

## Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

<b>Netheravon All Saints VA Church of England Primary School</b>	
Address	High Street, Netheravon, Salisbury, SP4 9PJ
School vision	
<p>Loving and learning, striving and caring: Together we flourish and grow – is underpinned by Jesus’ parable of The Wise and Foolish Builder and the quote from Matthew 7: 24: ‘Everyone then who hears these words of mine and does them will be like a wise man who built his house on the rock.’</p>	
School strengths	
<ul style="list-style-type: none"> <li>• The newly established vision is the driving force for change within the school. The clarity and focus that it brings has demonstrable impact on the way pupils treat each other with dignity and respect.</li> <li>• Collective worship is now at the heart of the school day. Pupils and adults benefit from the daily opportunities for calm and to listen to inspirational stories from the Christian tradition.</li> <li>• Religious education (RE) is well led and teaching is now given appropriate time and support. Pupils make progress through an increasingly challenging curriculum that is carefully assessed.</li> <li>• Staff and pupils are valued by leaders at all levels who ensure that good mental health is prioritised. This allows all to flourish.</li> <li>• The vision, structures and processes provided by the Acorn Education Trust enhance all elements of life as a Church school. This supports leaders to take bold decisions which impact positively on the lives of pupils and staff.</li> </ul>	
Areas for development	
<ul style="list-style-type: none"> <li>• Embed the new vision of the school so that it becomes an even more vibrant catalyst for the flourishing of both pupils and adults.</li> <li>• After a period of turbulence ensure that recent improvements to the profile and teaching of RE are secured. This is to ensure that all pupils deepen their knowledge of the chosen faiths and worldviews as well as they could.</li> <li>• Develop a more explicit shared approach to spirituality across the school. This will enable pupils and adults to reflect more fully on the big questions of life.</li> </ul>	
Inspection findings	
<p>The past few years have been extremely challenging for Netheravon All Saints Church of England Primary School. Structures for the leadership and governance of the school have changed several times. The school is now securely established within the Acorn Education Trust. A new headteacher took up post in September and has worked with parents, pupils and staff to entirely redesign the vision of the school. It now reflects the needs and aspirations of the community more fully. The support of the structures and leaders within the Acorn Education Trust is enabling the headteacher to take bold decisions like this one. As a result of this, the new vision is the driving force of every</p>	

action within the school. It has set the direction for the school. Leaders at all levels, including those responsible for governance, are committed to its full implementation. The vision is based on the story of the wise and foolish builders in the Gospel of Matthew. It is clearly rooted in a secure understanding of Netheravon All Saints as a Church of England school that is open and inclusive. It is clear that this vision is already starting to have an impact in choices about curriculum, staff development and the high expectations of behaviour. However it is very new, and yet to fully embed so that all people flourish as fully as they could.

Learning is a key element of the vision of the school. Changes to the size of the school have necessitated a number of alterations to the class structures in school. This means that the curriculum is regularly reviewed and updated to check that knowledge builds over time. Training for staff and an open professional culture means that the carefully constructed plans are implemented. School leaders are supported by those from the Acorn Education Trust who provide regular checks on the teaching and learning within the school. Staff are ambitious for all pupils including those with special educational needs and/or disabilities (SEND). Careful adaptations are made, and pupils are helped to 'strive' by showing the value of determination. They are taught that learning is challenging, and that effort is needed to achieve.

Collective worship has undergone a radical transformation this year. As a result of a careful review, the time of these sessions is now the start of every day. This means that all pupils come together to sing, be calm and take time together before they move into their learning. Pupils take part enthusiastically with this new approach. Those who find it harder to engage are supported through adult led activities in the same room. This means that no one is left out and all hear the key messages for the day ahead. For example the focus on kindness both to themselves and each other. Collective worship is enhanced through the vibrant, reciprocal relationship with the local parish church. Pupils develop an understanding of key stories from the Bible through these clergy led sessions. The regular 'celebration' services in the local church cement this relationship and help to root the pupils in the community that they are building 'together'. These acts of collective worship encourage pupils to reach out into the community. For example pupils are active supporters of the village 'community larder'. Times of reflection are built into collective worship and lessons. However, not all understand what this means as well as they could. Leaders rightly recognise that there is a need to develop a shared understanding of spiritual development. This is so all pupils and staff can flourish spiritually more fully.

'Loving and caring' is lived out in the life of the school through the way in which adults and pupils treat each other. Relationships are strong and pupils are confident that staff listen to them and take time to get to know them really well. Each pupil is individually greeted by their teacher every day. As a school with a high proportion of pupils whose families are involved in the armed forces, many pupils move during their primary education. Pupils are well prepared demonstrate their care for each other. They welcome all, but particularly those from service families. Staff go 'over and above' to ensure that pupils can start school in a positive way, this includes additional tours of the school for those who need it. Good mental health is promoted through specific lessons and pupils are keen to explain the techniques they have learned to calm themselves in times of stress. Staff are empowered to grow and flourish because of the clear policies, including around the use of emails to promote a healthy work/life balance.

A key part of the vision is the impact of choice, and this extends to all areas of the life of the school. Reading texts inspire pupils to consider ethical choices. For example a recent English text about marine wildlife prompted pupils to take action over the use of plastics within school. The school has established meaningful opportunities for pupil leadership. As part of the school council, pupils take an active role in decision making and are responsible for sharing their ideas for improvements. The language of choice is used throughout the approaches to behaviour within the school. Parents are

rightly confident that staff apply this consistently and as a result pupils are starting to make more wise choices.

RE is well planned by leaders who are trained to a high standard. Leaders benefit from the support of staff within in the Acorn Education Trust and from training provided by the Diocese of Salisbury. The curriculum is thoughtfully constructed so that knowledge builds over time. Pupils enjoy learning about the chosen faiths and world views and they recall key information. However, some pupils do not recall as much of their prior learning as they could. This means they are not as well prepared for their next steps. Recent changes mean that RE is now a core subject and given appropriate time and resource. Training is provided for all staff and teaching is good. Leaders in school and from the Acorn Education Trust check that the plans for learning are put into practice in all classes.

All Saints Netheravon has encountered many challenges, but it is the clear Christian vision that is now setting the direction for the school and because of this pupils and adults flourish together.

The inspection findings indicate that the school is living up to its foundation as a Church school.

Information			
Inspection date	10 November 2023	URN	140699
VC/VA/Academy	Academy	Pupils on roll	146
Diocese	Salisbury		
MAT/Federation	Acorn Education Trust		
Headteacher	Lucy Jones		
Chair	David Middleton		
Inspector	Elizabeth Jeanes	No.	981