

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Norton Church of England Primary School

Vision

We All Shine Like Stars

Daniel 12:3

Those who are wise will shine like the sky and those who lead others to goodness will shine like the stars forever.

Norton Church of England Primary School is living up to its foundation as a Church school and is enabling pupils and adults to flourish. It has the following notable strengths.

Strengths

- The Christian vision is understood and lived out throughout the school. It clearly drives actions and decisions, enabling pupils and adults to grow and flourish.
- Inspired by the vision, relationships are strong between members of the school community. Staff are dedicated and caring as they seek to foster growth and success for both adults and pupils.
- Leaders actively create a culture of inclusion and equity. The nurturing environment enables pupils and adults, including vulnerable learners, to be supported and develop a sense of belonging.
- Collective worship is a valued part of the school day. This time together offers meaningful moments of reflection and joyful singing. As a result, adults and pupils are inspired to live out the Christian vision and associated values in their daily lives.
- The religious education (RE) curriculum is well-sequenced. This enhances pupils' knowledge and understanding of a range of worldviews and religions, including Christianity.

Development Point

- To extend the way there is a shared understanding of spirituality and planned opportunities for spiritual development in the curriculum and worship. This is to enhance moments for pupils and adults' spiritual growth and provide a language to express its impact.
- To enhance pupils' understanding of how to challenge injustice. This is to enhance the way this inspires them to actively use their sense of personal responsibility to help others.



Inspection Findings

Norton Church of England Primary School is welcoming and loving. The Christian vision of 'We all shine like stars' drives leaders' actions. Leaders use the STARS (strive, think, act and respect) to guide the way their decisions enable both adults and pupils to flourish. The vision is deeply woven into school life and is clearly articulated by members of the school community. The vision is at the core of staff and governor meetings, ensuring it serves the diverse needs of pupils and families. As a result, families feel supported and have trust in school leaders and staff. The core Christian values of friendship, forgiveness, courage, thankfulness, peace and truthfulness shape daily interactions at Norton. Adults demonstrate these values in their interactions with each other and with the pupils. This enables them to treat themselves and others well and creates a happy and safe environment to learn and grow.

Inspired by the vision, leaders have developed an ambitious curriculum to meet the needs of pupils. Consequently, they are well-equipped and carefully prepared to leave Norton as confident individuals who believe in themselves. A culture of inclusion and equity fosters a love of learning and a sense of belonging. Adults and pupils value the nurturing family feeling that the school creates. The curriculum gives opportunities for pupils to explore and reflect through answering big questions as well as experiencing times of awe and wonder. Pupils have the confidence to share their ideas and believe that when one person shines like a star, everyone else shines for them. Sport is an integral part of the Norton experience. The vision and values are lived out in fair play and teamwork during local competitions, extending into daily life. High expectations for all learners are at the forefront of decisions. This is reflected in the provision for those with special educational needs and/or disabilities (SEND) and learners who are vulnerable. Adults skilfully identify the needs of pupils so that support can be implemented enabling pupils to access appropriate learning opportunities. Garden therapy and the implementation of emotional literacy support assistants impact positively on pupils who benefit from support to access learning. Staff work closely with families to reinforce a love of learning at home. A shared understanding and language of spirituality is being developed in Norton. However, this, together with the way it is planned through the curriculum, are at an early stage. Consequently, the impact of the curriculum on pupils' spiritual development is limited.

Collective worship is a special and valued time of the school day which starts and ends with opportunities to sing and pray. During worship, adults and pupils are represented by pebbles in a bowl. This enhances the way they feel part of one loving family as they gather together. Worship is prioritised and thoughtfully planned ensuring it is inspirational and enriched with joyful singing and dancing. As a result of this, pupils describe it as a happy, interactive and exciting time. Worship enhances their knowledge of the vision and values through stories, parables, different views and world issues. Invitational prayer and meaningful reflection allow pupils to develop an understanding of themselves and others, providing time to develop spiritually. However, the way they are able to express the impact of this is less clear. Adults and pupils are inspired to live out the vision and values in their own lives. For example, pupils are inspired to show forgiveness in their friendships and courage when facing new challenges. Close links with the local churches enrich the delivery of worship. Through effective monitoring and collaboration with the church, pupils have a clearer understanding of The Lord's Prayer.

Relationships are strong between members of the community. Leaders, including governors, nurture and encourage adults and pupils to be the best they can be and shine like stars. Staff members know they are valued and are offered opportunities to flourish and grow. This includes time spent working in other schools which enhances skills in areas such as subject leadership and behaviour management. Staff are dedicated and caring as



they seek to enable both adults and pupils to flourish. They value pupils and take time to know and understand them. Pupils appreciate that they are special, heard and respected which leads to them trusting staff in school. Adults care about one another and these positive relationships are reflected in those of the pupils. During social times, older and younger pupils spend time together and the playground is filled with smiles and laughter. Wellbeing is a priority at Norton with leaders implementing new initiatives to support pupils' mental health and wellbeing. This includes opportunities for reflection, allowing pupils time to be calm and to communicate how they are feeling. Adults talk positively about this as it promotes awareness and is supporting pupils to build their own toolkit to use as they need to. Parents and governors value the way the school is at the heart of the community. This makes a positive difference to the lives it touches.

The deeply rooted Christian vision creates a culture where pupils demonstrate compassion through their sense of responsibility to others. They strive to work together to look after others and make the world a better place. Pupils and the school community show their compassion by raising money for various causes. They demonstrate that they care about the environment by litter picking regularly. The school council recognise a need to provide dog parking at the beginning and end of the day. As a result of their actions, dogs have somewhere they can wait safely with water rather than enter the playground. Meaningful partnerships play a pivotal role in the ongoing development of Norton. Resources and good practice are readily shared with others which contributes to the flourishing of both adults and pupils. Pupils are developing their understanding of justice. However, their understanding of how to challenge injustice is less developed.

RE is highly prioritised at Norton and is relevant and diverse. The curriculum is well-sequenced and progressive. There is a clear focus on enhancing pupils' understanding of worldviews and Christianity as a global faith. Passionate and dedicated leaders access training and support from the diocese. Teachers, including those who specialise in RE, are supported with their professional development through training and shared planning with the RE lead. This improves their confidence and knowledge of the curriculum. Consequently, this enhanced understanding ensures the subject is relevant and meaningful to the pupils at Norton. This means that pupils enjoy RE and appreciate learning about a range of faiths. As a result, they recognise the importance of understanding their own beliefs and develop respect for the views of others.

Information

Address	Old Tewkesbury Road, Gloucester. GL2 9LH		
Date	3 April 2025	URN	115642
Type of school	Voluntary controlled	No. of pupils	150
Diocese/District	Gloucester		
Headteacher	Jane Farren		
Chair of Governors	Tony Crawshaw		
Inspector	Amanda Mason		