

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Christ's School, Richmond	
Address	Queen's Road, Richmond-upon-Thames, TW10 6HW
School vision	
<p>Our theologically rooted Christian vision is that all of Christ's family has the opportunity to 'live life to the full' (John 10:10) We believe that everybody in our community is precious and deserves the best education and development, in the widest sense, in order for them to develop their God-given potential and live a rich and varied life filled with learning, growing and serving others. It reflects a Christian understanding of a loving God who has created unique individuals in his own image, each with their own talents which need nurturing and developing within the context of a school family.</p>	
School strengths	
<ul style="list-style-type: none"> • School leaders show an unswerving commitment to leading the school in a Christian way. They combine a deep pastoral care for all members of the school community with real aspiration that all should live life to the full. • Governors are determined that their strategic leadership will preserve and enhance the school's Christian identity. All their decisions are taken with the school's vision and values at the forefront of their collective mind. • The attitude of servant leadership that is modelled by school leaders is adopted by many members of staff and ensures that each student is nurtured. All students, particularly those with learning difficulties or who are vulnerable, flourish because they are exceptionally well cared for. • The school's behaviour management arrangements are a fruit of its Christian vision. Restorative conversations and second chances contribute strongly to a deeply cohesive community, where students flourish because they are confident that adults will not give up on them. • Collective worship is central to the life of the school and enriches the life of the school community. Acts of collective worship are complemented by work in tutor groups that reinforces the school's values in a relevant and natural way. 	
Areas for development	
<ul style="list-style-type: none"> • Increase opportunities for using the school chapel during collective worship, so that students deepen their understanding of worship in the Anglican tradition in a sacred space. • Consider ways of increasing opportunities for students to more frequently experience Eucharistic worship, so that they understand its centrality for Christians. 	
Inspection findings	
<p>Christ's School's vision and its associated values of love, justice and peace are absolutely central to the life of the school. A commitment to love, justice and peace is the school's chosen way of ensuring that all are enabled to live life to the full. These values, like the vision, are known, accepted and</p>	



understood by all members of the school community. They enrich all areas of school life and dictate the pattern of relationships throughout the school. As a result, the school is transparently Christian and this contributes powerfully to the flourishing of adults and students at Christ's.

School leaders work with unswerving commitment to ensure that all members of the school community are supported in having every opportunity to live life to the full. All school policies and practices are tested to ensure that they fully meet the vision. School leaders are strongly supported by governors who share a deep commitment to take all strategic decisions to support the school's Christian vision. Governors have two 'strategy days' each year, facilitated by a diocesan advisor. On these days they explore the impact of the school's vision by speaking with students and consider future plans in the light of the vision. Recent decisions to divert additional resources to pastoral support are examples. These were taken deliberately to enable the most vulnerable members of school community to live life to the full.

Leaders give high priority to the mental health of students. Structured support takes various forms and is highly effective. A health and wellbeing panel of pastoral staff meets weekly to consider the wellbeing of all vulnerable students and co-ordinate appropriate actions. They deploy specialist staff, including the chaplain and external agencies to ensure that all vulnerable students are supported effectively. The curriculum at key stage 4 has been tailored to offer a pathway for those who find academic study challenging. An enlightened use of funding ensures that disadvantaged students have rich educational opportunities. However, more important than these effective structures is the commitment of staff to go the extra mile to support their students. Staff wellbeing is also given high priority. Once again effective structures are in place. More significant is the willingness of leaders to work sympathetically and imaginatively to ensure that each member of staff has their concerns addressed and their wellbeing actively promoted. This is a distinctive feature of the school that is rightly greatly valued by staff. It contributes directly to the high morale and low staff turnover at Christ's.

The school's arrangements for behaviour management are founded on a restorative approach which acts out the school values. Students understand their own responsibility for building peace and justice in the school community. Bullying of any kind is rare but all instances are taken seriously. Students whose behaviour requires sanctioning are always afforded dignity. Pastoral staff go to great lengths to mend relationships and enable students to benefit from second (and further) chances. This deeply caring attitude goes hand in hand with high aspiration for what each member of the school community can achieve. This is evidenced by an ambitious curriculum and strong educational outcomes at GCSE and A level. The school's mantra of 'excellence as standard' challenges all to be the best they can be.

A wealth of extra-curricular opportunities is available to students. This is a direct result of adults' commitment to ensure that students have every opportunity to live life to the full. A good number of adults explained that they felt called to their work at the school and see their contribution above and beyond their formal role as central to their vocation. This dedication is greatly appreciated by students and parents, who recognise it as an exceptionally important outworking of the school's Christian vision.

Collective worship is central to the life of the school for adults and students. The weekly staff briefing includes a prayer and biblically based reflection. Weekly acts of collective worship in year groups and key stages are reinforced by gatherings in form time. The school's values are explored and applied in a systematic way across the school year, rooted in biblical teaching. As a result, all students know and understand the school's Christian vision and its outworking through the values of love, justice and peace. A minority of students are Muslim. They value the inclusive content and approach of collective worship. Opportunities for spiritual development are widespread in collective

worship, lessons and extra-curricular time. Both adults and students of different faiths and worldviews speak of their gratitude that they can ‘be themselves’ at Christ’s. Their spirituality, whatever form it takes, is accepted and supported.

Acts of collective worship at significant times of the school year further reinforce its centrality in the life of the school. Each term begins with an act of worship for staff. In Holy Week all students attend church services in the different Anglican churches that are local to the school. This means that over their time at Christ’s School each student experiences different elements of the Anglican tradition. Opportunities for reflection and thought give opportunities for all to flourish spiritually. The school offers only limited opportunities for students to experience Eucharistic worship.

Religious education (RE) is well led. The curriculum has recently been reviewed. It offers students an engaging and challenging experience in key stage 3 and provides an excellent foundation for the GCSE examination, which all students take. Lessons at all key stages are well taught, characterised by open discussion in an environment of trust. At GCSE, students achieve well. This reflects the importance accorded to the subject by the school and the effectiveness of teaching and assessment. In the Sixth Form, A level religious studies is well taught. Core RE at key stage 5 is given priority by the school and taught by subject specialists. As a result, students at Christ’s school grow in their religious literacy throughout their time at the school.

The chapel is at the heart of the school and is well used as a pastoral space. The Chaplain is based there as is the school’s therapy dog. It is a place where students feel welcomed during breaks and lunchtimes. At present, the chapel is used for prayer by both Christian and Muslim staff and students and for pastoral conversations. It is not, however, used for the school’s formal collective worship involving students.

Opportunities for active citizenship at Christ’s School take many forms. The school makes it clear that living life to the full involves service to others and standing up for justice. Students respond enthusiastically, for example by challenging modern day-slavery. Student leaders are engaged in active and lively debate with school leaders about the way the school operates. All Year 7 students are engaged in volunteering and community service. Musicians and sports leaders from Christ’s are regularly involved in supporting local primary schools. Within school, students have established groups to raise awareness of the needs and concerns of those who are neurodiverse and from the LGBTQ+ community.

The inspection findings indicate that Christ’s School, Richmond is living up to its foundation as a Church school and is enabling pupils and adults to flourish.

Information			
Inspection date	4 October 2023 - 5 October 2023	URN	102929
VC/VA/Academy	Voluntary aided	Pupils on roll	1049
Diocese	Southwark		
MAT/Federation			
Headteacher	Helen Dixon		
Chair	Peter Sharp		
Inspector	Andrew Wilcock	No.	2112