



## Keeping On Track

<b>School</b>	<b>St Hilda's CE High School</b>
<b>Adviser</b>	<b>Jane Griffiths</b>
<b>Date of Visit</b>	<b>27.11.23</b>
<b>School's theologically rooted Christian Vision</b>	Christ Jesus <b>as</b> our Cornerstone (Ephesians 2.20) We are the St Hilda's family, with Jesus Christ as our cornerstone. Building on foundations of <b>wisdom, hope, community, dignity</b> and <b>equality</b> , we nurture and support one another to be our very best. We rejoice in our <b>diversity</b> and celebrate our many achievements.
<b>How was the vision developed and how does it respond to the CONTEXT of the school?</b>	There have been significant changes in the school's character and nature in recent years, mainly surrounding the move to co-educational status and the growth in SEND and EHCP provision. Throughout this period and on-going time of change, leaders have been determined to ensure that none of the school's Christian distinctiveness has been compromised. The deeply embedded vision reflects and celebrates the aspirational, supportive and diverse nature of the community. Both the Christian vision and its supporting values were created and chosen by the whole community and are genuinely lived out in daily life, directing distinctiveness, school policies, systems, the curriculum and relationships. From the outset of the process, the school community were clear in their determination that the vision and values would enable both students and staff to be offered the experiences and opportunities in order that they might flourish and be prepared for the world beyond school, within an environment of Christian faith, nurture and practice. The chosen biblical passage is at the heart of the vision and is an important aspect of its theological rootedness. The school's emphasis on its family and inclusive nature is summed up in its "Us as One" motto, found within the vision statement.
<b>How does the school environment and digital presence celebrate its theologically rooted Christian vision?</b>	From the opening page of its website, the school publicly celebrates its Christian foundation and ethos. It includes attractive photographs of the school community, containing biblical links to the values, and the vision is central. The menu tabs lead the reader to information on collective worship, the Chaplaincy and RE. Areas of the website are currently under review and additions to further highlight the Christian distinctiveness of the school are planned. The school's Christian ethos is celebrated around the building, with the vision and Cornerstone imagery displayed proudly across the atrium and around the school. Christian symbols are displayed in most areas.
<b>To what extent have the area/s for improvement from the previous SIAMS inspection been addressed and with what impact?</b>	At the school's last Keeping on Track visit in 2019, the following areas for development were agreed: <ul style="list-style-type: none"><li>▪ <i>To secure School of Sanctuary Accreditation.</i> This accreditation was secured in November 2020. St Hilda's is recognised as a school that is "committed to being a safe and welcoming place for those in need."</li><li>▪ <i>To provide further professional development in the areas of SIAMS preparation training for staff and governors, Diocesan courses for those new to teaching in a church school, and the CEPQH for a member of the Senior Leadership Team.</i></li></ul> The school has acquired diocesan training for staff in the areas of SIAMS preparation and Developing Spirituality, and annual programmes for ECTs and for those new to teaching in a church school. A Deputy Headteacher has successfully completed the CEPQH.

<p><b>How is the school's theologically rooted Christian vision enabling pupils to flourish?</b></p>	<p>The vision's emphasis on nurture, support and celebration ensures that pupils are given the opportunity to flourish within a Christian environment in the following areas:</p> <ul style="list-style-type: none"> <li>▪ In creating a culture of inclusivity, achievement, aspiration, mutual respect and self-worth;</li> <li>▪ In having access to a rich "Cornerstone Curriculum", the core of St Hilda's spiritual and personal development provision for all students. This encourages all to develop and flourish physically, mentally, socially and spiritually and prepares them for life beyond school;</li> <li>▪ In truly celebrating the cultural, social and religious diversity of the school community, including an annual Diversity Week on the theme of one of the protected characteristics. This inclusive family environment encourages everyone to feel welcome and valued as a child of God;</li> <li>▪ In providing a rich variety of worship and reflection experiences in both large group collective worship, form based "Wonder Wall" and Eucharist sessions. The students benefit from the work and support of a dedicated and popular Chaplain, the contribution of local clergy from a wide variety of Christian denominations and church youth leaders. There are close links with local parishes and religious organisations. Regular morning "St Hilda's Reads" sessions also include opportunities for spiritual reflection. The school aims to ensure that students may, without pressure, encounter Jesus, the Christian faith and its practices in a safe environment where all feel able to explore and share their beliefs. Those of faiths other than Christianity are supported, both practically and spiritually. Students, particularly those in the Worship Team, play an effective role in the planning, leading and evaluation of worship. This is a school community that lives out its faith and values.</li> <li>▪ In providing a House system, which creates "smaller families within a large family". This ensures that individuals' needs can be identified and supported more easily and encourages a sense of belonging. Houses are named after Liverpool courageous advocates;</li> <li>▪ In creating opportunities for student voice and effective leadership, enabling them to contribute to the direction of the school. Student groups include the Worship Team, Diversity Champions, School and House Councils, Mentors in Violence Prevention (MVPs) and paired readers;</li> <li>▪ In encouraging students to be effective and passionate advocates for change.</li> </ul>
<p><b>How is the school's theologically rooted Christian vision enabling adults to flourish [staff, governors and parents]?</b></p>	<p>The school's vision and values impact on the adults as well as the students. Staff benefit from, and flourish in, a supportive Christian working environment in which:</p> <ul style="list-style-type: none"> <li>▪ There is a broad and rich CPD programme and the sharing of good practice. Staff at all levels of experience have access to high quality training, including diocesan support. They are supported in their career aspirations and there are clear development pathways.</li> <li>▪ Working conditions take into account staff's work/life balance and leaders support family commitment requests wherever possible. Staff wellbeing is a priority and pastoral, spiritual and counselling support are available to all staff. There are weekly staff awards and wellbeing clubs and activities.</li> <li>▪ Spiritual support is available to all staff and there is an Alpha group and staff prayer group. Staff fast and break their fast with their Muslim colleagues during Ramadan.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ The comradery and team-spiritedness amongst the staff is evident in the large number who take part together in challenging group activities to raise money for local charities.</li> <li>▪ Staff voice is a feature of the school and their views are listened to.</li> </ul> <p>The school benefits from a well-skilled, supportive and proactive governing body. They played a key role in the establishment of the vision and values and place a high importance on maintaining the school's Christian distinctiveness.</p>
<p><b>Agreed current strengths:</b></p>	<ul style="list-style-type: none"> <li>▪ The empowering and reflective Christian leadership of the Headteacher inspires and drives improvement and ensures that the school's Christian distinctiveness and purpose are of the highest priority. She is strongly supported by the leaders of the Cornerstone Curriculum, the heart of the community's Christian ethos and purpose. The Staff's commitment to the shared vision and virtues ensures that they are effective role models and are helping to provide an environment in which all have the opportunity to flourish.</li> <li>▪ The school's Christian vision and associated values are at the heart of this church school. The inclusivity and celebration of the diversity of the school's community ensure that all feel welcome and valued as unique children of God.</li> <li>▪ The large and enthusiastic Worship Team, led by the Chaplain and made up of students from across the year groups, plan, lead and evaluate worship, Eucharists and festival celebrations. This helps to ensure that worship is done with and by, rather than to, the students.</li> <li>▪ Religious Studies is recognised as "the core of the core", is well supported by senior leaders and is a popular and vibrant subject. It is well led and staffed by specialists and provides programmes of study which promote religious understanding, literacy, discernment and relevancy. The department has achieved the RE Quality Award at Gold level.</li> </ul>
<p><b>Agreed areas for development:</b></p>	<ul style="list-style-type: none"> <li>▪ To continue to update the school's website to ensure it gives a true reflection of its Christian distinctiveness.</li> <li>▪ To provide further opportunities for staff spiritual development by encouraging their leadership of worship and in services of the eucharist.</li> <li>▪ To develop further the Key Stage 5 Core Religious Studies curriculum.</li> </ul>
<p><b>Signed Headteacher</b></p>	
<p><b>Signed Adviser</b></p>	