

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

| Nutfield Church Cof E Primary School, Redhill | |
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| Mid Street, South Nutfield, Redhill RH1 4JJ | |
| Current SIAMS inspection grade | Outstanding |
| Diocese | Southwark |
| Previous SIAS inspection grade | Good |
| Local authority | Surrey |
| Name of multi-academy trust/federation | NA |
| Dates of inspection | 23 and 24 April 2018 |
| Dates of last inspection | 21 and 22 May 2013 |
| Type of school and unique reference number | Voluntary Aided 125193 |
| Headteacher | Imogen Woods |
| Inspector's name and number | Daphne Gibbs 210 |

School context

Nutfield Church is a smaller than average primary school serving Nutfield and the surrounding areas. Most pupils (93%) are of White British Heritage. Approximately 14% are eligible for pupil premium. 8.5% of pupils have special educational needs or disabilities and 1.5% have education, health and care plans. 60% of pupils are from Christian families. The school enjoys close links with Christ Church in Nutfield and St Peter and St Paul also in Nutfield. There have been a number of significant leadership changes since the previous inspection. The current head teacher was appointed in September 2014 and the collective worship coordinator is new in post.

The distinctiveness and effectiveness of Nutfield Church as a Church of England school are outstanding

- The loving Christian ethos encourages the whole school community to flourish and 'live life in all its fullness'.
- Leaders consistently and confidently articulate, live out and promote the school's Christian vision and values and invite the school and wider community to be part of future growth and development
- High quality Religious Education (RE) inspires learners to reflect, think deeply and respond acquiring a thorough knowledge and understanding of Christianity and other faiths.
- Inclusive, relevant collective worship, where pupils increasingly plan and lead, strongly promotes spiritual, moral, social and cultural development.

Areas to improve

- Extend partnership and enrichment initiatives with other primary schools in different settings in order to broaden learners' knowledge and understanding of local, national and global faith communities.
- Sustain high quality continuing professional development (CPD) so that all staff embrace the school's Christian vision and values with true commitment and enthusiasm.

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

Through the loving Christian ethos of Nutfield Church School pupils flourish and are challenged to 'live life in all its fullness' as the vision declares. As a result standards are above local and national levels. Attendance is high at 97%. All are welcomed regardless of race, religion or culture. Each pupil is known and greatly valued as an individual and seen as precious in the eyes of God. 'At Nutfield Church Primary, we are all different and we like it that way' attests the Peace-Makers' Charter. Because of this the whole child is supported according to their needs with interventions in place to encourage personal and academic development and well-being. For example, bereavement artwork consoles those who have lost loved ones. Determined and imaginative strategies are employed. Solutions are found no matter how challenging the circumstances. The school's core values of community, peace, wisdom, hope, dignity and joy interlink and bind the school community together. Biblical teaching strengthens this bond as does a creative curriculum. Learners have regular opportunities to engage in high quality experiences that develop a personal spirituality and encourage confidence to express thoughts and views and this increasingly inspires courageous advocacy. This instigates 'meaningful conversations at home' confirm the parents. The school's Christian values are embraced by the pupils and put into action for the benefit of the local and wider community as when a group of girls (and a member of staff) had their hair cut off in order to send it to a charity which provides real hair wigs, free of charge, to children who have lost their hair through cancer treatment. Relationships are caring and compassionate. 'We are walking alongside each other' commented the incumbent. 'The children are encouraged to encourage others' say the parents. The stimulating internal and external environment inventively affirms the vision and values of Nutfield Church. There is a Trinity Garden with its own apple tree and raised beds marked Father, Son and Holy Spirit. This presents a tangible illustration and reminder of the Trinitarian nature of Christianity and reinforces and links with the acts of collective worship being delivered which are enhancing pupils' understanding of God as Father, Son and Holy Spirit. The extremely high quality of the artwork, values books and displays indicates status and respect for those for whom they were created and who will view them on a daily basis. RE and collective worship are very strong components of the Christian character of the school deepening understanding of and respect for diverse faiths and cultures and enabling pupils to make informed choices based on Christian values. Although partnerships and enrichment initiatives with other primary schools in different settings have been introduced, pupils' knowledge and understanding of local, national and global faith communities is limited.

The impact of collective worship on the school community is outstanding

Strongly inclusive and interwoven collective worship engages all learners and its impact can be clearly seen in all aspects of relationships and school life. Great value is placed on collective worship. It affirms Christian values and attitudes contributing to the spiritual, moral, social and cultural development of the whole school community. The children say collective worship 'shows us how Jesus lived and how we might follow him'. They feel it is 'a calm and peaceful time' when they can 'take a step away to think'. All are expected to attend. No interventions or revision sessions are permitted during this time. Leadership is strong. The Trinitarian nature of Christianity is being confidently promoted. The pupil Faith Team, developed in response to a focus for development from the last inspection, have delivered two collective worship sessions on the subject likening the Holy Trinity to an apple or a hard-boiled egg. Their explanation is currently on the school website where collective worship is strongly promoted – 'God protects human kind, Jesus was God made flesh and we as Christians need to nurture and care for one another to keep the seeds of faith alive'. Pupil involvement is a great strength not only through preparation and delivery but pupil voice, planning and monitoring. One governor described how she 'was surrounded by children with clipboards' after having given a talk to the school. The current pupil Faith Team also works with children from other local church schools in preparing joint acts of collective worship. This powerful sense of ownership is developing personal spirituality. Worship is delivered with joy and warmth. For example, enthusiastic teachers take part in action songs. It is creative and wide ranging. Links between the two churches and school allow for a consistency of approach and planning. Strong biblical content and Christian teaching is proclaimed promoting knowledge and understanding. The whole school learnt to sign a verse from Psalms (139 v.14) supporting the value of dignity. The power of prayer contributes to spiritual development, offers a time for reflection and embeds the school's Christian values. A school liturgy has been established. Prayers have been developed by each year group. Pupils are confident in speaking to God in front of their peers through impromptu prayers.

The effectiveness of the religious education is outstanding

The recently awarded RE Gold Quality Mark confirms strong achievement and progress. The school has effectively addressed an area for improvement from the last inspection as highly effective data systems, now in place, show that attainment is outstanding and high in comparison with other subjects. The new Diocesan Syllabus for RE has been adopted. A different Christian school value is considered each half term. The curriculum is rich and varied enabling

learners to acquire a thorough knowledge and understanding of the Christian faith through a wide range of learning opportunities, and to develop spiritually, morally and culturally. It also provides opportunities for learners to understand and make links between the beliefs, practices and value systems of a range of faiths. The pupils think this is important as it 'helps us to be inclusive and understanding' and also 'we would recognise' those of other faiths and 'treat them with respect'. There is breadth, depth and relevance. Lessons observed ranged from consideration of the Anglican Communion to the finding of the lost sheep. One class had brought in pictures of their own bedrooms which provided clues to their identity and personality. These were then compared with what might be found in a Jewish household. The majority of teaching is outstanding and never less than good. Challenging discussions take place in a relaxed atmosphere of trust and respect. The introduction of 'Philosophy 4 Children' has led to deeper thinking. Socratic questions (for example, 'Why might some people say that Christianity causes conflict not peace?') are posed and identified in planning. There is an assumption that these will be addressed by the pupils who are expected to justify what they say. Risk taking is encouraged. The RE leader is a member of the Senior Leadership Team confirming the subject's high status. Pupils' learning and development in RE is reported to parents at the end of each Summer Term as part of the end of year reporting arrangements. Planning is tight. Support is given to ensure the more able are stretched and the least able provided for. Progress is monitored well through regular learning walks, pupil progress meetings and through church school moderations. In depth assessment analysis is substantiated by samples of work at the different levels.

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

Every opportunity is taken by the leadership and management of Nutfield Church School to proclaim, promote and celebrate the Christian vision and values of their distinctive school in documentation, on the website and within the physical environment. Values are rooted and growing. Creative, loving and nurturing community life demonstrates to all groups that they have a part to play in the development of their school, for example, through carefully planned monitoring and evaluation. This leads directly and convincingly to effective strategies for improvement and maintains a strong focus on meeting the needs of all learners. Standards are high. Expectations continually rising. The journey has been demanding but now a culture of excellence prevails. The incumbent commented that the new head teacher had grabbed situations 'with bells on'. Leadership and management have created an open and professionally challenging culture. The stable and united governing body seeks to balance business with strategy and has a clear view of the future. Pupils are particularly involved and empowered and 'take this strength and confidence with them to secondary school' commented a governor. The Leaders' Development Plan facilitates growth at every level supporting succession planning and facilitating future leadership of church schools. New members of staff receive high quality CPD, including induction into church school life, and the school is providing sustained development in order to ensure that all staff continue to embrace the school's Christian vision and values with true commitment and enthusiasm. Accessible and honest communication is seen as a real strength by staff and parents, and governors feel they 'have no excuse not to know as they are so well informed'. Relationships with the local churches, the diocese and the wider community is enriching the lives of learners. Links with Zimbabwe (supported by both church and school) is not mere tokenism. Pupils really know how their fund raising money is being spent. Inclusive, compassionate and nurturing leadership, combined with a consistent and determined desire to share the school's Christian vision and values with the wider community, means Nutfield Church School has the capacity to improve, develop and grow even more as a distinctive church school encouraging all to 'live life in all its fullness'.

SIAMS report April 2018 Nutfield Church CE Primary School, Mid Street, South Nutfield, Redhill, RH1 4JJ