

## National Society Statutory Inspection of Anglican Schools Report

### All Saints Academy

Houghton Road  
Dunstable  
LU1 4BB

### Diocese of St Albans

Denominational Inspection: 14<sup>th</sup> November 2011  
URN: 135946  
Headteacher: Mr. T. Waterworth  
SIAS Inspector Name: Mr. A. Brown No. 256

### School Context

All Saints Academy is a co-educational 13-18 school with 503 students on roll. The academy is in its third year and is in the middle of a substantial building programme. This is the first denominational inspection. The head of RS was not available during the inspection.

### **The distinctiveness and effectiveness of All Saints Academy as a Church of England school are good.**

All Saints Academy is a good school with some outstanding features. There is a distinctive Christian character that runs through all aspects of the academy. The leadership is outstanding and infuses students and staff alike. The worship is imaginative creative and very well resourced. There is good teaching in the RS department. All Saints is a welcoming and caring community built upon Christian principles and values.

### Established strengths

- The quality of the leadership which defines the Christian character of the academy and its values and relationships
- The commitment of the Chaplain to the religious and spiritual life of the academy
- The confidence students have in the academy and in their teachers

### Focus for development

- To ensure that Religious Studies is well led and well resourced;
- To develop further student participation in the planning and presentation of worship and to reflect on ways in which Anglican forms of worship can be introduced;
- To ensure succession planning is in place.

### **The academy, through its distinctive Christian character, is outstanding at meeting the needs of all learners.**

All Saints has a Governing Body, Headteacher, Chaplain and senior staff with a strong interest in, and commitment to, the Christian character of the academy. There is a sense of purpose and vitality within the academy which transmits itself to staff and students which is deeply rooted in Christian values and principles. These find practical expression in concern for each other, both staff and students, and for those in the wider community whom the academy serves. The appointment of a full-time Chaplain to the leadership team is a public statement of this vision for he and his work is recognised by staff, students and schools and communities outside the academy. The Headteacher and Chaplain are able to identify and articulate an educational vision for the academy embedded in a strong Christian theology. This clarity of understanding of what 'Christian character' can mean has an impact on the whole curriculum for it nurtures the spiritual and moral life of the students. Students recognise and are appreciative of the pastoral care offered by staff and the opportunities and responsibilities they are given which enables them to

grow and mature and they give their full support to the academy. They all appreciated the manner in which, for example, any bullying was resolved quickly and satisfactorily. The Christian principles and values that run through the academy and underpin academic and pastoral concerns reflect the commitment and enthusiasm of senior staff.

**The impact of collective worship on the school community is good.**

The academy has worked hard to improve the quality of worship and the experience of the students. Most of the students interviewed did find worship interesting on most occasions. The themes selected for worship are well supported by a range of excellent, stimulating resources to give staff greater confidence when leading worship. The Chaplain has worked thoughtfully and imaginatively to provide this material and he, with staff, engage students in directing and planning worship - which they enjoy and would be willing to do more. The Chaplain has had a profound effect on the spiritual life of the academy although there does need to be a more critical evaluation of how forms of Anglican worship can be presented effectively. The act of worship seen on the theme of 'Remembrance' was outstanding illustrating the resourcing, thinking and presentation that lies behind worship in the academy. Students become familiar with the main events of the Christian year and the variety of ways in which Christian express their faith. Other initiatives such as using Christians from outside the academy are welcomed.

**The effectiveness of the Religious Education is satisfactory.**

There is no Head of Department at the moment and there are 11 teachers involved in teaching RS. The teaching inspected, however, was of a high standard with one lesson being outstanding and the other good. The expectations teachers have of students and standards students achieve in Religious Studies are good. The marking is completed but it varies in quality as some but not all of it indicates the students' strengths and weaknesses. There are some good examples of peer evaluation in the students' RS books. The students said how much they liked and enjoyed RS and some felt challenged by the work. The policy of studying for GCSE in years 9 and 10 opens up the possibility to develop a syllabus for year 11 which could be designed to relate to students' interests and use the skills being developed in other curriculum areas. The current situation in the department needs to be resolved, however, before RS can realise its full potential. RS makes a significant and important contribution to the spiritual, social moral and cultural development of all students.

**The effectiveness of the leadership and management of the academy as a church school is outstanding.**

All Saints is a welcoming and supportive academy where the Governing Body, Headteacher and the leadership team share a clear vision of how central distinctive Christian values are to every aspect of the academy's life. There is an overt sense of energy, dynamism, purpose and enthusiasm which percolates the school from all staff but particularly from the headteacher and the leadership team. This is recognised by all students who speak so highly of the academy and the manner in which they feel valued and share in this sense of purpose; they appreciate the professional commitment and personal interest of their teachers. There is strong support for the academy within the local communities and the headteacher and other staff and students are often present at events outside the academy. Students and staff work hard in support of charities and through caring and enduring Christian values provide examples of the importance of community cohesion. The academy's commitment to the principles of loving God, one's neighbour and oneself makes a significant contribution to the development of student ideals of social justice and concern for others. The initiatives undertaken in the academy are imaginative, creative and personally challenging with a firm Christian foundation while remaining open, receptive and inclusive to all regardless of persuasion, opinion or belief. All Saints promotes a Christian vision of a more equitable, just and tolerant society in which all, students and staff, can share.