

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Norwell Church of England Primary School	
Address	School Lane, NG23 6JP
How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?	
Overall grade	Good
The impact of collective worship	Good

School's vision
<p>Together we will flourish and thrive, building on our Christian and local community, for the good of all.</p> <p>Our values will help us to achieve this vision: Hope, Generosity, Forgiveness, Honesty, Respect underpinned by Love.</p> <p>'Those who trust in the Lord will find new strength. They will soar high on wings like eagles.' Isaiah 40 v.31</p>
Key findings
<ul style="list-style-type: none"> ● The dedicated executive headteacher and her team have established a Christian vision which is enabling everyone to 'flourish and thrive' as they 'trust in the Lord'. The relatively new collaboration with a third school means that the development of plans and middle leadership roles are at an early stage. ● A new, motivating curriculum has been devised to ensure the academic flourishing of all. Pupils are supported to explore spiritual and ethical issues. This is creating a desire to challenge injustice and inequality in the wider world. ● Care and inclusion are key features at Norwell. Through living out the Christian values of hope, generosity, forgiveness, honesty, respect and love, everyone is enabled to 'soar high on wings like eagles'. ● Collective worship is valued by everyone. Supported by the local churches, the vision of 'building on our Christian and local community for the good of all' is a reality. New pupil worship leaders are beginning to plan and lead worship. ● Religious education (RE) is very well led and planned. It provides ambitious learning challenges for pupils of all abilities and viewpoints. Pupils give a thoughtful account of Christianity and demonstrate understanding of a range of religions.
Areas for development
<ul style="list-style-type: none"> ● Ensure that the vision continues to drive all plans, actions and decisions made by leaders as they further develop their roles across the three schools. This is so that the Christian vision at Norwell remains coherent, relevant and sustainable into the future. ● To develop and equip pupils to engage further in social action projects. This is in order for them to 'flourish and thrive' in the wider world 'for the good of all'. ● Extend pupils' roles in leading and shaping worship to further enrich the worship life of the school.



Inspection findings

Norwell Church of England Primary School lives out an established Christian vision which enables everyone to 'flourish and thrive'. Governors agree that the shared vision across the Kite Federation is 'the golden thread that links everything together'. Leaders explain how their vision, rooted in Isaiah's promise that 'those who trust in the Lord will find new strength', drives ethical decisions. For example, the dedicated headteacher supported other schools during the pandemic by creating a successful hub at Norwell. Leaders' continued support for a third school is a clear expression of the vision to work 'for the good of all'. The recent collaboration has provided opportunities and challenges. Leaders are benefitting from the experience of working across three schools although they are in the early stages of developing roles and planning. There are increased opportunities for pupils, for example in terms of sports, visits and meeting their peers. However, governors are keen to preserve Norwell's identity and they are supporting the headteacher in her demanding role. The mental health and wellbeing of all staff is clearly a priority so that everyone continues to 'flourish and thrive'. This small, rural primary school also has close, beneficial partnerships with the local family of schools and the Diocese.

Leaders have developed a new, motivating curriculum. Christian values, underpinned by biblical teaching, are incorporated in planning and support pupils to live out the vision. Each topic begins with a big question and challenges pupils of all abilities. Driven by the vision for all to 'flourish and thrive', the school provides bespoke learning packages for those with specific and complex needs. Aspirations are high and parents maintain that staff go 'above and beyond' to ensure that potential barriers of language and disability are removed. Enrichment opportunities outside the classroom are wide ranging and everyone is included. Pupils think deeply and are able to articulate how they can return to the big question and understand more. They are developing a thirst for learning. Themes based on the rainforest and on World War Two have prompted pupils to question their own role in the world. They are searching for opportunities to be agents of change to extend their living out of the Christian vision 'for the good of all'. The school already supports the local food bank and hospice and has a twinned toilet. However, learning in the curriculum is inspiring pupils and adults to look for opportunities to extend their support for others.

Care both for staff and pupils is at the core of the school's vision. Parents describe this as a 'family school' where the values are 'brought home'. Parents feel that their families are supported and loved. The aspiration that everyone 'will soar on wings like eagles' is lived out every day. The headteacher, despite her now wider role, is 'always accessible' and everyone feels welcome here. Leaders have invested in texts which celebrate diversity. This has prompted pupils to think and discuss more deeply. One pupil said, 'You should make everyone feel welcome because you don't know what they've been through'. The staff team is a cohesive group which lives out the vision to work together 'for the good of all'. Wellbeing is a priority and one staff member said, 'You can always call on someone'. Forgiveness is central to the culture of the school. Pupils reference the Lord's Prayer and parables to explain how you should 'treat people as you want to be treated'. They are good ambassadors for the school when they support community events like Remembrance.

Collective Worship has developed significantly because the headteacher has made it a priority. Everyone is invited to 'trust in the Lord' through well planned biblical teaching. The

school community values worship as an important part of the day when pupils are inspired to live out the vision. Prayer is natural and pupils regularly write prayers which are used in worship. This includes a special sending prayer used daily. Reflection areas in the classrooms and central areas are widely used. One pupil described how, during a difficult personal time, they have been able to tie a knot in the prayer ribbon and have time to reflect. Effective evaluation of worship leads to improvements such as the creation of pupil 'values mentors'. These Year 6 pupils regularly lead family group discussions in worship. This initiative has promoted greater involvement and further opportunities for spiritual development. The Anglican 'Potting Shed' church is supporting rural churches and communities. Members lead weekly, virtual, inspirational worship and offer pastoral support from their youth leader. Everyone values this high quality input and the vibrant style is supporting pupils to appreciate diversity in worship. Although there is currently no vicar, relations with St Laurence's church are good due to the tireless work of a foundation governor. She has maintained strong links with the school over many years, hosting termly school services and regular curriculum sessions in the church and grounds. The school supports the church through their 'Rise and Shine' board and actions like making the church's Advent wreath. Previous pupils trained with the Diocese to plan and lead worship. The impact of this initiative has been limited, however, due to the pandemic and trained leaders moving onto secondary school. New pupil leaders are beginning to lead and shape worship.

The dynamic RE leader has worked hard to develop effective planning for RE across the mixed-age classes. Using the agreed syllabus and 'Understanding Christianity' resource, pupils engage with text and discuss theological ideas at a deep level. Pupils have opportunities to develop their skills at an age-appropriate level. Their understanding of the Trinity, chronology of the Bible and knowledge of a range of religions is impressive. This is because they are taught well. They have opportunities to visit places of worship, including a mosque, and to consider concepts linked to their wider learning. For example, a visit to the Holocaust Centre enabled pupils to consider the concept of the refugee through time. Through quality questioning, sophisticated use of technology and feedback in individual RE books, teachers ensure that pupils make good progress. In addition, beautiful floor books for each class capture discussion and activities. The RE leader attends networks and training. She disseminates this information to staff and is now beginning to have a positive impact across all three schools.

Information			
School	Norwell Church of England Primary School	Inspection date	1 December 2022
URN	122766	VC/VA/Academy	Voluntary controlled
Diocese/District	Southwell & Nottingham	Pupils on roll	56
Executive headteacher	Kathryn King		
Chair of Governors	Sue Sinclair		
Inspector	Heather Rattenberry	No.	964