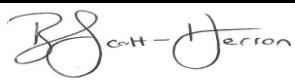


Liverpool Diocesan Board of Education

‘Keeping On Track’
Supporting development in Church Schools

Name of School	Sir Thomas Boteler CE High School
Name of Inspector	Jane Griffiths
Date	12th December 2019
	Improvements made since last inspection The three recommendations from the previous SIAMS inspection in February 2017 are in the process of being addressed well.
1.	The school’s Christian ethos and distinctiveness creates an environment in which students are challenged and supported to be the best they can be. The chosen Christian values of Hope, Compassion and Endurance, supported by the mantra of “High Expectations, High Aspirations and High Standards – You will Succeed”, are reinforced frequently and have helped to inspire students to achieve the outcomes of which they are capable. Students understand the mantra and values to have a personal meaning for every individual. They believe they are a priority for the school and that this emanates from its Christian foundation. The introduction of further teaching and learning systems, together with rigorous CPD, has equipped the staff with the techniques to support and heighten student progress. These have made a significant contribution to student attainment and have resulted in a marked rise in whole school performance and academic results over time.
2.	RE has a high profile in the school, is staffed by two specialists and is well supported by senior leaders. Following a period of instability, due to the effect of the long term illness of a member of staff, the department is now in a far stronger and settled position. The appointment of a specialist NQT has added strength and vitality to this small but enthusiastic team. Both members of the department work well together, sharing resources and lesson plans which create interesting and thought provoking learning experiences. They have strong subject knowledge and an impressive awareness of the wide package of resources and internet platforms available to teachers and students in this curriculum area. The department are keen to address the disaffection issues towards the subject that were previously evident amongst students, particularly in KS4, and good progress is being made with this. The KS3 curriculum has been greatly enhanced following the further development of Illuminating Pathways and the results at the end of KS4 have improved significantly. It is the intention that all students in Year 11 will take either the full or short GCSE course in summer 2020, with the aim of them achieving a graded outcome. The Head of Department makes a valuable and regular contribution to the Liverpool Diocese’s Secondary Heads of RE Network. The school’s Christian distinctiveness and worship provision have also been enhanced in this improving school. Securing a permanent chaplain for STB has been problematic for a number of years and the school is currently without one. However, the school community benefits greatly from the regular work and ministry of a Youth for Christ worker who is highly regarded by both students and staff. In the past, there has been no obvious capacity among the SLT and staff in general to take a lead in driving forward the school’s progress in the areas of worship and Christian distinctiveness and this, until recently, has fallen to the Headteacher. A member of SLT has now taken on the strategic leadership of Personal Development. Underpinned by biblical narrative, it is

	<p>delivered throughout the school via well-constructed PSHE and form tutor programmes, Worship, SMSC within the Curriculum and Enrichment activities and CEIAG, and is supported by the RE department. This has led to notable improvements in the school's Christian distinctiveness and worship in a short period of time. Together, the PD lead and the Head of RE are relaunching the Archbishop of York Award, a national award which had its foundation at Sir Thomas Boteler CE High School. It is anticipated that the Award, which should be launched in December 2019, will have a profound impact on the Christian distinctiveness, ethos and worshipping life of the school. Students will be invited to take on leadership roles for collective and form worship, which will empower student voice and evaluation in this area. There is evidence to suggest that worship at both key stage and form group level is developing well, with students taking more ownership of worship through the school's Way to Worship programme. In addition, the school has developed mutually beneficial partnerships with a range of local churches [of several denominations] and with the dioceses. The use of different churches for such festivals as Christmas and Easter, and the celebratory services of the Yr7 Inauguration and Yr11 Awards Evenings give students a rich experience of Anglican worship.</p>
3.	<p>There has been a significant change of staff over the last few years [75%]. The Senior Leadership Team have taken steps to ensure that new staff are provided with continuing professional development to build their understanding of the school's Christian distinctiveness and to equip them with strategies and materials to deliver worship. Sessions in church school Christian distinctiveness, nurturing student spirituality and in form group worship have been given to all staff by a Liverpool Diocesan adviser. This area is a work in progress. The relatively new Deputy Headteacher is currently on the Diocesan Christian Leadership course.</p>
	<p>Agreed Current Strengths</p>
1.	<p>The Headteacher's strong and dynamic Christian leadership directs and inspires this school's improvement. The resilience of her faith and purpose has sustained the school through a challenging period and is transforming the experience of students both academically and spiritually. She is enthusiastically and ably supported by her Senior Leadership Team and the Governing Body who collectively strive to maintain the Christian distinctiveness of this church school. Leadership at all levels, including students, is driven by the school's Christian values of Hope, Compassion and Endurance. These have served the school well on its journey of improvement and its determination to secure an environment where all have the opportunity to flourish.</p>
2.	<p>The expansion of Personal Development to include worship, ethos and student leadership across the school is already having a powerful impact on the school and will be the vehicle of progress in the worshipping life of the school. The Intent Statement for the school's delivery of Personal Development is underpinned by biblical narrative and has the school's Christian distinctiveness at its heart.</p>
3.	<p>When Sir Thomas Boteler CE High School entered The Challenge Academy Trust [TCAT] two years ago there was a concern that it would struggle to maintain its Christian identity in a mostly secular Multi Academy Trust. However, this has certainly not been the case and STB has become a guiding light in Christian distinctiveness for the other academies, with noticeable impact. The Headteacher leads on ethos and student leadership across TCAT and the Assistant Headteacher [Personal Development] organises the TCAT Parliament which meets half termly. Both senior leaders are ambassadors for Christian distinctiveness and courageous advocacy across the Trust.</p>
4.	<p>High importance is placed on the mental health and wellbeing of all within the school community. The school prides itself on being a family and aims to be a place where everyone feels nurtured and able to thrive in a supportive and encouraging Christian</p>

	environment. Students benefit from strong pastoral and safeguarding systems, LINKS [recognised by students as an area of sanctuary and refreshment], spiritual support, mentoring schemes, student voice, and effective anti-bullying and anti-racist policies, to name but a few. Their families are also supported during times of financial need, loss and grief. For staff, there are wellbeing days, effective CPD opportunities and communication systems and careful consideration is given to their schedules, family life and workloads.
	Agreed areas for improvement:
1.	As a whole community, revisit the school's Vision in the light of the expectations of the SIAMS Evaluation Schedule. Ensure that the Christian vision impacts on all areas of school life and that students, staff and governors are able to articulate its driving force.
2.	Continue to ensure that the collective worship programme develops to meet the spiritual needs of both students and adults. Increase opportunities for students to plan and to lead collective worship through the Archbishop of York Leadership Award, so that they have greater ownership of this pivotal area of church school life.
<i>Signed Headteacher</i>	
<i>Signed Inspector</i>	