



Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Leamington Hastings Church of England Academy	
Address	Leamington Hastings, Rugby, CV23 8EA
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	Excellent
The impact of collective worship	Excellent

School's vision
Our theologically rooted vision of 'Plant, Grow, Flourish' is taken from the Parable of the Sower. We strive to provide the rich soil that enables our children and adults to develop deep roots and flourish into the best they can be.
Key findings
<ul style="list-style-type: none"> • Leaders at all levels embody and live out an aspirational Christian vision ensuring that pupils and adults are enabled to flourish. Jesus' Parable of the Sower inspires a highly nurturing and loving environment, in which everyone is welcomed and included. • High levels of teacher expertise, coupled with an innovative religious education (RE) provision, ensure pupils develop deep skills of religious literacy. They acquire an impressive knowledge and understanding of major world religions and worldviews because of an engaging and skillfully crafted curriculum. • The learning and spiritual needs of pupils are exceptionally well met as everyone plants, grows deep roots, and flourishes together. Leaders are in the process of enriching the wider curriculum to better reflect the Christian vision. • A profound sense of community is cultivated and nourished at Leamington Hastings. Within this, pupils considered to be vulnerable are extremely well supported to grow in rich soil and blossom. • Inspirational collective worship fosters a strong sense of community and is a powerful outworking of the vision. Pupils' active participation in worship significantly contributes to enhancing their spiritual growth.
Areas for development
<ul style="list-style-type: none"> • Formalise how all subject areas are shaped so that the wider curriculum further embeds the theologically rooted Christian vision.



Inspection findings

The deep-rooted vision has a profound impact on the lives of pupils and adults at Leamington Hastings. In crafting the vision, leaders ensure that the rural, farming context of the small community is central. Pupils articulate 'Plant, Grow and Flourish' exceptionally well. They know the meaning of Jesus' teaching and see the abundant connections to their lives. Leamington Hastings provides the 'rich soil' for everyone. Pupils identify teachers as farmers, sowing the seeds of learning alongside them.

All leaders know the academy and pupils remarkably well. Support from the diocese and multi-academy trust (MAT) is instrumental in developing the academy as a Church school. Expertise within the staff is utilised to develop provision in other schools. Innovative practice in RE is shared across the MAT and diocese. Governors use robust systems to monitor the impact of the vision and ensure the academy's original foundation is maintained and strengthened. This enhances strategic development and accurate self-evaluation as a Church school. The head of school leads a small and highly dedicated team of skilled professionals. A culture in which adults are enabled to grow and flourish is cultivated. As one staff member said, 'We too are enveloped with love and respect'.

The deeply embedded vision is the driving force for curriculum decisions. The rural context is fully embraced in the learning and spiritual opportunities keenly seized by pupils. Many parents value this connection to their heritage and livelihoods. Leaders ensure that the vision is woven throughout the curriculum. Beyond RE, this is not formally recorded and is in the process of being developed. A shared understanding and bespoke approach to spirituality is harnessed by staff. Teachers ensure that countless moments for spiritual development exist across the curriculum in planned and spontaneous experiences.

The character and moral development of pupils is extremely well supported by the academy's clarity of vision. This gives pupils and adults aspiration for themselves and hope for the communities in which they are a part. Leaders ensure that pupils have regular opportunities to participate in a wealth of experiences in larger groups and bigger settings. Contributing to cathedral services, sporting events, and visits to places of worship, support this. This provides pupils with valuable opportunities to extend their experience of diversity and differences. Collaboration between local schools is led by academy staff. Consequently, pupils' transition to junior school is well planned to ensure they continue to flourish as they move on.

Leamington Hastings is a safe space in which pupils can ask and explore the big questions of life. Leaders create an engaging environment where pupils can ponder their place in the world. Pupils have an ambitious desire to take action to improve the lives of others. Teachers assist pupils to identify causes to support locally, nationally, and globally. Frequently, these are linked to farming and food production. A recent project to save the bees is one example of how pupils are empowered to be advocates for change. Such projects enable them to develop a deep understanding of the exploitation of the natural world. Social action projects inspire pupils and make valuable contributions to their community and others globally.

Leaders ensure that policy and practice are rooted in forgiveness and reconciliation resulting in the exemplary behaviour of pupils. Everyone has a clear understanding of making the right behavioural choices and the impact this has on others. Pupils know that everyone makes mistakes as part of growing. The 'rich soil' on offer is brimming with opportunities for social and cultural development. Leaders ensure that pupils and adults have effective mental health support when it is required. Pupils flourish because they live well together. The wellbeing of everyone is paramount to leaders. The loving and nurturing culture is equally embraced by



adults to strengthen the sense of wellbeing among the team.

With little cultural diversity in Leamington Hastings, leaders ensure that the Christian vision creates an environment that embraces and celebrates difference. Through the rich curriculum and exciting opportunities, pupils celebrate diversity. Exciting displays, carefully chosen resources, and educational visits are thoroughly utilised. These enable pupils, whatever their background or ability, to understand their place in modern Britain. Everyone flourishes because all are treated equally with dignity and respect. Highly effective relationships education lessons ensure that pupils make strong friendships. They have a profound understanding of cultural and religious diversity well beyond a sense of tolerance.

Collective worship is an inclusive and wonderfully rich expression of the Christian vision which inspires pupils and adults. They are enabled to do things differently and to think beyond themselves because of the themes explored. Clergy and volunteers from local churches regularly lead and enrich the variety of worship offered. Strong partnerships between the congregation and academy support practically and spiritually with a lasting benefit for all. Pupils thrive in supporting the planning of worship and take an active role in leading and evaluating it. Inclusive prayer and reflection are central to life at Leamington Hastings. Pupil leaders welcome everyone and develop a range of liturgy and prayer that is thought-provoking and grown from the vision. The worshiping life fully involves the wider community and strengthens powerful sense of belonging which permeates the academy. Music and singing plays an important part in the joyfulness of worship. Pupils are inspired to explore the life of Jesus and themes such as challenging disadvantage and injustice locally and internationally. Consequently, they exhibit an impressive knowledge of the Bible, life and teachings of Jesus, which is well beyond their years.

RE, which includes the teaching of worldviews and faiths, including Christianity, has a prominent place within the curriculum because of the vision. It is a key strength of the academy. The expert subject leader engages fully with diocesan training and supports the development of RE beyond the academy and MAT. The RE lead comprehensively weaves the vision throughout the highly ambitious curriculum. As a result, pupils love RE lessons which are exciting and thought-provoking. This gives clarity of vision and supports pupils' deep exploration of theology, philosophy, and the human social sciences. Theological concepts are effectively shared, unpacked, and explored. Consequently, pupils have an impressive understanding of religious literacy. Conversations about worldviews, faith, and beliefs, are very well articulated. Pupils have developed remarkably astute skills of inquiry, critical analysis, and interpretation which they confidently apply. They learn in detail about the global aspect of major world faiths. The innovative use of 'Persona Dolls' assists pupils to understand religious differences and similarities. Their high-quality workbooks and 'passports to worldviews' are a testament to this success. Teachers ensure that pupils are challenged to think, apply prior learning, and use the Understanding Christianity resource to enhance this approach. Diverse faith communities are celebrated effectively throughout RE lessons. A wide range of educational visits stimulates pupils' interests.



Information			
School	Leamington Hastings Church of England Academy	Inspection date	28 March 2023
URN	142149	VC/VA/Academy	Academy
Diocese/District	Coventry	Pupils on roll	36
MAT/Federation	Diocese of Coventry MAT		
Head of School	Suzanne Marson		
Chair of Governors	Linda Ryan-Smith		
Inspector	Toby Long	No.	896