

# STAFF VOICE



## 1. Clear and Lived Christian Vision

Staff consistently articulate the school's Christian vision in similar language, showing it is **well understood, shared and embedded**. The vision is not abstract; it clearly influences:

- Relationships between pupils and staff
- Behaviour policies and restorative approaches
- Inclusion and welcome for all children

This strongly supports SIAMS evidence that the vision **shapes daily life and decision-making**, not just documentation.

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## 2. Strong Christian Values in Action

There are multiple concrete examples of Christian values shaping actions, such as:

- Compassionate behaviour management
- Charitable fundraising and social justice activities
- Adults modelling forgiveness, patience and respect

These examples show values are **actively lived out**, rather than simply taught.

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## 3. Positive Impact of Collective Worship

Collective worship is viewed very positively by staff and is seen to:

- Build a strong sense of community
- Encourage reflection and spiritual development
- Reinforce Christian values consistently

Staff feel worship is meaningful and inclusive, contributing to both pupil and staff wellbeing.

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## 4. Inclusive and Invitational Worship

Staff overwhelmingly describe worship as **inclusive for those of all faiths and none**. Key strengths include:

- Invitational language
- Opportunities for reflection rather than compulsion
- Respect for diverse beliefs

This aligns well with SIAMS expectations around dignity, respect and inclusion.

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## 5. RE Supporting Understanding and Respect

Religious Education is recognised as helping pupils:

- Learn about a range of beliefs and worldviews
- Develop respect and understanding
- Reflect on moral choices and behaviour

Examples shared (e.g. parables, baptism, the Good Samaritan) show RE has a **real impact on pupils' thinking and attitudes**.

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## 6. Strong Ethos of Care and Wellbeing

Staff highlight a clear culture of:

- Mutual support and teamwork
- Compassionate leadership
- Care for pupils, families and the wider community

This indicates the Christian ethos **actively supports staff wellbeing**, not just pupil outcomes.

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# Recommendations for Development

## 1. Increase Staff Confidence in RE

Most staff report feeling only “**somewhat confident**” in delivering RE.

### **Recommendation:**

- Provide targeted CPD on RE subject knowledge and pedagogy
- Share best practice and exemplar lessons internally
- Support non-specialist staff to deepen confidence

This will strengthen consistency and quality across the school.

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## 2. Broaden Opportunities to Lead Worship

While worship is valued, not all staff feel equally involved in leading it.

### **Recommendation:**

- Create a clearer rota or invitation for wider staff participation
- Offer support or mentoring for staff less confident in leading worship
- Involve pupils more intentionally in planning and delivery

This will deepen collective ownership and leadership development.

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### **3. Make Staff Wellbeing Evidence More Explicit**

Although staff feel supported, some responses are missing or brief.

### **Recommendation:**

- More intentionally articulate how Christian values inform staff wellbeing strategies
  - Capture and document examples of how leaders support staff through a Christian lens
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### **4. Further Celebrate Impact Beyond School**

There are good examples of community care, but these could be more explicitly linked to the vision.

### **Recommendation:**

- Make clearer connections between the Christian vision and outreach/community action
- Help pupils and staff articulate *why* these actions matter spiritually and ethically

This will strengthen evidence of **living out faith in the wider world**.

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## **Overall Evaluation**

This report shows a school with a **strong, authentic Christian identity** where vision, values, worship and relationships are deeply embedded. With some targeted development in RE confidence, worship leadership and evidencing impact, the school is very well placed for a positive SIAMS judgement.