

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Onny Church of England (Aided) Primary School			
Address	Onibury, Craven Arms, SY7 9AW		
Date of inspection	03 December 2019	Status of school	VA primary
Diocese	Hereford	URN	123560

Overall Judgement	How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?	Grade	Good
Additional Judgements	The impact of collective worship	Grade	Good
	The effectiveness of religious education (RE)	Grade	Good

School context

Onny is a primary school with 73 pupils on roll. The majority of pupils are of white British heritage. There is an increasing number of pupils from the Gypsy, Roma, Traveller community. Very few pupils speak English as an additional language. The proportion of pupils who are considered to be disadvantaged is below national averages. The proportion of pupils who have special educational needs and/or disabilities is above national average. Onny is part of St Michael's Federation. The federation is made up of two small Church of England primary schools that work closely together. They are led and managed by an executive headteacher, one leadership team and a single governing body. The executive headteacher has been in post since September 2019.

The school's Christian vision

Growing to be the best that we can be for God, ourselves and each other.
Thessalonians 5:11: 'Therefore encourage one another and build one another up, just as you are doing.'

Key findings

- The strong leadership of the headteacher has created a vibrant Christian learning community, in which every member grows to be the best they can be. Dedicated staff and governors share the inclusive Christian vision which inspires and directs all aspects of school improvement.
- The vision and deeply held values have a transformational impact on relationships, behaviour and the daily life of everyone in the school.
- The school works proactively with parents and other agencies, to ensure that vulnerable pupils and those with special educational needs and disabilities are nurtured and supported to be the best that they can be.
- Collective worship makes a significant contribution to pupils' understanding of the school's Christian vision and values and how they make a difference to their everyday lives. Pupils are involved with delivering the content, but do not yet plan and evaluate worship. Opportunities for prayer outside of collective worship are underdeveloped.
- RE has a high status in school. Lessons are lively, imaginative and rich in discussion, promoting good pupil progress.

Areas for development

- Enable the whole school community to gain a deeper understanding of the use of prayer and reflection. This will enable pupils to recognise its value in both formal and informal contexts.
- Increase pupils' encounters with different faiths in order to broaden their experience of diversity.
- Further develop the pupils' involvement in planning, leading and evaluating collective worship in order to improve practice and to strengthen their spiritual development.

How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?

Inspection findings

Enabling pupils to grow to be the best that they can be is what is at the very heart of Onny School. The vision is firmly rooted in theology: 'Therefore encourage one another and build one another up' (Thessalonians 5:11). All stakeholders have a deep commitment to inclusion. The school celebrates diversity and welcomes all as 'God's children'.

All stakeholders were deeply involved with developing the vision and values for the school: 'Growing to be the best that we can be for God, ourselves and each other.' The headteacher talks passionately about everybody aiming for the best for the whole school community. There is recognition that everyone will always be able to learn more, reflect on life and continue to grow and flourish. The vision of growing is symbolised by a picture of a tree. The whole school community know that the roots of the tree represent the school values of forgiveness, respect, generosity, trust, courage and friendship. The symbol of the tree helps pupils to understand that the values are the roots of everything that happens. The vision is the trunk of the tree, as that is the core of everything and the leaves offer examples of how everyone can live out the vision and values in their daily lives. The vision and values are communicated to parents via the home/school agreement and in the weekly newsletters. One parent said that they have the vision and values tree up at home and they frequently refer to it. For example, the value of forgiveness is used at home to resolve situations.

The Christian vision is empowering leaders to develop leadership at all levels. Enabling all stakeholders to grow and flourish is given high priority and is key in performance management targets. Staff are encouraged to choose an area in which they personally want to develop and gain more knowledge and skills. Leaders offer staff quality training and professional development to support their growth. Mental health is supported and leaders are mindful of workload. Free counselling is available for all staff if required. Governors and leaders have engaged in diocesan training in order to ensure that their work is impactful. The federation partnership with Lydbury North C of E Primary is fully supportive of the Christian vision in allowing all to grow to be the best that they can be. Standards of teaching and learning are improving due to the collaborative planning, moderation and sharing of skills and best practice. Pupils from both schools share experiences together such as residential visits. This ensures pupils live out the values of friendship and trust.

The broad and balanced curriculum, driven by the Christian vision, supports everyone to be aspirational in order to be their best self. This ensures that all are happy and prepared for life at Onny and beyond. The curriculum is enhanced by numerous opportunities for curricular and extracurricular activities. These opportunities develop pupils' confidence. Leaders and staff work tirelessly to meet every child's needs. They articulate how the vision 'to be the best they can be' ensures that everyone works as a team to ensure that all pupils are meeting their full potential. One pupil said, 'all the teachers encourage you to do your best'. Pupils are aspirational because they want to be their best self. Vulnerable pupils, and those with special needs, are very well supported. Leaders ensure that financial and human resources are used effectively so that all pupils can flourish and achieve. There is a high staff to pupil ratio to support the wide range of pupils' individual needs. This decision has been made to ensure everyone has the opportunity to grow to be the best they can be. The most recent progress data shows that pupils are in line with national averages for reading, writing and maths.

Good behaviour is a strength of the school and fully reflects the vision's focus of allowing everyone to grow and be the best they can be. The behaviour policy is shaped by the vision and values and is based on forgiveness and reconciliation. As a result, pupils flourish personally and socially. Leaders and staff are rightly proud that vulnerable pupils, some of whom have had challenging behaviour, have settled and their behaviour has improved. This is testament to the school's vision of inclusivity, along with the commitment of the staff team who know each and every pupil as an individual.

The values of respect and generosity inspire pupils to be passionate about making a difference. Following work done about plastic pollution, pupils were inspired to action. Crisp packets are now collected in school ready for recycling and pupils help with the general recycling of waste at school. During an environmental science week, pupils built models out of plastic milk cartons to support the reduce, recycle, reuse ethos. Lots of pupils

are now also recycling at home as a result.

Instead of having a pupil led school council, this year all pupils are involved in decision making. For example, all pupils have helped choose the charities which the school is supporting this year. Pupil ownership of this decision has led to very passionate children wanting to challenge injustice and inequality. One pupil was inspired to action and had her hair cut for The Princess Trust.

Collective worship is a clear expression of the Christian vision at Onny as it celebrates aspiration and success, and supports pupils to be their best selves. Bible stories, linked to the vision and values, are central to collective worship. Pupils are celebrated and rewarded for living out the values like Jesus did. Worship is inclusive, with those of different views and beliefs attending, as do all staff. Worship contains stillness and prayer and some pupils value the time for reflection. Opportunities for prayer outside of collective worship are underdeveloped. Pupils are included in leading some parts of collective worship but do not currently have opportunities to independently plan, lead and evaluate worship. The local vicar has been instrumental in the pupils' understanding of the Church year and other Anglican traditions. Pupils have an age appropriate understanding of the Christian belief in God the Father, God the Son and God the Holy Spirit, as well as the Eucharist.

RE lessons are inspiring due to their engaging and varied approach. As a result of this, pupils have a secure knowledge of Christianity and are able to discuss a range of religions. Discussion and debate are a key part of RE lessons. Pupils are tackling big questions and, as a result, evidence in books shows very deep thinking taking place. Pupils readily accept contrasting beliefs and appreciate the need for respect, dignity and tolerance. The vision helps pupils understand that they need to be the best they can be for others as well as themselves. Pupils have not visited places of worship of different faiths. The RE leader works with local schools and attends training in order to keep an up to date knowledge of the subject and share best practice. There is a real sense within the school of enjoyment in RE lessons and this is enabling many to flourish academically in this subject.

Onny is a school community where everyone is working together to live out the Christian vision. As a result, everyone is flourishing and growing to be the best they can be.



The effectiveness of RE is Good

RE is well led so that teaching and learning are carefully monitored, bringing about improvements in standards. Teaching is consistently good, enabling all pupils to flourish. The majority of pupils are reaching the expectations of the locally agreed syllabus for RE. Appropriate assessment practices shape learning opportunities to the needs of the pupils. However, some of the recording of tasks in books is not as well-crafted, therefore pupils are not always able to fully demonstrate their capability. The RE lead has recognised this and has made plans to address it. Leaders have an accurate picture of the quality and standards being achieved in RE due to the effective monitoring system.

Executive Headteacher

Victoria Reynolds

Inspector's name and number

Kerry Geddis 955