

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Bulphan Church of England Academy			
Address	Fen Lane, Upminster, Essex, RM14 3RL		
Date of inspection	19 March 2019	Status of school	Academy inspected as Voluntary Controlled Diocese of Chelmsford Vine School Trust
Diocese / Methodist District	Chelmsford	URN	115092

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

School context

Bulphan is a primary school with 82 pupils on roll. The majority of pupils are of White British heritage. No 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 in line with national averages. Since May 2016 the school has shared an executive headteacher with another Church of England school. In September 2017 it became an academy and part of The Vine Schools Trust, within which it is part of a hub of three schools.

The school's Christian vision

At Bulphan Church of England Academy we celebrate the uniqueness of every child of God in our Christian community and encourage them to flourish and shine in all they do, preparing them for life's journey.

'God's word is a lamp to guide our feet and a light for our path'
Inspired by Psalm 119:105

Key findings

- The executive headteacher and the head of school are shining examples of Christian leadership and effectively model the living out the vision of this Church school.
- The Christian vision and associated values have a profoundly positive impact on the wellbeing of the school community.
- Relationships and partnerships nurture and support each individual member of the school family, as unique children of God, enabling them to flourish and succeed.
- Collective worship is strongly led and effectively planned and is guided well by the school vision. However, pupils' leadership of worship is currently in the hands of Year 6 rather than shared across the age ranges.
- Religious Education (RE) is accorded high status and has an equivalence to that of English and mathematics. Its leadership, the planned curriculum and its delivery demonstrates innovation.

Areas for development

- Engage in a wider range of Anglican worship, including consideration of the Eucharist, to further strengthen the worship life of the school family.
- Give more opportunities for pupils of all ages to plan, lead and evaluate worship so that practice is refined, and spiritual development opportunities increased.

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

The school's embedded Christian vision is positively expressed through the biblically based values of love, wisdom, friendship, perseverance and respect. There is a transformative culture of success, supported by very good and often innovative leadership at all levels that is driven by the school's Christian vision. The executive headteacher and the head of school work exceptionally well together and are shining examples of Christian leadership. They effectively model the vision in practice. This effectively nourishes the wellbeing of adults and pupils, enabling them to flourish and achieve well. The school is a key member of a local hub of three schools and is also an academy school in the Diocese of Chelmsford Vine Trust (MAT). These partnerships are mutually beneficial providing a small school with the opportunities to work alongside a much larger group. Bulphan shares its expertise well with others and receives support willingly. This develops and refines practice well. As one pupil put it so effectively, 'we are a small school, but we celebrate big things'.

The school knows itself very well and knows its direction of travel. Committed governors of the local board ensure that areas from the previous inspection have been fully addressed to positive effect. Policy and practice are firmly rooted in the Christian vision, with its focus on encouraging each child of God to flourish and shine in all they do. There is a broad and balanced curriculum where pupils' wellbeing and spiritual development is as important as academic outcomes. The emphasis is very much on valuing everyone as a unique individual made in God's image. This shapes the good spiritual development in evidence across the school. The creative curriculum, allowing pupils to engage and reflect on their learning, is tailored to pupils, enabling them to flourish and achieve. The strong approach to inclusion, within an ethos of love and respect reflects the school's associated values ensuring the needs of all, including the most vulnerable, are met. All pupils make good progress, with some exceeding national expectations across both key stages. Pupils are well nurtured on their journey towards improvement with high quality support programmes tailored well to their specific needs. They feel safe in their learning and consequently thrive. Parents affirm this is a safe and loving school attributing it as an outworking of its Christian vision and associated values. All pupils are motivated to be the best they can be and have a love of learning.

Bulphan pupils are great supporters of Comic Relief, with a recent world record for group singing achieved, alongside pupils from another school in its hub. They also support Christian Aid, Children in Need, Save the Children and Guide Dogs for the Blind. Their inspired actions includes developing hope for others as they look beyond themselves. A strong sense of justice and fairness prevails in their concern for world problems. Pupils and adults are keen to make a meaningful difference beyond their local context as global agents of change. This supports their understanding of Christianity as a global faith and of respecting the diversity of God's world.

'You can always turn to a teacher, they always encourage you and make you feel special'. This pupil comment exemplifies the exceptional pastoral care, including counselling where needed, enabling all to flourish and shine. It is genuinely supportive of all adults and pupils and their mental health and wellbeing.

Excellent relationships abound and as a result, staff and pupils feel valued in belonging to this school family. The culture is very much one which follows Jesus' teaching to, 'treat others as you would like to be treated'. Parents affirm that the school is well led and managed and that staff 'go the extra mile' in making themselves available. Building on its vision, this is a welcoming, inclusive and caring school. The high-profile pupil parliament gives a strong school voice to pupils. It provides excellent opportunities for them to contribute to the leadership of the school and develop their own self confidence.

Inspired by the school's vision, collective worship demonstrates the strong partnership between the school and its parish church. Driven by the church's mission to the school, the dedicated incumbent regularly contributes to school worship and this is well received by pupils. Collective worship invites pupils and staff to acknowledge God as Father, Son and Holy Spirit, so that their understanding is enriched. Stories from the Bible and other sources are linked to life and actions in the world today. The good worship programme in school is enhanced by periodic visits to the parish church of St Mary's. The programme is well planned, supporting pupils and staff in living out the Christian vision and its associated values. From this firm foundation, and reflecting leadership priorities of continued improvement, there are firm plans in place to explore a wider range of Anglican worship practices. This includes considering introducing a periodic Eucharist, with strong pupil involvement. Class reflection areas

are sensitively designed to meet the needs of pupils of all age-groups. They are well used, nurturing spiritual development appropriately. Year 6 pupils are well involved in planning and leading worship. They also provide feedback on worship to inform future planning. Other year groups are not as effectively involved in leadership and evaluation of the worship programme.

RE is purposefully led. There is a good content balance between Christian, and other faiths and moral and ethical issues. It draws on the Thurrock Agreed Syllabus and the Understanding Christianity resource, and is successfully adapted to meet the school's context in a highly effective way. The time allocation is fruitfully used meaning that pupils engage in age appropriate activities that strongly impact their learning. Marking and assessment follows school expectations. It accurately supports pupils making generally accelerated progress. Provision meets statutory requirements and positively reflects the Church of England Statement for Entitlement. The subject leader for RE, based in the school, is actively involved in local RE networks. She shares her expertise well in these forums and effectively supports her colleagues. This leads to the delivery of relevant and stimulating RE. In 2018 the school received two accreditations from Challenge Partners who accredited the school as a national 'area of excellence' for school to school support and RE, reflecting the school's excellent practice.

Executive Headteacher / Head of School	Emma Wigmore / Sally Finch
Inspector's name and number	Andrew Binnell: 665