

Holy Family Catholic Primary School

Values Quality Mark Report

Date: 4th December 2018



Name of Consultant: Sue Jones

Holy Family Catholic Primary School

Introduction

Sue Jones was invited to carry out a Values Quality Mark Audit on 4th December 2018. The purpose of the audit was to determine the extent to which Values-based Education (VbE) is being successfully implemented and whether the school meets the criteria of the International Values-based Education Trust's (IVET) criteria for its Quality Mark.

What is VbE?

Values-based Education underpins the life and work of school communities, colleges, and other settings, including the home so that they are values-based. The term values-based implies that every aspect of life, both personal and professional is based on the way that values are lived. It is transformational, in that it invites cultural change that is based on equity and respect for all. It is challenging, as it calls us to ask what we can give to life, as opposed to what can we get from life? It promotes a way of being that values the self, others and the environment. It is simple: yet profound in its effects. It is a developmental process that connects with the intrinsic qualities of human beings and actively nurtures them. It invites the individual to be aware of the potential power of their inner world of thoughts and feelings; how the way that these are used affects our own wellbeing, that of others and potentially the world. It sees the purpose of education as the flourishing of humanity. It is soundly based on research, which shows the positive effects on pupils, both socially and academically, when educators model and teach about universal, positive human values. The purpose of adopting VbE is to inspire young people to adopt positive values in their lives so that they can be the best people that they can be and actively demonstrate the values in their daily lives, thereby helping to create a sustainable world.

Terminology

Values-based Education occurs when universal, positive human values underpin everything a school or other organisation does.

Values Education is any activity, which promotes the understanding of positive values, developing the skills and dispositions of adults and pupils so they can live the values as active members of the community.

Values are the principles, fundamental convictions and standards that act as the general guides to our thinking and behaviour. They include: Peace, Justice, Respect, Love, Patience, Happiness, Caring, Trust, Honesty, Humility, Courage, Compassion, Tolerance and Hope.

Positive character traits are seen in pupils as the outcome of VbE.

Holy Family Catholic Primary School

Audit Report

School Information	
Name of School/Setting	Holy Family Catholic Primary School
Status of School/Setting (Maintained/Academy/Free)	Voluntary Aided
Postal Address School/Setting	Old Hall Road, Sale Moor, Cheshire. M33 2JA
Email Address of School/Setting	holyfamly.admin@trafford.gov.uk
Telephone Number of School/Setting	0161 962 5397
Local Authority/MAT	Trafford
Headteacher:	Linda Davison
VbE Leader: Name and Email	As above
Number of Pupils on Roll	224
Date of Previous VbE Quality Mark (if applicable)	
Name of Assessor	Sue Jones

Holy Family Catholic Primary School

1. A whole school strategy to support Values-based Education		
Criteria	Possible Evidence	
	Assessor's Comments	
	The staff at Holy Family had worked together to produce an extremely comprehensive file of evidence in support of their VbE QM application. My job was made much easier because they were so well prepared for my visit. Everyone was very welcoming from the moment I arrived at the school. Values were selected following a whole staff training led by Kerry Cleary, who is now the Chair of Governors. She and Mrs Davison, the Headteacher are both passionate about the importance of VbE. The school have a unique approach in that they have chosen four Values statements, rather than single words. These are 'Together we succeed', 'Passionate about learning', 'Growing our hearts and minds', 'We care about respect'. These four statements underpin everything throughout school life. They do not change month by month and they are on display in all areas of the school. The children speak about them and understand them very well. British Values are well covered through the democratic practices within the structure of the school. Pupils have also taken part in Pupil Parliament. Values are constantly referred to in assemblies, in lessons and at every opportunity. They are totally embedded in the community of the school. There is an explicit shared policy and a strong mission statement, linked also to the school's strong Catholic faith. This is not just wallpaper; it is a way of living. There has been plenty of staff training and ongoing support regarding Values. Values form an integral part of the SDP. Last year it was a main focus; this year each of the focus areas is aligned to the particular Values that apply to them. Values are under constant review and Governors will have a meeting in the Spring Term dedicated to a Values review. The climate for learning is exemplary; everywhere the atmosphere is calm, happy and focused.	

Holy Family Catholic Primary School

2. The quality of provision including teaching and learning practices and the "Values" curriculum, both explicit and embedded.

Assessor's Comments

Assemblies at Holy Family are very carefully planned in line with the school's Catholic faith. Children are engaged and interested in the message and they are eager to be involved.

Values are taught and referred to at every opportunity. The children quote the statements readily and in a variety of contexts. They understand how the statements help them to improve in both their learning and their behaviour. VbE is the foundation of every aspect of the curriculum and pupils are actively encouraged to use them to support their learning and to reflect on their learning.

I observed the Y4 class discussing seriously and in a very mature way, why we are polluting our oceans. The lesson followed a P4C structure and the children had voted on which question they wished to explore from the ones generated by the class in groups.

I was extremely impressed by the mature way the older pupils use the Values vocabulary. They are deep thinkers and share their ideas with confidence. I was guided around the school by the Head Girl and Boy and the deputy Head Girl and Boy. They showed a profound understanding of the Values and expressed this in a deeply considered way. They also hold a deep pride in their school and talk about how it has been transformed since Values were introduced in 2015.

All staff are excellent role models (the pupils felt very strongly that this has a significant impact) and I met with the same warmth throughout the staff, parents and Governor, from the School Crossing Patrol, the administration staff, midday staff and the teachers and TAs.

3. The attitudes and practices of staff, their personal development and wellbeing.

Assessor's Comments

The school journey began when the school was judged to be 'Requiring Improvement'.

One of the early changes introduced was a staff Code of Conduct, agreed by all staff. This was based on 'What we want to see at Holy Family' and 'What we don't want to see'. Staff wellbeing is a high priority and staff really appreciate the mutual care and respect throughout the school community.

VbE has now developed so that staff are recruited through Values. I spoke to one teacher who was interviewed in this way and one teacher who was the interviewer. Both spoke of it as a very positive experience. The teacher said she felt as though she were being employed for who she is, rather than just her teaching skills.

The same principle is applied to all staff appraisal. Staff are asked to reflect on how they have demonstrated the Values rather than focusing on numerical targets. All have found this to be more meaningful and productive.

Staff are very supportive of each other. They appreciated the care and appreciation shown by Mrs Davison, the Headteacher. The Acting Deputy Headteacher, Miss Roberts, has found that the role modelling of Values is so strong, that she has quickly learned how to be during the few weeks she has been in the school.

Holy Family Catholic Primary School

4. The behaviours of pupils, their personal development and wellbeing.

Assessor's Comments

Pupil wellbeing and personal development were judged to be outstanding by OFSTED and are also outstanding in terms of VbE.

Mrs Holland has developed Pupil Voice over the last few years. School Councillors give a presentation to their class before pupils vote for their candidate. They meet every other Friday and have developed their own questionnaires for pupils to ascertain what clubs would be popular. They then carried out a small skills survey of staff in order to organise how the clubs could be staffed. Last year School Council led an Internet Safety Campaign.

Following their representation at Pupil Parliament, a focus on the school's carbon footprint was felt to be needed.

From this a team of ECO Warriors was created and they are working on their project currently. Partly, this was in response to the interests of two pupils in the school; one of whom emailed the Headteacher. ECO warriors are also looking at recycling in the wider community.

The local MP visited the school and talked to pupils about democracy. He has agreed to support the recycling project. Currently, plastics from schools are not recycled.

Pupils have also worked with members of the Youth Parliament, so they are aware that their views and their actions can have a real influence in the wider world.

There are other opportunities for children to take responsibility.

Mini Vinnies work to raise funds for charities. They are part of a wider Catholic organisation but are again largely self-led. Children select the charity and decide how to raise money. This term they have already supported three different charities.

Play Leaders support the younger children outside and the Y6 are buddied with a Y1 child to care for them at playtime. All are proud to be responsible and take this seriously. Librarians constantly review the library layout and take on the job of sorting out all returned books.

Pupils are given opportunities to be reflective and the school use Relax Kids resources. They are held in high regard locally in terms of pupil wellbeing.

5. The physical, aesthetic and communal environment.

Assessor's Comments

Values are effectively promoted throughout the school in displays. These are in all public areas and in every classroom. The main area of the website also highlights the importance of the Values. However, the Class pages are yet to be populated with material, either written or photographic.

In the school itself, Values are everywhere; every class, the corridors, the entrance hall and there is a very effective Poppy display right beside the road where the public can see and appreciate it.

The school is involved in many community projects, often suggested by individual pupils, or the Mini Vinnies.

There is a sense of pride in the school; everyone has taken responsibility; therefore, everyone can share in the achievement of this lovely warm and welcoming school.

This is a truly 'open door' school, with a calm and happy atmosphere. Children love coming to the school and take a great pride in it.

Holy Family Catholic Primary School

6. The involvement and support of parents and the community

Assessor's Comments

Parents told me that they find the staff (all staff) very approachable and that they feel comfortable to discuss matters with them. They particularly appreciate the Headteacher. They feel that the school welcomes not just their child, but the whole family. They say they are truly valued.

Values are clearly communicated through the Thursday Thoughts Newsletter every week, and through the weekly class newsletter. Parents love attending the weekly Values Assembly and sharing in the Values achievement awards.

Parents are proud of the school's involvement in the wider community, such as singing at Walkden Gardens, charity work, etc. The staff are very positive role models and the older children follow this.

Parents feel that Values-based Education has built up the confidence of their children so that they are more resilient and will be able to face the challenges of high school.

According to the parents I spoke to, it is the relationships within the school that make it such a special and welcoming place for their children to grow and succeed. I agree that the relationships with parents and families are exceptionally positive.

7. The over-arching focus on pupil achievement, defined in terms of: Academic, Affective, Moral and Spiritual

Assessor's Comments

Just over four years ago when they were judged RI, the school made a conscious decision to change fundamentally, and to put pupil and staff wellbeing at the centre of their focus. This could be seen as taking a risk, but its impact can now be clearly seen. Last year the school had their best KS2 results ever. This is attributed directly to the introduction of Values-based Education.

Attendance is generally good and is closely monitored.

The SDP is directly aligned to the school's Values Statements. The Parent Partnership agreement clearly sets out the expectations of behaviour for all stakeholders, again directly linked to values.

Children clearly articulate the link between their social and emotional skills and their learning.

There is a wide variety of reward systems and the children (and their parents) highly prize the top award of Values Ambassador, which is given for consistently showing all four Values over a sustained period of time.

Parents are very much partners in the Values journey and are very proud of the school.

Suggestions for Next Steps:

- ★ Further develop reflection time. The children are already thinking deeply and being given more opportunities for silent reflection will deepen this.
- ★ Update the class areas of the school website in line with the wonderful physical environment.
- ★ Consider working towards the Enhanced VbE Quality Mark.

Holy Family Catholic Primary School

Audit Conclusion

Holy Family is an outstanding Values-based school. Mrs Davison and her team have travelled on a challenging path. They did not take the usual route of Values-based Education training but have nevertheless found their own unique way of becoming an excellent Values-based community.

Their transformation has been over a relatively short time (less than three years) but has been illuminating. Talking to staff, governors, parents and pupils, it seems as though the light was switched on and the whole school philosophy was turned around to become positive again.

I am very pleased to award Holy Family Catholic Primary School the Values-based Education Quality Mark Award and I look forward to a continued link with the school to watch them grow and develop even further.