

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Norton Juxta Kempsey Church of England VC Primary School	
Address	Wadbourgh Road, Norton, Worcester, WR5 2QJ

School vision
<p>Together, with the love and joy of God, we will discover, develop and maximise our unique potential.</p> <p>‘The Father has loved us so much! He loved us so much that we are called children of God. And we really are his children.’ 1 John 3:1 International Children’s Bible</p>

School strengths
<ul style="list-style-type: none"> • Extremely committed leaders and staff serve this community with infectious love and joy. Consequently, the Christian vision is a life-enhancing reality as everyone is nurtured to be the best unique individual that they can be. • The school community is wholehearted about inclusion. An innovative curriculum approach is designed so that pupils and adults feel welcome, understood, challenged and supported. As a result, individuals flourish holistically. • Collective worship times together are wonderful expressions of shared love and joy, contributing to everyone’s spiritual growth. • The school has a culture of questioning and debate within its atmosphere of respect and trust. Pupils think deeply about ethical issues and make choices that improve the lives of others. • Inspirational leadership and teachers ensure that religious education (RE) equips pupils with a significantly high level of knowledge and understanding about religions and worldviews. They are extremely well prepared for life in a diverse community.

Areas for development
<ul style="list-style-type: none"> • Ensure that there is a coherent process to establish future innovation. This will ensure Norton Juxta Kempsey's future as a very strong church school. • Provide more opportunities for times of reflection and prayer as pupils enjoy spiritual activities across the curriculum. This will strengthen the spiritual experience of wonderful moments.

Inspection findings
<p>The deeply considered Christian vision is evident as love in action, inspired by the life and teachings of Jesus. It motivates every aspect of school life and transforms lives. There is an openness and honesty in relationships throughout the school. Everyone is free to be their best selves, whilst valuing the worth of others. Consequently, a joyous and purposeful atmosphere pervades, as everyone aspires to be the best that they can in every way. Multi-academy trust (MAT) and school leaders are united by their desire for every pupil to enjoy learning and know success. A deep sense of professional respect and trust enables them to work in close collaboration for the benefit of all. As a</p>

result, the academy trust, governors and staff develop innovative and inspirational teaching and learning practices. MAT leaders recognise and appreciate that Norton Juxta Kempsey makes a unique contribution as a church school. Its ethos benefits all schools in the MAT. School governors, church leaders and staff are a powerhouse of ideas for building imaginatively on the school's Christian foundations. However, there is not a process for passionate leaders to discern future ways of fulfilling the Christian vision. Nevertheless, they instinctively develop and implement new and exciting ways to ensure that every pupil and the wider community flourishes in Christian love and joy. Leaders invest in high quality training, including national church school leader courses, for staff enabling them to flourish professionally. Consequently, they are enthusiastic and highly skilled; devoted to being their very best for every pupil and family.

The school's Christian vision has driven an innovative approach to inclusion and equality. Within a deeply loving culture, staff want everyone to know that they are valued as a unique child of God. Therefore, various members of staff advocate for different national 'protected characteristics' such as race, disability, religions and belief and trans and gender identities equality. As a result, at every level of school life, such as in relationships, the curriculum, resource choices and in language there is an all-encompassing acceptance of all people. This means that everyone in school feels loved for just who they are. Pupils also learn how to live and love well in a world of diversity. This original approach is being shared for the benefit of other schools and institutions across the county.

The school's Christian vision inspires an inspirational curriculum and learning environment. Staff carefully consider how every pupil can grow in every way. They provide tailored levels of support and challenge, resulting in secure and confident learners who feel loved, valued and cherished. Because pupils feel safe to be their unique selves, they become very confident in expressing their own thoughts and feelings. Vulnerable pupils and those with learning needs thrive in this loving and aspirational learning environment. In an atmosphere of respect, they know that their voice will be honoured. Enrichment activities across the MAT bring additional joy for all pupils.

Collective worship ignites the school community to live powerfully with joy and love at the beginning of every day. Everyone is invited to share in deeply considered moments of prayer, stillness and reflection, which contribute to spiritual growth. The response 'We are all welcome' resonates with the school's Christian vision and heart for inclusion. It affirms everyone's unique value as the school family gathers together as one. There is an infectious sense of freedom and active participation in worship especially through song. A pupil worship crew play an active part in developing the worship and spiritual life of the school. They ensure that prayer areas in each classroom inspire pupils to reflect and pray. Across the curriculum, pupils are encouraged to appreciate planned and spontaneous moments of awe and wonder. However, pupils do not often have the opportunity to stop and deepen their own spiritual responses to such shared moments. Church leaders and members play a key part in ensuring that worship times are interactive, lively and engaging. Bible stories enable pupils to understand the depth of the school's Christian values. Love, courage, respect, forgiveness, friendship, compassion and trust are lived out naturally in all that the school does. Families enjoy opportunities to come to school for collective worship. The school is eager to share worship times in church more regularly to spread God's love and joy.

Pupils talk about how Jesus loved and forgave everyone, friend or stranger, as in the story of the Good Samaritan. In an atmosphere of love and understanding, pupils feel secure and understood by staff. In turn, pupils appreciate each other's differences and care for each other's well-being. A restorative approach for supporting pupils with their social, emotional and mental needs is well embedded throughout the school. Consequently, pupils are confident to express their feelings and find solutions to difficult situations. On a daily basis in their classes, pupils identify how behaviour could be even better and they encourage each other to improve. As a result, pupils are motivated themselves to make choices that sustain a calm and harmonious atmosphere.



The school and parish churches benefit as they work together to share Christian love and joy in the local and wider community. A shared partnership with Tanzania flourishes through visits and shared projects, for example by exchanging prayers. In such ways, pupils and staff can empathise with the joys and needs of others across the world. The school's deep culture of compassion and care is evident as pupils reflect on ethical issues and current affairs. Pupils make decisions to create a culture of fairness and justice in the school and the wider world. This is the special responsibility of those in the eco, school council and anti-bullying groups. Pupils are eager to be agents of change that will bring joy to others. For example, they endeavour to keep the local environment litter free and have planted flowers at the nearby railway station.

Pupils across the school really enjoy RE lessons. The subject has high priority within the school and is lead and taught with contagious enthusiasm and expertise. The leader motivates and trains a highly effective school teaching team and contributes to the development of RE across the diocese, MAT and county. A captivating teaching and learning approach enables pupils to develop impressive skills as they study of religions and worldviews. They learn how to ask big questions, debate, interpret religious stories, empathise and consider their own beliefs and feelings. As a result, pupils are able to speak intelligently and respectfully about religions and world views. This understanding is strengthened by a programme of visits to places of worship and inspirational inter-faith weeks.

The school is a beacon of light, love and joy in this community and beyond.

The inspection findings indicate that Norton Juxta Kempsey Church of England VC Primary School is living up to its foundation as a Church school

Information			
Inspection date	15 November 2023	URN	144586
VC/VA/Academy	Academy	Pupils on roll	189
Diocese	Worcester		
MAT/Federation	Avonreach Academy Trust		
Headteacher	Julia Dean		
Chair	Daisie Barnett		
Inspector	Angela Daniel	No.	757