

Working Together, Growing Together, All to flourish
This is rooted in John 15:1-17 God is the vine, God is love

Key findings

- Excellent leadership at all levels ensures the vision and values of this school are at the forefront of their thinking in everything they do. This is firmly rooted in Jesus' First Commandment, which draws all the school's values together. There is a strong emphasis on God is the vine, God is love, with the members of the school community as the branches and the values as fruits.
- A strong Christian ethos of collaboration has enabled a culture of continual and sustainable improvement where all groups flourish. As a result, staff continually strive to successfully improve their practice together, with high expectations and raised aspirations enabling extremely positive outcomes for all pupils, including the disadvantaged.
- Exemplary pastoral care supports the needs of its pupils exceptionally well. The level of pastoral care extends well beyond the school into the wider community, meeting its needs very well.
- Bold curriculum decisions mean religious education (RE) is now a strength of this school, and pupils' spiritual development is nourished through innovative approaches, including Wild Tribe/Time to Flourish.
- Whilst collective worship has a very positive impact on the lives of all, with older pupils taking a significant lead, it is still growing and developing.

Areas for development

- Deepen the wider community's knowledge of the Christian narrative that underpins the vision and values of this school.
- Extend pupil's ownership of collective worship beyond the role of the pupil ethos group (PEGS) so that pupils across the school plan, lead and evaluate collective worship more frequently.

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

'We build everything we do on the rock of our faith.' This comment from a member of the senior leadership team typifies this school's strong foundation and shared understanding amongst all that God is love. 'This permeates all aspects of our time with the children, with each other and our impact on the local community.' This is rooted in John 15, with its focus on God as the vine and God as love. Staff and pupils readily speak of the importance of wisdom and building on the rock of Jesus' teaching as a firm foundation for life. Given the isolated rural context of this school, the staff have been very effective in rapidly transforming the school and improving standards. Together they have developed an innovative and sustainable culture of excellence over the last three and a half years. This is especially true where there has been significant disadvantage. The school's vision of 'working together, growing together, all to flourish' has evolved during this time and is now well established. Pupils and adults alike, including parents, can all clearly articulate what this vision and the school's over-arching value of love means to them. This centres on Jesus' commandment to love one another and how the members of this community are the branches, showing their chosen values as fruits. All are very proud of the school. Indeed, some parents moved here and chose this school because of its vision, strong Christian ethos and staff role models. From a position of being supported by the local authority, Holsworthy School is now supporting other schools. It has become a host school for the local North Devon hub meetings, sharing best practice. Moreover, the lives of pupils and adults have been incredibly transformed because the school's vision and values have allowed them to truly flourish. For staff, this is the 'right place to develop as a teacher and as a person'. One member of staff cited how, as soon as they joined they felt 'part of something special'. This is because it is an inclusive school so all want to work, learn and ultimately flourish. Some have gone on to lead other Church schools. Staff and governors greatly benefit from the professional development, training and support by the diocese. There is an excellent partnership with the local parish church and Methodist chapel, so all enjoy and experience the rich diversity found within Christianity.

The school's vision and values derive inspiration from, and are underpinned by, extensive key Bible stories and Jesus' teaching in the Bible. Leaders draw upon these constantly. Pupils confidently and readily link the school's values to these Bible stories in their own words. For example, 'The big money bags are about responsibility' and 'The Lost Son is about forgiveness.' Deepening the whole community's knowledge of the Christian narrative which underpins the vision and values of this school is an on-going part of the school's journey. Driven by their vision and values, Holsworthy's leaders make bold curriculum decisions which have a strong focus on developing the whole person. One of its hallmarks is how spiritual development is effectively nourished through innovative approaches, such as Wild Tribe/ Time to Flourish. The unwavering commitment to this tool for self-reflection in the outdoor environment is for all pupils for one half day every week. It enables them to creatively reflect on their week and examine how their actions have helped them to flourish or not. They achieve this by enjoying God's creation in the Wild Tribe area with its reflection pool, bees and hens and use the recycling area, fire pit and cook Ethiopian style. Such activities reflect their well-established global partnerships. This safe space is also extremely valued by parents as it is by pupils. It enables their mental health and wellbeing to be well nurtured and nourished. Pupils can also raise challenging spiritual and moral

questions, which are not confined to worship or RE. They say they can 'retrace, relive and try to make things better like a door opening on a new life'. With the vision as the key driver, there has been a pattern of improving and accelerated standards over the last three years. All pupils make good progress from their starting points within a spirit of love and respect. Disadvantaged pupils are now out performing pupils across Devon. Improving attendance is another success story.

Holsworthy pupils regularly identify and engage with social action projects which contribute to the kingdom of God, both locally and globally. They are inspired 'to stand up for what is right, like Saint Boniface'. As outward facing agents of change, they enjoyed putting plans together to support Christians Together in Holsworthy and the district. On the global front, their awareness and understanding is greatly enriched by the long standing partnership with Kibba Wacha School in Ethiopia. The eco club is very active and passionate about climate change.

Pastoral care and practical compassion for all within a spirit of love and forgiveness is lived out daily. Any barriers to life chances are significantly reduced, providing life skills and a firm foundation for adulthood. For example, the girls' empowerment group, with positive local female role models, such as vet and vicar, inspire 'more confidence' in pupils. Relationships are very good with trust being built up, not just with parents and pupils, but also in the local community. The school enjoys a really positive image, and has planted trees as an important symbol of growth. Within a safe, supportive and genuinely caring Christian community, everyone finds it 'incredibly welcoming', including the newest members of staff. All are treated with dignity and respect. United in Christian values, all are accepting of individual differences and individual uniqueness. Love is embodied in everyday life so all flourish as a team.

Inspiring and inclusive collective worship at Holsworthy influences the lives of the whole community. The local 'Open the Book' team lead weekly worship in school. Key festivals are celebrated in the parish church and well attended by parents, such as the global wave of prayer for Pentecost. The pupil ethos group (PEGS) have a significant role, not just leading worship half termly in school. Extending this key pupil role to others is currently limited. These Year 5 and 6 pupils make strategic decisions in how flourishing can be promoted. Pupils can explain the symbolism of the Last Supper and the Christian belief in God as Father, Son and Holy Spirit in their own words. They reflect on Jesus' teaching about the wise and foolish man, saying, 'A flourishing person would be a person who built on the rock'.

RE is now a strength of the school, which inspires pupils to reflect. The RE subject leader supports staff to deliver good RE which means that standards in RE are in line with other core subjects. Good RE practice is shared within and beyond the school. This includes a termly visit to a religious place of worship.

In an isolated rural area where there is significant disadvantage, this successful school provides a safe, supportive and caring Christian environment. Here all work together so adults and pupils alike flourish academically, socially, emotionally and spiritually.

Headteacher	Tim Salvadori
Inspector's name and number	Lizzie McWhirter 244