

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

Cradley Church of England VA Primary School	
Address	Cradley, Malvern, WR13 5NG

School vision
<p>Our Christian vision is based on the Bible verse, Ephesians 2:10: 'For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.' Here at Cradley, we are on a journey. The diverse adventures, opportunities and experiences we get along the way will help us to be the amazing beings that God created us to be. Cradley School is an inclusive community where individuals are supported and nurtured, where everyone is encouraged to be the best that they can be as they make their journey.</p>
School strengths
<ul style="list-style-type: none"> <li>• The context of this community is at the heart of the school's Christian vision. The deep understanding of the people they serve underpins decision making by leaders, at all levels. This work is effective in enabling pupils and adults to flourish.</li> <li>• Shaped by the vision, learning is immersive and ambitious for pupils, including for those with additional needs and the disadvantaged. The rich variety of experiences supports them to be the 'amazing beings that God created them to be.'</li> <li>• Inspiring and inclusive collective worship radiates a sense of togetherness and belonging. Time for thought provoking questions, stillness, reflection and prayer enriches individuals' spirituality and deepens their sense of connection.</li> <li>• Living out the vision through loving relationships creates a culture where pupils and adults are supported and nurtured. A breadth of initiatives ensures barriers to good mental health are removed. Consequently, a strong sense of wellbeing prevails.</li> <li>• Skilful leadership has meticulously planned a religious education (RE) curriculum that effectively builds on prior learning. This, together with a robust assessment system, enables pupils to make good progress.</li> </ul>
Areas for development
<ul style="list-style-type: none"> <li>• Expand opportunities for pupils to independently challenge injustice. This is to empower them to act as positive agents of change.</li> </ul>
Inspection findings
<p>Leaders know their community well, reaching out to all with love and compassion. The Christian vision is embedded and woven across all relationships and aspects of the school's work. The linked Bible verse, to follow Jesus and do good works, is lived out by the inspirational Christian leadership. The commitment to meet the needs of each pupil and their families is palpable. The 'TREK' values of trust, respect, empathy and koinonia bring a shared way to act. Parents are proud of how their children display these values at home. Leaders champion staff to progress professionally by fully supporting their training needs. The highly effective governing body supports leaders to evaluate the</p>



impact of the Christian vision. This has led to a lived and breathed vision at Cradley that enables the community to flourish together.

The vision, to offer diverse adventures, opportunities and experiences, shapes the school's curriculum. Leaders recognise the constraints of being part of a small rural community and are driven to expose pupils to wider experiences. A varied provision that includes art, music and forest school, ensures 'the amazing' is recognised in everyone. Studying significant people from a range of other countries enables pupils to acquire an appreciation of the diverse world in which they live. This promotes deep thinking and gives pupils' confidence in their abilities to try new things. Leaders ensure parents are involved in their children's learning through 'Welcome Wednesdays'. Parental feedback demonstrates how they appreciate these opportunities to be involved. A motivation to be an inclusive community drives staff's relentless focus on meeting individual needs. Leaders invest in ensuring staff are qualified to lead initiatives that help pupils to thrive emotionally, as well as academically. This creates a nurturing culture where pupils are effectively supported. Consequently, pupils are happy at school and achieve well. Increased attendance is the result. Pupils enjoy the broad extra-curricular offer. This includes gardening, mindfulness, sports and Christian club, alongside enrichment visits and visitors. In this way pupils are provided with an extensive variety of learning experiences. Clubs are provided free of charge and are accessible for all. Pupils with special educational needs and/or disabilities (SEND) receive individual support and lunchtime clubs extend the offer further. These actions perfectly demonstrate how the vision is a lived reality. Therefore, creating an inclusive environment where pupils, regardless of personal circumstances, can grow their amazing individual interests and talents.

Spiritual experiences ooze from every aspect of school life at Cradley. Big questions are expertly woven through all areas of the curriculum. Parents speak of how the school gives their children freedom to ask thought provoking questions about life's purpose. Consequently, pupils are building critical thinking skills and developing resilience. Opportunities to reflect are skilfully planned through the day. This creates a culture of celebrating connections with one another, nature and the environment. The joyous hatching of butterflies and praying for the frogs that died are examples of seizing these spiritual moments. As a result, pupils and adults are supported to successfully trek along their own personal spiritual journey.

The school's collective worship is cherished by pupils and adults as a special time of coming together. Staff appreciate the space it provides to pray and reflect on their own thoughts and ideas. Pupils value the time for prayer as it calms them for the rest of the day. As such, it significantly contributes to spiritual flourishing. The vision to do good works is central to the worship life of the school. Leaders have thoughtfully interwoven Christian values through the planned and sequenced worship themes. This develops pupils' understanding of biblical texts, inspiring them to apply Jesus' teachings to their own actions. Invitational and inclusive worship encourages all to feel welcome. One pupil commented, 'Everyone is welcome, not just Christians. You can listen in as it might teach you something.' Furthermore, staff sensitively support pupils with SEND to participate. The strong partnership with the Church deeply enriches worship. The local vicar leads a monthly service that celebrates breaking the bread. Pupils say sharing the bread in Christian friendship reminds them of the school's value of koinonia. Inviting pupils to take part in family services has led to an increase of school families attending church. One parent was moved by her child playing the piano with the Church worship band, during a Sunday service. She said, 'It enriches his life.' Families value the opportunities to worship both in school and at church. Consequently, the worship life of the school makes a substantial contribution in deepening spirituality across the whole community.

Christian service underpins the loving relationships at Cradley. A strong focus on wellbeing and mental health for adults and pupils helps to create a supportive and nurturing environment. The vision is embodied by the way in which leaders support staff to achieve a good work-life balance.

Staff appreciate this along with the many opportunities they are given to develop professionally. They are also encouraged to follow their own passions, for example when leading an extra-curricular club. Consequently, staff feel valued for their uniqueness. Staff, parents and pupils recognise the ways in which leaders demonstrate genuine empathy and compassion. Older and younger pupils have good relationships and kindly look after one another. They know it is natural to disagree sometimes and understand how to forgive. The governing body and the local vicar enhance relationships by providing care for staff and families during difficult times. This breadth of nurturing support has a tangible effect on wellbeing.

The vision, to do good works, inspires pupils to speak out against the unfair treatment of others. Pupils are encouraged to make a difference by supporting an orphanage in Sierra Leone and through the 'community champions project'. They confidently raise issues that concern them, such as, potholes in local roads. However, opportunities for pupils to independently challenge injustice and make meaningful changes are underdeveloped.

Proficient leadership of RE ensures that the curriculum is carefully planned. Key questions capture pupils' interest, enabling them to connect with difficult concepts. Learning is thoughtfully sequenced, so that it builds on prior learning. Lessons provide opportunities for pupils to engage in discussions around worldviews and religions, developing their personal opinions and responses. Regular assessment ensures pupils' learning is sustained. Staff are supported by the RE leader and the diocese to develop their expertise through whole staff and bespoke sessions. As a result, the effective learning and creative activities pupils experience in RE, enables them to make good progress.

The inspection findings indicate that Cradley Church of England VA Primary School is living up to its foundation as a Church school.

Information			
Inspection date	5 July 2024	URN	116874
VC/VA/Academy	Voluntary aided	Pupils on roll	90
Diocese	Hereford		
MAT/Federation			
Headteacher	Donna Jones		
Chair	Eryl Copp		
Inspector	Beverley Roberts	No.	2122