

INSPECTION REPORT

Holy Family RC and CE College, Pot Hall, Wilton Grove, Heywood, Rochdale, OL10 2AA.

Inspection date 30th April 2015

 Reporting Inspectors Mr Kevin Hogan
 Mr David Thorpe

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

Type of School Roman Catholic & Church of England VA High School
 URN 131726
 Age range of pupils 11-16
 Number on roll 583
 Appropriate authority The Governing Body
 Chair of Governors Fr Paul Daly
 Headteacher Susan Casey
 Head of Religious Education Carmel Deriss
 Date of previous inspection October 2009

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

CHARACTERISTICS AND CONTEXT OF THE SCHOOL

Holy Family RC & CE College is a smaller than average mixed 11-16 high school. It is a joint faith school under the trusteeship of the Roman Catholic diocese of Salford and the Church of England diocese of Manchester. The school is oversubscribed and will be increasing its PAN to 150 in September 2017. 55% of pupils are baptized Catholics and 25% are members of the Church of England. 24% of pupils are in receipt of pupil premium funding. 6.5% of pupils are from minority ethnic groups. 15.3% of pupils are identified as SEN and 4.6% of pupils are school action plus or have a statement. 58% of teachers are Catholics and 26% are Church of England. Attainment on entry is broadly in line with the national average.

OVERALL EFFECTIVENESS OF THE SCHOOL

Holy Family is an outstanding joint faith high school, which is making every effort to make real the aspiration found in the mission statement that they will *'achieve by striving for excellence in everything we do'*. That drive for excellence is evident in all that is done at the school. The governors, head teacher and senior leadership of the school provide a clear vision of Christian education which ensures that all members of the community are valued, cared for and challenged to become the person God has called them to be. The school makes excellent provision for the disadvantaged and the vulnerable demonstrating a sincere commitment to care for those most in need. Governors, staff, pupils and parents have created a very special school which brings together two traditions, valuing the particular contribution of each, but also recognising and celebrating the joint heritage which unites them. The pupils are wonderful ambassadors for their school and for the Church. The whole community invests itself in the mission of the school and as a result it is a happy, harmonious environment in which to work and learn. The school has made excellent progress since the last Section 48 inspection.

THE KEY STRENGTHS OF THE SCHOOL INCLUDE:

- The spiritual, moral, social and cultural (SMSC) provision of the school is outstanding and promotes the growth and development of pupils, enabling them to make a positive and effective contribution in all areas of the school and the wider community.
- The leadership of the school at all levels, including the student council, share a very clear Christian vision and this is clearly articulated by all stakeholders.
- The quality of Christian education is outstanding.
- The quality of care and welfare for all members of the community especially the vulnerable.

THE QUALITY OF CHRISTIAN LEADERSHIP IS OUTSTANDING

The governors, headteacher and senior leadership of Holy Family provide a clear vision and set high expectations for all members of the school community seeing them as *'unique and valued people who flourish together'*. School policies, procedures and protocols deliver a consistent message regarding the school's purpose and its place in the mission of the church. The governing body and senior leadership team employ rigorous methods of self-evaluation, resulting in a very clear and accurate knowledge and understanding of how the school performs and factors affecting that performance. The central role of Christian teaching is clearly evident throughout the school, especially in RE, but also through the way in which spiritual, moral, social and cultural education is intricately woven throughout the curriculum enabling pupils to recognise and reflect on God at work in the world. The school provides numerous opportunities for pupils to play an active part in leadership roles. Whether it is as part of the CAFOD group, the pupil chaplaincy team, Caritas Ambassadors, the pupil council, or as prefects, pupils demonstrate a lively and enthusiastic commitment to taking on responsibility and playing their part in improving their community.

THE QUALITY OF THE WORD OF GOD COMMUNITY IS OUTSTANDING

The school's mission statement and the senior leadership of the school provide a clear focus on achievement. The school has highly effective procedures in place for setting challenging targets and monitoring progress in order to maximise outcomes. This is clearly evident in the work of the RE department which is amongst the highest performing in the school. Outcomes in RE are significantly above the national average. The dynamic and inspirational leadership of the RE department provides a drive for success and achievement, which has resulted in excellent outcomes at KS4. Teaching and learning in RE was found to be at least good, with most outstanding. Teachers have high expectations and this is mirrored in the pace and challenge which drives forward learning in the classroom. High quality, skilful questioning ensures that pupils are provided with ample opportunities to explore in depth complex aspects of Church teaching. This was clearly evidenced by pupils in a KS3 class wrestling with the intricacies of Church teaching on the concept of the 'Just War' who demonstrated a sophisticated insight into the application of the concept to contemporary conflicts. Evidence from pupils' books demonstrates a consistent approach to assessment and marking. High quality written feedback enables pupils to develop and deepen their own learning, leading to good progress. RE is greatly valued by pupils at the school who recognise and appreciate the department's commitment to excellence and its consistent delivery of high quality learning experiences. Pupils spoke with great warmth of the dedication of the teachers and their willingness to go the 'extra mile' in showing their support. Provision for religious education meets the RECD requirement of 10% curriculum time at KS3 and KS4. Excellent behaviour, consistent expectations and well organised classroom routines were observed across the curriculum and underpin the continuing progress of the school and its pupils.

THE QUALITY OF THE WELCOME COMMUNITY IS OUTSTANDING

Holy Family is a school where all are made to feel welcome and valued. School policies and procedures underpin an approach that clearly recognises and celebrates the presence and contribution of each individual. The atmosphere around the school is one of joy and harmony. Both pupils and staff clearly articulate a strong sense of belonging to a community made up of different parts. The school motto '*et unum sint*' is undoubtedly lived out and experienced on a daily basis by all members of the community. Pupils and staff clearly recognise that as a joint faith school different traditions are represented. They accept and value this and, furthermore, are also able to articulate how the school's ethos and mission focuses on what unites them as Christians with a shared heritage, rather than what divides them. One Y11 pupil explained it in this way "*we are different but we are kind of the same, it is like two sides of the one coin*". The school has developed close and effective transition programmes with a number of partner primary schools. KS3 pupils reported that the school's vertical tutoring system helped them very quickly to adjust to high school life; older pupils in the form group providing new Year 7 pupils with practical advice and assistance. A thorough induction programme for NQTs and other newly appointed staff is overseen by a deputy head teacher. Within this programme there is great emphasis on the mission of the school as a Christian community. The school has an active parent/teacher association which meets on a regular basis. An indication of the high esteem that the school enjoys within the local community is the fact that Holy Family is oversubscribed and is planning to increase its PAN. Parents have confidence in the school and know their children will be made welcome and cared for in a dynamic Christian environment.

THE QUALITY OF THE WELFARE COMMUNITY IS OUTSTANDING

The commitment of the governors and senior leadership team to the care and welfare of all members of the school community is impressive. Significant funding has been made available to employ support staff to provide for the care and well-being of all pupils, with a particular emphasis being placed on care for those most in need and the vulnerable. An example of this is the appointment of a Raising Achievement Co-ordinator who has a particular responsibility for overseeing the progress of disadvantaged pupils. Safeguarding

procedures are rigorous and staff are very conscious of all relevant policies and protocols. Regular training and updates are provided to staff. Where appropriate the school works with external agencies in order to provide additional and specialised support for pupils. Pupils recognise that their care and welfare is a priority for the school and they spoke of how the pastoral officers were always available and willing to provide support and advice. Pupils also referenced the vertical tutoring system as an effective means by which support is made available to individual pupils at important times. The house system is well organised and fosters a strong sense of belonging, with the pastoral leaders knowing their students and families well. The school works hard to recognise and reinforce positive messages and regular 'success assemblies' are held to celebrate the achievements of pupils and staff. Incidents of bullying and inappropriate behaviour are rare and swiftly dealt with by staff. The school's SRE programme is delivered mainly through RE and science. However, the policy recognises that SRE is taught *'through all aspects of school life in so far as every aspect of school life conveys a sense of the dignity of human life and love.'* The school's strong pastoral care programme builds pupils' confidence and self-esteem enabling them to flourish, not only in their academic studies, but also in their impressive contributions to the wider community.

THE QUALITY OF THE WORSHIP COMMUNITY IS OUTSTANDING

Worship is central to the life of the school and its impact positively permeates through all areas of school life. As a joint faith institution the school has been creative and innovative in successfully addressing the challenge of how best they might provide worship opportunities which reflect the tradition and rites of the particular denomination and, at the same time, provide opportunities for communal worship that has at its source a shared Christian belief and practice. Prayer is an integral part of every form time and students are playing an increasingly active role in organising and leading prayer through the work of the pupil chaplaincy team. Students talk with confidence about, and value, the variety of worship offered. They recognise that worship helps them to feel close to God and they understand that Holy Family, as a joint school, is a special place. As one student stated, "Some of us may be Catholic and some of us may be Church of England, but we are all Christians ... bottom line!" Staff are excellent role models when leading or participating in worship and are ably supported by clergy from both denominations. A lay chaplain is employed who works with staff and pupils across the school. The chapel is used regularly throughout the week for prayer and reflection. The opportunity to take part in a retreat programme is provided for all Year groups. There are excellent opportunities for pupils of all ages to worship together at different times during the week; during house assemblies. Pupil involvement in the planning, leading and delivery of acts of worship was evident in a house assembly which was a very moving and spiritual experience, affording pupils the opportunity to reflect on God at work in the world.

THE QUALITY OF THE WITNESS COMMUNITY IS OUTSTANDING

Pupils and staff across the school are confident and mature in expressing the importance of their faith and how that informs their actions as individuals and as a community. Christian values are the bedrock of the school and are evident throughout the curriculum and are the starting point of all school policies and procedures. A good example of this can be seen in the school's behaviour policy which is based on core Christian values of forgiveness and reconciliation. Across the subject areas and during form time there is a wealth of evidence of exceptionally strong spiritual, moral, social and cultural (SMSC) education. It is a thread that runs throughout every area of the school and is a real strength of the school. Before a PE lesson the students were asked to consider a question that was clearly linked to SMSC ... *'How can PE impact on the rest of my life?'* The students were given two minute to think about and discuss such questions and the teachers skilfully teased out the key ideas behind the starter question. In a technology lesson looking at corporate identity, the starting example was the design of ecclesiastical robes; the students moved on to the emotional response that certain colours evoke before creating their own colour schemes using a technique called 'mindful colouring'. As a result of the strong SMSC students speak confidently about social, cultural and

spiritual issues and take seriously their role in society. The CAFOD and Chaplaincy teams are well established and they ensure that the needs of others, locally, nationally and globally are well addressed. One excellent example being that, in recent years, the CAFOD team have raised well in excess of £35,000 for those in need around the world and have established very strong links with schools in Africa. It is clear that all members of the school community are aware that their faith and the works it inspires are a gift for the good of all people.

AGREED AREAS FOR DEVELOPMENT:

- To further develop the role of the lay chaplain and the work of the pupil chaplaincy team.
- To promote greater involvement of pupils in form spiritual development time.
- To embed the use of Scripture in the day to day life of the school in order to make explicit the gospel message and reflect on how it is lived out in this community of faith.

Thursday 7th May 2015

Dear Pupils

Thank you so much for the very warm welcome you gave to me and Mr Thorpe when we recently came to visit you. Together with the governors, the teachers and the support staff you have worked hard to make Holy Family an outstanding Christian school. It is clear that everybody at the school is committed and determined to live up to the challenge of the mission statement and will continue to *'strive for excellence'* in all that you do.

Throughout the school we could see that your work was of a very high standard and that you are justifiably proud of your achievements. Your attitude to learning and the excellent behaviour in the classroom and around the school made a very positive impression on us and we saw clearly how this is having a positive impact on learning. You have outstanding RE teachers who are very effective in helping you to develop your knowledge and understanding of complex religious and moral issues. Your ability to discuss challenging issues of belief, values and rights in a mature and sensitive manner was seen in a range of subjects and was very impressive.

The governors of the school and Mrs Casey want to improve your experience of involvement in spiritual development time and will also continue to develop the role of the lay chaplain. We are confident that the school will continue to be successful in its efforts to improve.

We were very impressed by many aspects of your school. The provision for spiritual, moral, social and cultural education. The leadership of the school at all levels, including that involving pupils. The excellent quality of Christian education. The care provided to those who are in need. However, above all we were impressed by the quality of relationships that exist across the school between all members of the community which makes real, in a special way, the school motto *'et unum sint'*.

Yours sincerely

Mr Kevin Hogan
[Section 48 Inspector]

Summary report for parents

On the 30th April 2015 the school was inspected in accordance with Section 48 of the Education Act 2015. 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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