

Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Frimley CofE Junior School	
Address	Frimley Green Road, Frimley Green, Camberley, GU16 6ND
School vision	
<p>‘Love your neighbour as you love yourself.’ Luke 10: 27</p> <p>Our vision is to give everybody the opportunity to be confident and caring citizens and to flourish in an inclusive and nurturing environment. We walk together to follow Jesus’ example by valuing and cherishing all, giving everyone the skills and knowledge to make good and courageous life choices to help ourselves, others and our world.</p>	
School strengths	
<ul style="list-style-type: none"> • ‘Love your neighbour as yourself’ is a golden thread throughout the work of the school. All deeply value being part of the school and the wider trust. The rich outworking of the vision enables pupils and adults to flourish. • The innovative and bold curriculum, underpinned by theology, has a transformational impact. Pupils are helped to become highly competent, confident and curious, ready for their next stage of education. • The rich culture of reflection and prayer reaches out into every aspect of school life. As a result, personal spirituality is deep-rooted and readily expressed. Worship effectively connects the vision with biblical teaching and the everyday lives of pupils. • Love flows through the school with everyone welcomed, accepted and celebrated. Excellent behaviour builds community and belonging such that all have a voice. Partnerships enrich both adults and pupils. Engagement with social action is wide reaching, creating pupils who are passionate advocates for change. • Effective leadership drives the recently renewed religious education (RE) curriculum. It is cohesive and empowering. Consequently, pupils love RE lessons. 	
Areas for development	
<ul style="list-style-type: none"> • Embed the renewed RE curriculum so that learning opportunities are sustained and maximised throughout pupils’ time at the school. • Develop links with educational partners so that the impact of staff expertise extends beyond the school and the trust. 	
Inspection findings	
<p>‘Love your neighbour as you love yourself’ is a golden thread throughout the work of the school. The Christian vision is strongly expressed. Leaders compassionately walk together with staff, parents and pupils. Staff understand the vision and work unstintingly to provide opportunity for every pupil and each other. This is the result of a supportive culture that deeply values the contribution made by all. The school brings people together creating a deep sense of family and community. Carefully designed strategies such as leadership roles for pupils and restorative approaches to behaviour</p>	

mean pupils are confident and caring. They understand the biblical root of the vision describing how there is a voice for all at Frimley. Leaders, including local governors and the trust, take great care to check the impact of the vision. Extensive and precise monitoring means that the highest expectations for pupils and staff are not only established but also realised. The school's vision aligns powerfully with that of the trust. As a result, the impact of the Christian vision is significantly amplified. The school is enabling all to flourish.

Life-changing acquisition of knowledge and skills is at the core of the school's curriculum. It is designed to ensure progression over time with content carefully considered with partners in the trust. As a result, pupils achieve well and transition very effectively to the next stage of their education. Learning is underpinned by a calm and purposeful culture that values commitment and hard work. Staff ensure all pupils secure the crucial learning needed to succeed. The taught curriculum is enhanced by a wide ranging co-curricular offer. Activities such as gardening and environmental studies help pupils understand how to help themselves and one another. The whole curriculum is threaded with opportunities for reflection. Daily spiritual time enables pupils to consider their place in the wider world. A well understood framework for spirituality reinforces this. Each curriculum subject is underpinned by Christian beliefs and teaching, with key concepts carefully mapped. As a result, spiritual development is deeply intrinsic at Frimley. Leaders understand the impact of the curriculum because there is an effective programme of monitoring. Inclusion has a high priority in the school. There is a consistent and powerful priority to 'walk towards' pupils and families currently experiencing disadvantage. Leaders of special education needs and/or disabilities (SEND) collaborate very effectively across the trust. This means that 'cliff edges' such as transition are minimised and specific needs supported.

Collective worship at Frimley is a strong expression of the vision. Distinctively Christian, it is rooted in love and inclusive of all. Balance between whole school and class-based worship provides space for both collective and individual growth. The pupil worship team helps with the planning and delivery of the worship life of the school. This deepens their own spiritual development and inspires others. Quality resources, including from the diocese, are well implemented. Worship has a consistent structure that is known and understood by all. Partnership with local churches means that worship is enriched by a range of Anglican traditions. Pupils understand concepts of Christian belief such as the Trinity and the relevance of faith in today's world. Worship inspires courageous life choices with pupils clear that no one should be a bystander and everyone must stand up for what they believe in. Music and singing are used to enhance the experience of worship. A shared understanding of spirituality provides space for all to grow and flourish. As a result, worship supports the spiritual development of all in the school family.

Frimley provides the warmest welcome for everyone. Social interaction is a joyful expression of the vision when pupils interact positively with the caring oversight of staff. Policy and practice positively reinforce the clear expectation that loving your neighbour as yourself is a constant requirement. The use of restorative approaches and zones of regulation creates a culture that nurtures all with no judgement. All recognise that growing as humans comes with mistakes. These are graciously accepted by pupils and adults. The work of the school to support families and promote the achievements of pupils is ceaseless. The mental health of adults and pupils is important at Frimley. The senior mental health lead expresses the vision through their work helping the school to cherish every member of staff. Guidance is given to the pupil wellbeing council to support peers. The strength of the school's work is expressed in its actions at times of difficulty. Pupils and adults speak of how the school family has helped at the most challenging of personal moments. Walking together to guide, support and nurture is a daily feature of school life. Practices such as staff coaching triads, where different adults come together fortnightly, mean that adults have space to reflect. All adults describe the positive impact of the trust on the culture of the school. There is a clear sense of being part of something bigger than themselves which is serving a wider purpose. Without exception,

pupils and adults are treated well at Frimley.

Responsibility is integral to the life of the school. Pupils take the lead through a wide range of teams such as worship, wellbeing and the ambassadors. This creates a strong sense of belonging that expresses the vision's demand to be inclusive and for everyone. Justice is important to pupils and adults. This is the result of a culture that is outward looking, ever ready to lift each other up. The school works closely with its partners in the trust to create opportunities for all pupils. Regular inter-school visits mean that pupils are familiar with where they go after Frimley. This is especially impactful for vulnerable pupils in reducing the risk of changing school. Collaboration with local Anglican churches enriches not only the worship life of the school but the quality of relationships too. Lunchtime clubs such as worship music, Spanish and chess are offered freely for all. As a junior school, Frimley works hard to maintain effective partnerships with local infant schools. This means that when pupils start at Frimley they are more ready to strive for the school's high expectations. Effective partnerships extend beyond the local community. The school's engagement with the diocese is regular. As a result, leaders understand the requirements of the school's foundation as does the trust, within which Frimley is currently the only Church school. The SIAMS steering group is an explicit outworking of this understanding. The school helps pupils extend their outward facing far beyond the local area. Opportunities to connect with clergy in Europe and sponsorship of a pupil in a school in Kenya help deepen the global citizenship of every pupil. This is reinforced by regular activities such as global worship. There is a deep expertise among the staff that is constantly being nurtured. This impacts positively on the wider trust. Partnerships to share educational best practice beyond the trust are less developed. Pupils regularly engage in social action to act for justice and love their neighbours. The work to support a charity annually is led by pupils enabling all to see how they can be agents of change. This work is enhanced positively by the trust. It helps Frimley to set the highest expectations for what the school can achieve and the kind of person the pupils can be.

Pupils love RE teaching. Lessons are a safe space for the discussion of faith, philosophical concepts and human science. Pupils enjoy the discursive approach that demands thought and careful consideration. This means they are highly articulate about their learning. Due to the actions of leaders, the subject has a high profile in the school. Clear systems, such as detailed planning, are in place to help teachers know what needs to be learnt by pupils. Training means leaders are well placed to extend the effectiveness of RE. This expertise is effectively cascaded to teachers. The bespoke RE curriculum, which has been recently implemented, ensures progression for pupils. Leaders have used high quality resources to inform its design. Collaboration with trust colleagues has enhanced this. As a result, pupils develop an understanding of Christianity as a living global faith, as well as a range of religions and worldviews.

The inspection findings indicate that Frimley Church of England School is living up to its foundation as a Church school.

Information			
Inspection date	5 December 2023	URN	148435
VC/VA/Academy	Academy	Pupils on roll	358
Diocese	Guildford		
MAT/Federation	The Prospect Trust		
Headteacher	Clare Wright		
Chair	Suzanne Bullen		
Inspector	Andy Higgs	No.	2230

