

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Lydiard Millicent Church of England Primary School	
Address	The Butts, Lydiard Millicent, SN5 3LR
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 style="text-align: center;">BELIEVE LEARN GROW</p> <p>Our vision is for all children to believe in themselves and develop a love of lifelong learning as we grow together as part of God's family. Our Vision is firmly rooted in Christian narrative – The Parable of the Mustard Seed Matthew 13v32.</p>
Key findings
<ul style="list-style-type: none"> • Leaders have developed and implemented a Christian vision that is known and understood by all. Pupils and staff strive to 'Believe, learn and grow' and because of this they flourish. • The strong relationship between the local church and school supports highly inclusive collective worship. This time, treasured by all, successfully guides the school through challenge and change. • Religious education (RE) is carefully planned. Pupils develop a clear understanding of Christianity as a living and diverse faith. Pupils develop respectful and informed understanding of a number of world religions. However, pupils know and remember less about their study of world faiths and worldviews. • The school has started to develop opportunities for spiritual growth in pupils and adults. However, there is not a clear and shared definition of spirituality which limits the opportunities for spiritual flourishing. • The commitment to personal growth as part of the school family leads to a clear and consistent approach to behaviour. Pupils and adults flourish because they know that when things go wrong, there will always be ways to restore relationships and learn.
Areas for development
<ul style="list-style-type: none"> • Ensure all staff are equipped to effectively teach the school's new RE curriculum. This is to further extend pupil's knowledge and understanding of world faiths and worldviews. • Develop a shared understanding of spirituality and spiritual growth so that all pupils and adults are able to flourish.

Inspection findings

Leaders have developed and implemented a clear and compelling vision for Lydiard Millicent school. 'Believe, Learn, Grow' is recalled by all and is used as the starting point for decisions of leaders at all levels. This vision is underpinned by the carefully selected parable of the Mustard Seed from the Gospel of Matthew. After a period of considerable turbulence, leaders chose to revisit the vision with all members of the school community. Pupils rightly celebrate this as one Year 6 pupil explained 'if something as small as a mustard seed can grow into a massive tree, we can all be amazing...' The school has selected 12 values that are used to help pupils and adults understand how to apply the vision in their lives. These are explained and understood through a careful programme of collective worship. Pupils are proud to receive the 'owls' or a golden lanyard for demonstrating one of the values consistently.

Pupils and adults flourish as they learn. Leaders have evaluated and redeveloped the school curriculum over the past year. This means that it is now broad and balanced and enables pupils to flourish through their time at school. Pupils enjoy asking questions as they learn new information. Leaders have made sure that there are lots of rich extra-curricular opportunities for all pupils to take part in. The uptake is high. The school has worked hard to ensure that the Year 6 residential is accessible to all, including those with complex special educational needs and/or disabilities (SEND). There is a carefully crafted programme of training for teachers and teaching assistants. The impact of this can be seen in the consistent approach to learning in classrooms.

Pupils and adults learn to believe in themselves because of the way that the school has prioritised their welfare and good mental health. There are clear policies in place. Leaders at all levels have taken bold choices to support those who are in need of support. For example, those responsible for governance have chosen to employ a mental health lead to provide 1:1 support for key pupils. These targeted intervention sessions mean that many pupils start to develop techniques to face challenges. The policies of the Diocese of Bristol Academies Trust (DBAT) work to complement the vision of the school so that adults flourish. Staff are particularly appreciative of the counselling service and the innovative approaches that provide support for those encountering the menopause. The adults in the school are proud that the vision is for all members of the community.

Pupils and adults flourish because the culture of 'learn and grow' is used to promote good behaviour. The day starts with a welcome from a leader at the gate. Once in the classroom every pupil is greeted by name, and this encourages strong relationships. Pupils work cooperatively together and breaktimes feature kind and active play. As part of the DBAT initiative, the school has worked to develop a clear and consistent use of a restorative behaviour system. Pupils know that when things go wrong, there will be a consequence, a way to restore relationships and learn. The school 'buddy system' has been refreshed over the past year and now most pupils have a named partner in another year group. In the time since the partial closure of schools, this has helped to rebuild the sense of community and family.

The vision for all to 'grow as part of God's family' is clearly expressed in collective worship. These times are valued by staff and pupils as a moment in the day to pause and reflect on the stories of the Bible. Leaders make sure that these sessions are well planned. They work with the support of the DBAT. This ensures that pupils and staff of all faiths and none can think about key questions of life. The close relationship with the local parish church is mutually beneficial and members lead a worship every week. The 'pupil worship committee' is supported by adults in school to design and deliver these times of reflection. They also

evaluate what has worked and things that could be improved. Pupils are enthusiastic about every aspect of their work. Prayer is a natural part of the life of the community from the school prayer to the 'thank you before lunch'. Parents rightly comment about the positive impact this has on their children. Pupils are often inspired to act in their community because of the issues raised in collective worship. For example, the head pupils have been energised to develop an understanding of fair trade in the whole school.

RE is carefully planned and allows pupils to develop a clear understanding of Christianity as a living faith. Pupils engage thoughtfully with questions about the beliefs of some Christians and the reasons for these. The use of 'Christmas in a box' and 'Experience Easter' makes learning even more memorable as and ensures the retention of key knowledge. RE lessons are safe spaces in which pupils talk about their own opinions and listen carefully to those of others. However, the planning and delivery of world religions and world views is not as clear. The pupils develop respectful understanding but do not know and remember as much as they could. Leaders have been well supported by the training from the Diocese of Bristol. As a result of this, leaders identified the areas that need development and there are clear plans in place to change the curriculum.

As the mustard seed grows into a tree, the vision for all to 'Believe, Learn and Grow' is firmly established. It anchors and inspires the pupils and adults at Lydiard Millicent to flourish.

Information			
School	Lydiard Millicent Church of England Primary School	Inspection date	17 March 2023
URN	142293	VC/VA/Academy	Academy
Diocese/District	Bristol	Pupils on roll	193
MAT/Federation	Diocese of Bristol Academies Trust		
Acting Headteacher	Neil Carpenter		
Chair of Trust Board	Kathleen Holt		
Inspector	Elizabeth Jeanes	No.	981