

INSPECTION REPORT

HOLY FAMILY

3 Lower Seedley Road, Salford, M6 5WX

Inspection date: Thursday, 26th April 2012

Reporting Inspector: Miss P J Jones

Inspection carried out in accordance with Section 48 of the Education Act 2005

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| Type of School | Primary |
| URN | 136080 |
| Age range of pupils | 3-11 |
| Number on roll | 244 |
| Appropriate authority | Salford |
| Chair of Governors | Mrs C Trueman |
| Headteacher | Mrs A Shanley |
| Religious Education Co-ordinator | Mrs J Jessop |
| Date of previous inspection | Not applicable |

| The Inspection judgements are: | Grade | Explanation of the Grades 1 = Outstanding 2 = Good 3 = Satisfactory 4 = Inadequate |
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| Overall effectiveness of the school | 2 | |
| Spirituality | Statement | |
| The quality of the Word of God community | 3 | |
| The quality of the Welcome community | 2 | |
| The quality of Welfare | 2 | |
| The quality of Worship | 2 | |
| The quality of Witness | 3 | |
| The following pages provide reasons to support these judgements | | |

CHARACTERISTICS OF THE SCHOOL

- Holy Family is a newly built Roman Catholic Primary School that opened in January 2011 following the closure and amalgamation of All Souls and St James RC Primary Schools. The school serves the parish of St James, Pendleton, Salford. The school is an above average sized primary school where the majority of pupils are White British with 13 other ethnicities also part of the school community. There are an increasing number of pupils who have English as an additional language and the number of pupils known to be eligible for free school meals is well above average at 37%. The number of pupils at school action is broadly average as is those at school action or with a statement of special educational need. There are 166 catholic children out of 244 on roll.
- In July 2011 the substantive Headteacher and Deputy Headteacher resigned from the school. Since September 2011 an acting Headteacher (seconded from Salford Authority School Improvement Team) has been leading and managing the school. There have been other changes in the leadership team of the school with the internally appointed Deputy Headteacher leaving in December and another member of staff appointed as a temporary Acting Headteacher
- In May 2012 a newly appointed Catholic Deputy Headteacher will be taking up post and the Acting Headteacher has now been appointed as the permanent Headteacher of the school. These appointments should now enable the school to maintain stability and continuity and thus further raise attainment and increase the aspirations of the pupils and wider community. The recent appointments since April of new and experienced teachers are enabling the school to move forward in developing their potential in serving the needs of the school. There are 11 members of the teaching staff, 9 are catholic, 2 are non catholic and 2 have the Catholic Teachers' Certificate, 2 are currently undertaking the certificate and 4 registered to start.
- Children enter the Nursery with attainment well below national expectations with a significant number needing referral and support from the Speech and Language team. Attainment at the end of Key Stage 1 in 2011 was significantly below the national average overall. Attainment at the end of Key Stage 2 in 2011 met the government 'floor' standard of 60% Level combined in English and Mathematics.

OVERALL EFFECTIVENESS OF THE SCHOOL

Holy Family is a good Catholic Primary School that has developed many good features within its short period of working and has the potential to develop further in the years ahead. The dedicated leadership team is committed to making improvements and raising standards for the benefit of the pupils and it is encouraged and supported in its work by the recently established governing body and staff of the school. Together they have created a real sense of purpose in establishing a Catholic school which reflects the teachings of Jesus by making it 'Christ Centred'.

The school puts the children totally at the centre for all aspects of school life and it is highly significant that no child is withdrawn from religious education or collective worship in the school. This is due to the majority of parents being very supportive of the Catholic ethos and teaching of the school which was evident in the responses to the recent questionnaire completed by parents and carers. Indeed, the Catholic life of the school is central to its character and engenders a warm, welcoming and caring environment in which all aspects of the pupils' spiritual, moral, social and cultural development are good.

Pupils observed were happy, polite and friendly. The School Council are a credit to the school in demonstrating their love of their new school building, outside environment, fund raising for Cafod and Caritas and the new friendships that have been made between the two amalgamated schools.

This was clearly evident in the manner in which the children show respect for one another, and in their feelings of safety, security and being valued by members of staff. Although there has been significant changes in leadership, together with amalgamating staff, children and their families, the Headteacher, Chair of Governors and in particular, the Parish Priest have ensured that there is a 'real' family thriving within the walls of this beautiful new school. Indeed the 'minor miracle' of the Acting Headteacher leading the school so effectively since September with her newly appointed leadership team has ensured that Holy Family is a school that will continue to equip the children with the skills and values to become loving and responsible members of the community who will go forth into the world strengthened by the love of God.

Improvement since the last inspection

This is not applicable as Holy Family is a new school

What the school needs to do to improve further:

- Continue to implement the new Religious Education Scheme 'The Way, The Truth and The Life'; throughout the school ensuring continuity between classes, through planning, monitoring and evaluating the quality of teaching and learning
- Provide the necessary in service training for staff to have a more focused approach to assessment procedures in order to level pupils work and outcomes in Religious Education
- Involve all staff, governors, parents and children in the re-writing of the school's Mission Statement so that it is known and lived throughout the school and in the implementation of all aspects of the Religious Education Action Plan.

SPIRITUALITY IN HOLY FAMILY

Holy Family is a safe, secure and welcoming school. The children and staff know that they belong to a very special school and they are trusted to grow in self-confidence and self-worth as part of God's loving family.

The staff, led by the hardworking and dedicated Headteacher, supported by an involved Parish Priest, assisted by a committed and knowledgeable Religious Education leader, Religious Education governor and Chair of Governors set a tremendous example to the children in school. Children have a real sense of the love of Christ and are respectful towards one another. Children have a positive self-image and demonstrate a sense of calm, happy well being. Indeed, a wonderful example of how spirituality is evident in Holy Family is not just through the well planned collective worships in class and for the school, but also through the daily gathering for reflection each morning before school starts where children are invited to share their prayers and thoughts. This is led by a very capable and dedicated learning mentor who knows the children well and who is able to lead the children in deepening and kindling each child's relationship with God through prayer.

The quality of the Word of God is satisfactory because

- The Mission Statement is contemporary and following changes in the leadership of the school it is to be revisited in order to make it more succinct and accessible to the children and it will then be incorporated within the policies and practices of the school.
- The Religious Education of the pupils is the core of the core curriculum. The resources for Religious Education are developing and the use of ICT software is very well used
- Teaching is at least good across the school. Pupils enjoy and are challenged in their learning of Religious Education. There is evidence of engaging in the Big Questions of the purpose and meaning of life across the curriculum.
- Religious Education lessons follow the planning of 'The Way, The Truth and The Life' as a guide for the teaching staff and more work on assessing the pupils' outcomes is to be undertaken
- Scripture is recognised as being important in Holy Family. There is evidence of the Word of God informing teaching and learning across the curriculum
- Religious literacy is developed at all key stages
- The home, school and parish links are in place and impacting on the life of the school

The Inspector cites the following evidence to confirm her judgement:

- Overall the levels of attainment are broadly average by the end of Year 6 from well below on entry and this demonstrates the school's commitment to its mission to provide the children with the best possible opportunities, supported by an effective Religious Education curriculum
- The standard of teaching observed was mainly good. Staff share ideas and assist each other to increase their expertise and create challenge in the curriculum. Catholic teachers act as mentors to non catholic teachers. The lessons prepared within Foundation, Key Stage 1 and Key Stage 2 were centred around the Easter season following Jesus resurrection with his appearance to his disciples, the call of Peter, understanding that the apostles were ordinary people. Teachers used good questioning skills in assisting the children in furthering their understanding. They are very well supported by the highly skilled and knowledgeable teaching assistants and other support staff.

- The monitoring of Religious Education books by the leadership team and Religious Education governor provides evidence of a whole school approach that is developing to ensure consistency in planning, delivery and outcomes for the children.
- Interactive whiteboards and software were used well to support teaching throughout the school which engaged and encouraged the pupils in their learning
- The school has invested in the 'Wednesday Word' which is sent home on a weekly basis. This has helped improve the knowledge of the parents too.
- Book scrutiny shows pupils take pride in their work which is marked with encouraging comments by most of the class teachers. However, further work is required to ensure more consistency in marking the work according to the marking policy and through discussions on levelling work through assessment will enable a whole school approach in this area.
- The collective worship assemblies throughout the week prepared by the leadership team and classes demonstrate how the Word of God is shared in the school and in their lives.
- The Word of God is displayed throughout the school through the displays in the school hall, the statues and areas outside and within the classrooms.

Areas to develop further as identified by the school

- Support new staff in the traditions and practices within a Catholic School
- Revise the Mission Statement
- Implement a more focused approach to assessment in Religious Education

The quality of the Welcome Community is good

- A culture of welcome has been established in Holy Family where all pupils and staff demonstrate a very high level of confidence and outreach to all within the school community.
- Visitors are warmly welcomed with love and respectful care. The importance of the dignity of the individual is clearly evident at all levels.
- Clear systems and procedures are in place to ensure appropriate access for visitors which safeguard pupils
- School councillors are involved in conducting tours with visitors and sharing their views about the schools and where future improvements could be made
- Parents have been welcomed to attend school Masses and assemblies each week. The parents particularly enjoy their 'cuddles' at the end of the assembly led by their child's class.
- The Blessing of the new School Mass celebrated in January demonstrated the pride that the school has in worshipping together as a community and with invited guests
- Parents and carers have been encouraged to attend parent mornings each half term so that they have the opportunity to spend time in their child's class sharing the work covered and having some quality learning time together. Parents also receive curriculum information sheets about the work being covered in class
- A prayer tree within the entrance of the school further demonstrates how members of the school's community wish to pray for all those in need.
- Traditions are being established within Holy Family through the first Nativity play and a choir concert with many parents and members of the parish and wider community attending and enjoying what they see and hear

The inspector cites the following evidence to confirm her judgement

- Holy Family is a very welcoming school and all members of the school community are proud of what has been achieved in this academic year in bringing people together in faith with a real sense of belonging to a family that looks after its members whether pupil, staff or parents
- The Parish Priest is a regular visitor to the school. He knows many of the families very well and he has worked co-operatively with the Acting Headteacher in supporting the liturgical life of the school through the celebration of school Masses and visiting classes around the school. He is very appreciative of the work of the Acting Headteacher in how she has brought about significant leadership and managerial changes that have moved the school on in a remarkable way since last September. Indeed, the Acting Headteacher is not just a minor but **major** miracle for Holy Family.

- Parents are kept informed about events occurring in school through regular newsletters and the school website.
- Masses and assemblies as well as the parent open mornings which made them feel welcomed into the school. They felt encouraged in their faith by the Wednesday Word that is brought home each week and enjoyed the outreach of this new school.
- Within the school relationships between staff and pupils are very good. Older children care for the younger ones as new playground buddies and a new friendship bench point to encourage children playing together particularly those who feel lonely or vulnerable.

Areas to develop further as identified by the school

- Enhance the learning environment by the creation of displays from each class
- Introduce Prayer Partners between Year 6 and Year 3 to support and share in the sacramental journey to offer friendship and advice

The quality of the Welfare Community is good

- The staff and pupils demonstrate a high level of respect, care and value one another. Indeed Ofsted stated that Holy Family is 'highly inclusive and welcoming of all pupils.'
- There is an open door policy so that the school can respond quickly to the needs of the families and the role of the learning mentor is a key figure in enabling each adult and child to be supported and loved through good times and when challenges arise. The therapy sessions for a particular family have been provided through a sister from the FCJ order
- The budget, staffing and resourcing decisions demonstrate a commitment to Christian stewardship throughout the world
- Welfare staff are notified of children who may be vulnerable so that they can maintain contact with them
- The pupils are considerate to the staff and to one another, displaying positive attitudes to their learning
- A life channel in the main school entrance has been installed to give messages about health and well being with all parents and carers
- Children are being encouraged to look after God's world through environmental work in the curriculum. A wildlife garden dedicated to Our Lady is being established that will provide further opportunities for prayer and quiet reflection times.

The inspector cites the following evidence to confirm her judgement

- The school is a very caring community where everyone is valued. Children during lessons listened attentively to other pupils' ideas.
- Highly skilled teaching assistants are very effective in providing the relevant support during and outside of class time. Such role models ensure learning and loving friendships can develop
- The School Council are a real credit to the school in demonstrating their views and what they wish to achieve for all of the school community. This has included fund raising for Cafod and St Joseph's Penny

Areas to develop further as identified by the school

- Ensure all staff receive training on welfare requirements
- Introduce Kagan structures in the school
- Establish Prayer Partners across the school and playground buddies

The quality of the Worship Community is good

- The Holy Family of Jesus, Mary and Joseph are used as the inspiration in the worship of Holy Family School. The school aspires to share the same loving, compassionate relationships as the Holy Family with prayer permeating all aspects of school life.
- The school regularly celebrates Mass at least termly and these are occasions where staff, parents and children can worship God and take refuge from the hustle and bustle of everyday life

- Parishioners are being encouraged to support the children in the Sacramental Programme in Year 3 as Prayer Sponsors
- Three weekly assemblies are held celebrating different aspects of gospel values, either through the sharing of the Sunday Gospel, class led assemblies for the school on a variety of themes as well as the celebration assembly to value the achievements of the children during the week
- The liturgical calendar is reflected through the whole school worship for each part of the liturgical year and the learning of a new Holy Family School Prayer is more accessible to the children along with the reciting and understanding of traditional prayers
- Each classroom has a prayer focus where the children can reflect and be guided in their understanding of the liturgical year. The beautiful statues and associated prayers that have been situated around the school provide further opportunities for the children and staff to know more about the Catholic faith

The inspector cites the following evidence to confirm her judgement

- School Mass was celebrated for the whole school on the feast of St George with a great statue of St George, the George Cross and readings led by the children. The children made their responses and sang their hymns well and were encouraged by the Parish Priest in thinking about what Jesus said to his apostles 'Peace be with you.' It was encouraging to see the number of parents who came along to be part of the Mass. The children, particularly the younger one were well behaved and a credit to the school
- Collective worship has been well developed in the school through the significant leadership of the Acting Headteacher and the current Religious Education co-ordinator providing support for the staff
- The well prepared Religious Education Co-ordinator file demonstrated the variety of assemblies that have been planned effectively since the school opened. Staff have been supported in ensuring that relevant assemblies are planned to meet the different age groups of the children by making them appropriate with lots of drama, powerpoints and great singing
- During the inspection a Year 6 assembly had been prepared by the children at short notice, involving readings and interviews about being witnesses to the Resurrection, the Olympics and Confirmation with a variety of good instrumental playing, singing. The children enjoyed interviewing members of staff about their Confirmation name which provided a good link into the Year 3 children who were being confirmed on Saturday
- A beautiful and reflective class based collective worship involved the children in talking and being assisted into a state of calmness and real tranquillity in the classroom. The children shared their peace prayers with one another and sang and signed 'Peace Perfect Peace'.

Areas to develop further as identified by the school

- Support new staff in the traditions and practices within a Catholic school
- Strengthen the partnership between the parish and the school
- Implement a termly monitoring and evaluation timetable
- Introduce prayer partners

The quality of the Witness Community is satisfactory

- Holy Family school strives to be a witness of a loving and compassionate God, 'Who is at the heart of all we do and say, creating a loving family atmosphere where we make lifelong friends and memories'
- Staff and pupils witness to the beliefs and values of Christ and the teachings of the Church. There is evidence of pupils being prepared to engage and engaging as pro-active citizens who participate in the decision making processes at local and national level
- Holy Family promotes an explicit Catholic culture across the school
- The chaplaincy is appropriately resourced, relevant and impacting on the life of the school
- The staff demonstrate justice, compassion, reconciliation, love and forgiveness in their relationships and teaching

The inspector cites the following evidence to confirm her judgement

- The school community recognises that God is at the heart of the school in their actions and their relationships
- Outcomes of a recent parental questionnaire demonstrated that parents, carers strongly agree that Holy Family promotes a Catholic culture in the school and that they value the positive relationships between staff and pupils
- The pupils' spiritual development is accelerated well through the school's Catholic ethos and its celebration of the diversity of the pupils' heritage
- Parishioners are aware of what happens in school and displaying self portraits of the children involved in the Sacramental Programme is furthering the links with the school
- Circle times and discussions between the children show that the children have an increasing sense of fair play and justice. They know how to treat each other equally and how to support friends who are in need.

Areas to develop further as identified by the school

- Redefine the Mission Statement
- Include the Mission Statement in all school policies
- Support pupils in developing their confidence in witnessing to Christ through increased opportunities for drama and role play