

**INSPECTION REPORT**

**All Hallows R.C. Business, Enterprise and Sports College**

Email: [education@dioceseofsalford.org.uk](mailto:education@dioceseofsalford.org.uk)

Inspection date Wednesday 24<sup>th</sup> October 2012

Reporting Inspectors Sr Judith Russi  
 Mrs Alison Burrowes  
 Mr Colin Mason

Inspection carried out in accordance with Section 48 of the Education Act 2005

Type of School Catholic High School  
 URN 131512  
 Age range of pupils 11-16 years  
 Number on roll 591  
 Appropriate authority The Governing Body  
 Chair of Governors Mrs Christine Wood  
 Head teacher Mrs Andrea Cavanagh  
 Religious Education Co-ordinator Miss M. Weld-Richards  
 Date of previous inspection March 2007

| <b>The Inspection judgements are:</b>                           | <b>Grade</b> | Explanation of the Grades<br><br>1 = Outstanding<br>2 = Good<br>3=Requires Improvement<br>4 = Inadequate |
|---|--------------|--|
| Overall effectiveness of the school                             | 2            |  |
| The quality of Catholic leadership                              | 2/3          |  |
| The quality of the Word of God community                        | 3            |  |
| The quality of the Welcome community                            | 1            |  |
| The quality of Welfare  | 1            |  |
| The quality of Worship  | 3            |  |
| The quality of Witness  | 2            |  |
| The following pages provide reasons to support these judgements |              |  |

## **CHARACTERISTICS AND CONTEXT OF THE SCHOOL**

All Hallows is a small Catholic High School serving a wide number of parishes including its main feeder schools of Holy Family, Cathedral, St Sebastian, St Boniface, St Thomas, and St Joseph's in Salford. All Hallows catchment area draws pupils from some of the most deprived boroughs in the country. 54% of pupils are Catholic and 32% are Christian. 11% indicate no faith background. 42% of Staff are Catholic and 49% are Christian. The percentage of students known to be eligible for free school meals is over twice the national average. The proportion of students from minority ethnic groups and those who speak English as an additional language is above the national average. The Headteacher was appointed in September 2012 having previously been the Acting Headteacher. The school holds many awards including the School Games Kite Mark and the Cultural Diversity Gold Award.

## **OVERALL EFFECTIVENESS OF THE SCHOOL**

All Hallows is a good Catholic school with some outstanding features together with a number of areas for improvement. It offers students a nurturing Catholic education in a warm, friendly and welcoming environment. The Governors, Headteacher and staff are committed to developing the school into an outstanding Catholic learning community. The Governing Body are supporting the school to improve still further in their capacity as positive critical friends. The newly formed substantive leadership team are fully aware of the areas needing rapid improvement and are committed to implementing the necessary improvement plans. Excellent relationships are evident throughout the school. Pupils enjoy coming to school and feel safe, well cared for and valued for who they are. Pupil behaviour across the school was seen to be outstanding.

## **THE KEY STRENGTHS OF THE SCHOOL INCLUDE:**

- The Catholic life, relationships, behaviour and care for all within the school is outstanding.
- The outreach to the local community is a strength of the school and the welcome for all is outstanding.

## **THE QUALITY OF CATHOLIC LEADERSHIP IS VARIABLE**

The Inspection team in consultation with the diocese, based upon the evidence provided and gathered throughout the process feel that it is necessary to separate the various levels of leadership to support the schools continuing improvement. The drive and commitment shown by Senior Leaders and Governors is a real strength of the school. Leadership of RE however is inadequate and requires significant improvement to ensure that the curricular experience of all students at least matches that of many of the other subjects across the school. A more rigorous review of monitoring and evaluation is necessary in order to better facilitate a greater impact on teaching and learning. The Headteacher and the leadership team have identified the need to further support both the development of 'Worship' and 'Word' across the school. The significant lack of progress in 'Word' and need for improvement in 'Worship' have been identified as a priority for development through further training and resourcing for all staff. The leadership of the RE department is being fully supported by the newly appointed Assistant Head teacher and Assistant Head teacher responsible for teaching and learning. The recently appointed Chaplain and the support of the Parish Priest and priests from the feeder parishes contribute significantly to the Catholic life of the school.

## **THE QUALITY OF WORD REQUIRES SIGNIFICANT IMPROVEMENT**

The school is fully aware of the urgent need to ensure all pupils receive 10% taught curriculum time and have plans in place to make the necessary adjustments. With the exception of Year 11, all classes are below the required time allocation. This is an outstanding area from the previous

Inspection in 2007 and is having a significant negative impact on pupil learning and achievement. Pupils were keen to learn throughout and demonstrated good subject knowledge. However, activities were often pitched too low, lacking challenge and depth. The whole school theme on Saints was well planned and impacting on all departments. However, some of the teaching in RE was very limited and lacked challenge and breadth. A better understanding and use of higher order questioning skills, more challenging independent learning activities with the use of individualised pupil targets; assessment and diagnostic marking indicating what pupils need to do to improve, would greatly enhance pupil learning. In some cases the constant reference to levelling led to a mechanistic approach to learning which limited creativity and spontaneity. Behaviour for learning was very good. Pupils were clearly keen to learn and enthusiastic. Spiritual, moral, social and cultural education was well demonstrated through the display of pupil work across the school and in the whole school topic of Saints.

### **THE QUALITY OF WELCOME IS OUTSTANDING**

There is a very positive welcoming culture which permeates the whole school and is clearly demonstrated by both the staff and children. The enthusiastic and dedicated staff work hard to create a school where children can thrive. Clearly members of the school community are proud of their school and it is clear from discussions with staff, parents and children that everyone feels that they are a valued member of the school family. Pupils spoke of the fact that they felt wanted and valued by All Hallows whilst still in their primary schools. Parents were strong in their praise of the school as a *'real living community'*. The school recognises and celebrates diversity and children of all faiths feel welcomed and valued. As a result of the strong Catholic ethos children show respect and consideration for each other and the importance of the dignity of the individual is clearly evident. A caring ethos pervades the school, children's behaviour was found to be outstanding and relationships are strong, bearing witness to Christ being at the heart of the community.

### **THE QUALITY OF WELFARE IS OUTSTANDING**

The whole school community strives to enable pupils to grow in their learning whilst nurturing their spirituality, overcoming social barriers to successful learning and creating a positive climate which supports the development of the whole person. The outstanding work for inclusion and behaviour management is a real strength of All Hallows. The pioneering work which is being developed by the SENCO is significantly impacting throughout the learning and life of the school. The use of restorative justice, high levels of understanding, empathy and compassion for those in the greatest need, led pupils to speak openly about All Hallows being *'a community of forgiveness where you get a second chance'*.

SRE education is in place and is evident in both the Science and RE departments. This would be improved further by a more collaborative approach to planning and delivery across both departments.

Developing pupil responsibility and service to the community is celebrated through the emerging roles within the School Council. High levels of support for local and national charities, pupil leaders programme, where Y11 pupils act as role models, Y10 Peer Mentors, the Young Volunteers outreach programme, the Liturgy Group and a variety of sports led initiatives all contribute to empowerment.

### **THE QUALITY OF WORSHIP IS REQUIRING IMPROVEMENT**

Members of the school community gather together for the weekly voluntary Mass as well as the larger whole school celebrations. However, there was clearly confusion concerning understanding of what constitutes worship. Pupils were found to be both attentive and respectful in assembly and led throughout. However, opportunities for both prayer and worship were minimal and reduced to

reciting a prayer or having a prayer read. There was evidence of pupils creating their own bidding prayers. However, a systematic development of both prayer and worship would greatly enhance the pupil's experience and learning. Teacher's ability to provide the appropriate education and experience of prayer, worship and liturgy needs to be further supported through training. The senior leadership team have rightly identified the role of the Chaplain as being significant in supplying and supporting the development of Worship across the school.

### **THE QUALITY OF WITNESS IS GOOD**

Pupils and staff feel confident and secure in witnessing to their beliefs, and actively participate in the Catholic life of the school. Pupils are actively supported in engaging with emerging issues at local and national levels and talk with confidence and pride about the opportunities they have to be of service to others. The recent appointment of a Lay Chaplain will further strengthen this aspect of school life as will the plans to increase pupil involvement in the Chaplaincy Team. The school is rightly proud of 'The All Hallows' Way' which is the cornerstone of all relationships and is firmly based upon justice, compassion, forgiveness and reconciliation. The very explicit images and messages around the school ensure that all members of this strong Catholic community are aware of what makes it distinctive and live their lives on a day to day basis through the example of Jesus Christ.

### **AREAS FOR DEVELOPMENT:**

1. Increase the curriculum provision for years 7-10 to 10% to ensure the correct coverage of the Curriculum Directory as outline by the Bishops of England and Wales as a matter of urgency.
2. Review the RE department support plan and timelines to ensure a more rigorous review of departmental targets and ongoing performance to ensure all pupils are being appropriately taught and learning at a high level.
3. Undertake a review of Worship across the school to ensure teachers are supported in their ability and confidence to provide all pupils with the appropriate formation and education in prayer, worship and liturgy.

October 29<sup>th</sup> 2012

Dear Pupils

Thank you for making my visit All Hallows so enjoyable when I came to inspect your school for the Bishop. I really enjoyed meeting so many of you and hearing how much you value your education at All Hallows. It is wonderful to see a school made up of pupils and adults from so many different parts of the world. This is a true reflection of being part of a Catholic community where everyone is welcome and has a place.

All Hallows is a good school and I could see that you and your teachers are working hard to make it an outstanding community of learning. In order to do this you will be receiving more time and support in order to achieve at a far higher level in your religious education and hopefully improve your RE grades significantly. Your teachers are working hard at helping you to recognise what you need to do to reach a higher level of learning.

You have created a really welcoming school. It is clearly a community where everyone knows they matter, are valued and cared for. There is a real feeling of joy in your school. Well done to each one. We were very impressed by your outreach work helping people in need and all that you do to make everyone feel safe within All Hallows.

The work you were all doing on Saints was very interesting. Thank you for your assembly Year 8. Your teachers, Chaplain and visiting priests are going to encourage you to develop your own acts of worship and learn more about different ways of praying and celebrating your faith.

God bless you all and have a really happy term.

Yours sincerely

Sr Judith Russi

(Section 48 Inspector)

### **Summary Report to Parents**

On 24<sup>th</sup> October 2012 the school was inspected in accordance with Section 48 of the Education Act 2005.

The full report has been made available to the school and can also be accessed via both the school website and the Education section on the website of the Diocese of Salford.

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