

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Baston Church of England VC Primary School	
Address	103A Main Street Baston, Peterborough, PE6 9PB
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
We aspire to be an inspirational, challenging and inclusive church school at the heart of our community. Through the love of God and shared values, we seek to provide a happy, safe and creative learning environment where everyone reaches their full potential and flourishes as a global citizen: dream, thrive, believe.
Key findings
<ul style="list-style-type: none"> • The distinctive Christian vision, summarised as 'dream, thrive, believe' is known and understood by the whole school community and leaders talk about its biblical basis. However, which specific values underpin the vision is unclear. • The governing body and interim school leaders are providing strong leadership and stability during a period of change. A tangible culture of flourishing exists in the school as a result of the vision. • A strong and mutually beneficial relationship exists between the church and its members and the school. • Adults and pupils value collective worship. However, currently, worship leaders are not involved actively enough in its planning, leading, monitoring and evaluating. Governors have not yet returned to robustly monitoring this area of school life. • Pupils enjoy Religious Education (RE) and know the importance of understanding other people's beliefs. However, there is some confusion over its relationship with Personal, Social and Health Education (PSHE) and Relationships and Sex Education (RSE) which both leaders and pupils are keen to resolve.
Areas for development
<ul style="list-style-type: none"> • Clarify which values underpin the vision of the school so that everyone has a deeper understanding of how the vision can be lived out. • Ensure that worship leaders are fully involved in the planning, leading, monitoring and evaluation of collective worship so that everyone finds worship meaningful and inclusive, evidenced through robust monitoring by governors. • Develop RE as a discrete subject, distinct from PSHE and RSE, enabling pupils to deepen their understanding of Christianity and other faiths and worldviews.

Inspection findings

Everyone at Baston talks about 'dream, thrive, believe' being at the heart of everything that happens in the school. The vision was established many years ago by staff and governors. It is re-visited annually to ensure its relevance and consequently new staff quickly understand and embrace it. There have been minor changes to the wording and the strapline over the years but its essence remains. 'Through the love of God' the vision is distinctively Christian and yet completely inclusive to all through 'shared values'. It is clear that everyone is welcome in this school, whatever their beliefs. Parents feel included in the vision of all flourishing stating 'it's not just about staff and pupils, we are flourishing too!' They can talk to staff about any concerns they have and they are always listened to. The school promotes a number of values but there is confusion about which key values underpin the vision. Although both the headteacher and deputy headteacher left in July 2022 this strong culture of flourishing continues as the vision is well embedded. The transition to interim leadership this term has been seamless. The interim head of school and interim executive headteacher are currently leading the school with that same clear vision. The vision drove the governors during the recent process to recruit a permanent headteacher. Ensuring that 'dream, thrive, believe' was key in every decision made.

Another clear outworking of the school's vision is seen in the spiritual life of the school. Opportunities to develop spiritually are woven through the curriculum so that pupils nurture their inner lives. Staff also have many chances to reflect on these issues. There are a number of spiritual areas around the school where people take time out to think more deeply. This includes a spiritual space in the playground which pupils value highly. A large range of activities is provided for pupils to be nurtured spiritually. Many outdoor activities and visits further afield all contribute to this rich diet. Pupils are well supported in their spiritual development, helping them to flourish.

The curriculum meets the needs of all pupils and challenges their thinking. The vision and the context of the school have highlighted the need to focus on respecting difference and diversity. Pupils are starting to show signs of understanding what it is to be global citizens and future advocates for change. They have many opportunities to develop such skills by becoming eco ambassadors, digital leaders or by joining the school council.

The regular annual review of the vision led to ensuring that the behaviour policy is enabling everyone to flourish. Through the use of 'recognition boards' in all classes a spotlight is put on pupils' positive attitudes and behaviours. They enjoy choosing and developing their distinctive board in each class such as 'disco dancing' in one year group. Restorative thinking is now used when wrong choices are made, pupils finding their own solutions to challenging situations. Clearly the vision of 'dream, thrive, believe' has driven these changes, positively reinforcing the behaviours which support a thriving community.

All members of the school community live well together. This is a tangible outworking of the vision. Staff identify any concerns at an early stage and they help the pupils to resolve issues themselves. Staff are extremely well supported by leaders, governors and the local church community. The vicar is a valued member of the governing body and supports the school in many ways. Pupils' understanding of Christian traditions is greatly enhanced by her contributions to RE lessons and collective worship. Other members of the church community volunteer in school. During challenging times staff appreciate the church's support. One staff member related that she had been particularly touched when she knew she was being specifically prayed for by the church.

Collective worship is valued by both adults and pupils. Gathering together in this way is

important to the staff. It gives them thoughtful messages to take into the rest of their day. Worship has deepened pupils' understanding of God as Father, Son and Holy Spirit. They really appreciate the opportunities they are given to further develop their understanding of Christianity. They particularly value moments of quiet reflection and how this makes them pause and think about things. The cycle of daily worship is carefully planned and takes account of local, national and global perspectives. Pupil worship leaders take their roles seriously and enjoy welcoming everyone. They light a candle and give an opening prayer, inviting those present to join them in this. Currently pupils do not have a sufficiently prominent role in the planning, leading, monitoring and evaluating of worship. Governor monitoring of collective worship is not robust enough.

RE has a high profile and pupils enjoy learning about a range of beliefs including Christianity, Islam, Judaism, Hinduism, and Humanism. They study religious texts from different faiths and this enhances their understanding of those faiths. RE is well planned and includes a good balance of theology, philosophy and social science. However, pupils are unsure about whether they are learning about RE, PSHE or RSE as the title 'Inside Out' is used for all of them.

Both adults and pupils at this school feel they are part of an inclusive and caring community. 'Dream, thrive, believe' is known by all and spurs them on to ensure that everyone is able to flourish. Leaders are very clear about what needs to be done to achieve their vision. They reflect honestly on areas which need to be developed while celebrating the many strengths of the school. Their vision is at the centre of all decisions made, especially in the recent headteacher recruitment process. Leaders now look forward to embarking on their next stage of development as a church school.

Information			
School	Baston Church of England VC Primary School	Inspection date	5 December 2022
URN	120514	VC/VA/Academy	Voluntary controlled
Diocese/District	Lincoln	Pupils on roll	183
Interim Executive Headteacher and Interim Head of School	Martyn Wells and Georgina Epps		
Chair of Governors	Simon Gledhill		
Inspector	Marion Standing	No.	971