NUTFIELD CHURCH CE VA PRIMARY SCHOOL

School Priorities for Development 2018/19
SIAMS

COMMUNITY – PEACE – WISDOM – HOPE – DIGNITY – JOY

	Requires Improvement → Good → <mark>Outstanding</mark>		
Summary findings from SIAMS April 2018	**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'. Inclusive, relevant collective worship, where pupils increasingly plan and lead, strongly promotes spiritual, moral, social and cultural 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. The recently awarded RE Gold Quality Mark confirms strong achievement and progress. 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. 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		
Leaders:	SLT- Imogen Woods (HT) Anna Benjamin (DHT) and Philippa Assender (Bursar) Serena Fowler (Co – Chair)	Reviewed: To be reviewed:	September 2018 March 2019

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

Evaluation statements

When judging the impact of the school's Christian character inspectors **must** evaluate:

- how well the Christian character contributes to the academic achievement, personal development and wellbeing of all learners, regardless of their ability or background
- how effectively the Christian character supports the spiritual, moral, social and cultural development of all learners whether they are Christian, of other faiths or of none
- how effectively the distinctively Christian character shapes the relationships between all members of the school community
- how well the Christian character promotes an understanding of and respect for diverse communities
- the contribution of religious education to the Christian character of the school

Specific objectives (Specifically what we want to achieve)	Actions (What we need to do to make it happen)	Success Criteria (What will the impact be?)	Resources (human, financial & timescale)	Monitoring (Sources of evidence to show progress)	Evaluation of Impact
Distinctively Christian values are made explicit and are deeply embedded in the daily life of the school. All members of the school community articulate the distinctively Christian characteristics of the school's values and the significant impact they have on the daily lives	Place values on logo, website and all policies Display values throughout the school Develop school foyer displays to link with values and Bible verse for the term Embed set value for each half term Reference values in HT's holiday homework Reference values in	Values on logo, website and all policies Values displayed throughout the school School foyer displays are linked with values and Bible verse for the term - Set values embedded for each half term -Values referenced in HT's holiday homework -Values referenced in classroom reflection areas	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	See Faith Team minutes and Governor SIAMS monitoring

and achievements of learners.	classroom reflection areas -Reference in Collective Worships Develop a 'Godly Hook' for each value with a linked Bible verse.	- 'Godly Hook' for each value is established with linked Bible verse.			
The Christian character and values of the school have a significant impact on the spiritual, moral, social and cultural development of all learners.	Incorporate Christian values as part of teachers' planning (link to SMSC box in planning formats) Dovetail PSHE, planning as above Develop systematic and regular approach to Pupil Voice (in addition to RE Pupil Voice) which feeds back as part of evaluation cycle for Adult and Child led Faith Teams. Use Parent Questionnaires (include newly added Qs 13 and 14 relating to Church Schools and Christian ethos)	Planning for SMSC opportunities is established and understood by all staff Pupil voice strategy created which denotes all Pupil Voice opportunities across the school.	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes See monitoring and evaluation proformas (Governors)	See Faith Team minutes and Governor SIAMS monitoring
The behaviour of learners is of the highest standard and relationships between all members of the school community are consistently attributed to the Christian character and values of the school.	Follow current behaviour strategies Meet half termly to review behaviours Update and offer staff training in policy Continue to place emphasis on safeguarding and behaviour in induction Promote 'Ambassadors'	Current behaviour strategies result in continued calm environment half termly reviews to indicate that the number of unexpected behaviours are few or not evident.	HT/SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes See monitoring and evaluation proformas (Governors and Middle Leaders)	See Faith Team minutes and Governor SIAMS monitoring

				Adult and Child Faith Team minutes	
The Christian character of the school has a high profile and clearly shapes its approach to attendance and exclusion.	HT and Home School Link Worker to meet to discuss policies in the light of Christian values of the school. Policies to be adapted accordingly Work with EWO (no fining for holidays – encourage open dialogue with families) Maintain new exclusion panel (Governors) Ensure exclusion is a last resort.	Whole school attendance will be 96%+ 'First letters' will be sent out and number of 'Second letters' will reduce significantly. Inclusion meetings and Safeguarding (DDSL) meetings will have attendance as a standing item.	HT/LM time -Inclusion meetings -DDSL meetings -New parents meetings in June and July each year to induct new parents in systems and expectations of the school.	Attendance records -Record of 1st and 2nd letters termly Inclusion meeting minutes -Staff Meeting minutes -See monitoring and evaluation proformas (Governors and Middle Leaders)	

Collective Worship

The impact of collective worship on the school community is outstanding

Evaluation statements

When judging collective worship, inspectors **must** evaluate:

- the extent to which learners and adults engage with collective worship, its relevance and the way it makes a difference to the lives of members of the whole school community
- the extent to which collective worship is distinctively Christian, setting out the values of the school in their Christian context
- how well collective worship develops personal spirituality within the school community through a range of experiences, including a focus on prayer
- how well collective worship enables participants to develop an understanding of Jesus Christ and a Christian understanding of God as Father, Son and Holy Spirit
- how effectively the school community is involved in the planning, leadership and evaluation of collective worship

Specific objectives (Specifically what we want to achieve)	Actions (What we need to do to make it happen)	Success Criteria/evidence base (What will the impact be?)	Resources (human, financial & timescale)	Monitoring (Sources of evidence to show progress)	Evaluation of Impact
Collective worship regularly includes biblical material and Christian teaching and learners are able to relate this to the school's core values and their own lives.	Plan collective worship sessions termly with clergy, senior leaders, governors and staff. Audit new curriculum against Collective Worship -Select 6 core verses for each value (see core verses)	Collective Worship plans will link well to Biblical material Pupil Voice will show that pupils are able to relate these sessions to the school's core values in their own lives.	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	See Faith Team minutes and Governor SIAMS monitoring
Learners understand the value of personal prayer and reflection as part of their own spiritual journey. They seek out	-Ensure each class uses their reflection areas for set and open prayer -Set up models for	Phase and whole school collective worships will include at least one element of child participation. Pupils from Faith Team to begin to plan one collective worship X2 termly.	HT / SLT meetings Staff Meetings Adult Faith Team (review	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes	See Faith Team minutes and Governor SIAMS monitoring

opportunities for this in their own lives and contribute confidently and sensitively to prayer in worship.	Collective Worship which incorporates child led worship.		and evaluate progress against targets termly)	Adult and Child Faith Team minutes	
Monitoring and evaluation have a clear purpose and are managed efficiently. Feedback gathered from a range of stakeholders provides insight into how worship influences the life of the community and leads directly to significant improvement.	-Parent Questionnaire (April 17) to include key questions which relate to church school matters (see parent questionnaire 2017) -Pupils' Voice X2 per year -Teacher input ideas through staff meetings - Governors to use monitoring and evaluation proformas including Christian Character All stakeholders to follow SIAMS stakeholder actions (See Leadership plan)	Parent questionnaire complete and fed in to senior leaders' next steps	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	See Faith Team minutes and Governor SIAMS monitoring

Religious Education

The effectiveness of the religious education is outstanding

Evaluation statements

When judging the effectiveness of the religious education, inspectors **must** evaluate:

- the achievement of learners in religious education
- the quality of teaching and learning in religious education
- the effectiveness of the curriculum in religious education and especially the teaching of Christianity
- the effectiveness of the leadership and management of religious education.

Specific objectives (Specifically what we want to achieve)	Actions (What we need to do to make it happen)	Success Criteria/evidence base (What will the impact be?)	Resources (human, financial & timescale)	Monitoring (Sources of evidence to show progress)	**Evaluation of Impact**
Governors and Senior leaders to fully incorporate evaluation and monitoring of RE as set out in the Leadership plan which is in line with the **RE statement for entitlement	Leadership plan to set out a clear evaluation and monitoring schedule (as 1617) which adds Christian Character alongside RE (see formats for Evaluation &Monitoring)	Evaluation and Monitoring is of a high standard and leads to clear next steps. Actions agreed in SIAMS team meetings lead to clear, insightful planning.		SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	
		**RE statement of entitlement (actions) 1- placed on website (1617 ongoing) 2- shared with parents 3- shared in lessons with children 4- reviewed by both adult and child led faith teams 5- Reviewed as part of the 1718 SIAMS SDP review	HT directed Staff meetings RE subject leaders' conference HT's conference HT's termly meetings	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	

Senior leaders and key Governors alongside staff experts to form a SIAMS team	Monitoring of RE has a significant time apportioned as in other key areas of the schedule and at least the same as other core subjects.				
Religious education has a very high profile within the school curriculum and learning activities provide fully for the needs of all learners.	RE timetable maintained at 10% each week School to lead X3 cross school moderations for RE SLT to set a series of RE and SIAMS focussed staff meetings	10% time will ensure that the curriculum is linked to Expressive Arts and Core elements of the curriculum *(see Teaching Learning and Assessment policy for model curriculum)*	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	See Faith Team minutes and Governor SIAMS monitoring
The religious education 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 (including but not exclusive to the * Christianity Project)	Offer visits to places of worship, incorporate visitors through a strategic approach (see RE Teachers' overview 17/18) Develop working partnership with Sparkfish REPEAT reflection days (planned for summer term)	School will adopt SDBE syllabus – (agreed by Governors) Use P4C to develop deeper thinking (indicated by yellow highlights in planning) Plan a cycle of visits and visitors to run alongside new syllabus and church relationships(see staff meetings 1718 and RE Curriculum Overview 1718)	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	See Faith Team minutes and Governor SIAMS monitoring
Engage in training (CPD for the Christianity project – disseminate to all staff	Attend SDBE training for Christianity project Plan complimentary staff meetings in each term to develop all teachers' knowledge	New SDBE syllabus will be depend with the additional units. Staff will express increased confidence in teaching Christian theological issues	Key link staff member (also member of the SIAMS team)	HT/Co Chairs as part of termly Governor monitoring Siams team monitoring RE books	

				Pupil Voice (Faith team focus for 201718)	
Relationship with church (RE) Strategically plan visits to the two local churches and visitors to the school which support the pupils' awareness of the school's churches and their local community	Subject leader to organise visits and visitors to Christ Church Saint and Peters across the school year. Further develop links to St Peter's during the time of interregnum.	All year groups will have a visit and/or visitor as part of their Christian RE curriculum	Website (see Curriculum overviews) HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)		See Curriculum overview (teachers version)

Leadership and Management

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

Evaluation statements

When judging the effectiveness of leadership and management, inspectors **must** evaluate:

- the extent to which leaders articulate an explicit Christian vision that has an impact on:

a.   how well an explicit Christian vision is articulated and implemented

b.   the distinctively Christian character of the school

c.   the well-being of all the whole school community

- the extent to which school leaders secure the impact of this vision through evaluation and strategic planning
- how well leaders prepare for future leadership across church schools
- the effectiveness of partnerships with the local church, the deaneries, the diocese/district and the wider community, including the parents and carers
- if the arrangements for religious education and collective worship meet statutory requirements

Specific objectives	Actions	Success Criteria	Resources	Monitoring	Evaluation of

(Specifically what we want to achieve)	(What we need to do to make it happen)	(What will the impact be?)	(human, financial & timescale)	(Sources of evidence to show progress)	Impact
Leaders consistently and confidently articulate, live out and promote a vision rooted in distinctively Christian values.	Senior Leaders and --- Governors to review the - Mission and Aims in line with the Church of England Vision for Education	Mission and Aims will be in line with the Church of England Vision for Education by September 17/18– They will also dovetail with the focus of the Leadership plan	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	See Faith Team minutes and Governor SIAMS monitoring
The development of all staff and Governors as leaders in church schools is planned strategically with substantial benefits for the current leadership of the school.	Senior Leaders to launch Leadership Plan 2017/18	All planned Leadership CPD and timetabled support will be followed through and impact will be evaluated	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child Faith Team minutes	See SLT minutes and Governor SIAMS monitoring See teacher questionnaire responses (Governor led)
Leaders consistently and confidently articulate, live out and promote a vision rooted in distinctively Christian values.	Staff to plan introduction of new Vision for Education values for parents, children and staff Maintain 'Love Projects'	A clear plan will be in place for the year's CPD linked to introduction of new values Leaders to plan training opportunities for all staff to understand the Biblical underpinning of new values	HT / SLT meetings Staff Meetings Adult Faith Team (review and evaluate progress against targets termly)	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes Adult and Child	See Staff Meeting minutes See Leadership plan document
Relationship with church (worship)	To continue to develop relationships with both churches	Set agreed dates for services with Rev Alison, Rev. David and Rev Phe. Ensure school joins with church (and cathedral) for Harvest, Christmas,	Meeting time with Rev Alison and wardens from St Peter and St Paul's or	SLT notes/minutes Staff Meeting minutes Governor Meeting minutes	Staff Meeting minutes.

		Lent, Easter, Leavers'	new incumbent in July/Sept 17	Adult and Child Faith Team.	
Outward Facing Partnerships	To continue to develop relationships with local church schools.	Set agreed dates for RE moderation throughout the year. Agree two dates for the KS1 Faith Team to visit St. Peter's and St. Paul's Faith Team. Agree a biblical focus for each visit. Agree a date for the KS2 Faith Team to visit St. John's Primary Faith Team to observe Collective Worship.	Staff meetings Staff to travel to local church schools to attend moderation meetings.	Staff Meeting minutes. Governor Meeting minutes. KS1 / KS2 Faith Team.	Feedback forms from RE moderation meetings. Pupil Voice
Outward Facing Supporting Others	To support St. Paul's with development of their SEF for SIAMS. To support RE lead at St. Paul's establish a child-lead Faith team.	RE lead at Nutfield Church School to meet with the RE lead at St, Pauls four times over the year to support with the development of the school's SEF. RE lead at Nutfield Church School to meet with the RE lead at St. Paul's four times over the year to help establish a Faith team.	RE lead to visit St. Paul's four times a year.	Governor Meeting minutes. SEF	See SLT minutes and Governor SIAMS monitoring

Faith Team Key Actions/Discussions	Term	Focus	Meeting Dates	Minutes	Next Steps
Adult Faith Team	Autumn	Church of England Vision, new Christian Values, maintaining Love and Grace (2014-2017 values), Love Project (homelessness)			
	Spring	Distinctiveness of the school environment, prayer (reflection tables, class prayers and children's prayer board)			
	Summer	Review SDP in the light of actions set in Autumn term, discuss community links and relationships between the two churches,			
Children's Faith Team	Autumn	Visit to St Peters (KS1 pupils) to share ideas for Christian values, Love Project (homelessness), developing worship songs/website set up Collective Worship section,			
	Spring	Faith Team representatives to visit adult Faith Team meeting, Pupils to host visit from St John's to discuss RE and Christian values and to moderate learning in books, Love Project (challenging times – Love Works) Review website (worship songs)			Arrange for prayers from prayer board to be stored each half term in big book to be used in Worship.
	Summer	Review of the year to include Love Projects, Anti-Bullying, R.E Lessons, Collective Worship and the Christian Character of the school			