



Distribution:
✓ Head Teacher: Mrs Pauline Wilson MBE, MSc.
✓ CAO:
✓ Diocese: Mrs. Maria Shepherd Mr Rob Simpson

Brentwood Diocesan Education Service	
S48 MID-TERM REVIEW	
Name of School	The Ursuline Preparatory School Warley Brentwood
Name of Headteacher	Mrs Pauline Wilson, MBE, MSc.
Name of Diocesan Link Adviser	
Name of Diocesan Reviewer	Sr Jude Groden, rsm
Date of visit	12 th November 2019
Date of last S48 inspection	5 th November 2015
Met with	Head: Mrs Pauline Wilson, MBE, MSc. Deputy Headteacher: Mrs Sarah MacDonald. R.E. Coordinator: Mrs Patricia Creavin. Pupils, Staff and attended a Whole school Assembly.

Context changes since last inspection:
<ul style="list-style-type: none"> • There are 160 pupils on roll of which 49 are Catholic. • The school prepares children for scholarship examinations including Common Entrance and a range of entry papers for secondary schools. • The school continues to offer an exceptionally wide range of extra- curricular activities.

Areas to improve from last inspection
<ol style="list-style-type: none"> 1. Continue to implement areas identified in the School Improvement Plan 2. Review peer assessment initiatives and evaluate the impact on teaching and learning.
Action taken and impact since last inspection
<ol style="list-style-type: none"> 1. All areas identified in the School Improvement Plan have been completely addressed. 2. Peer assessment has been developed to a sophisticated level. This area for improvement has been fully addressed.

Strengths of the school –Catholic Life of the School
<p>The Catholicity of this very successful, inclusive Independent School is evident from the first point of contact with the beautiful external statue of Our Lady, which exudes peace and tranquillity to all who approach the school’s entrance. The initial impact on entering this school is the warm family, caring and welcoming spirit that it emits which pervades the entire school community. This was identified in June 2019 by the ISI Inspectors who said: ‘This school feels like a family, which means all members work together to care for each other and ensure that each member of the school community reaches their potential.’</p> <p>The provision for the Catholic Life of the School is given the highest possible priority by the innovative Headteacher who energises and inspires her senior leaders, R.E. subject leader, teachers, all staff, and governors. The Headteacher promotes leadership at all levels, particularly, through her example and her confidence in her colleagues; she nurtures a desire in others to share their spiritual ideas and approaches to faith.</p>

It is very evident that the school has a clear vision, which is motivated by faith and belief in the dignity of each person as being made in the image and likeness of God. This creates a learning environment, which offers each child the security of being part of a welcoming family; challenge, which enables them to flourish and achieve their potential; and a connection with the Gospel values which are evident in books and displayed in and around the school. As a result, all pupils, whatever their life experiences, are able to grow in faith and personal strength and achieve in their tasks.

This is reflected in the school's self-evaluation, which is a coherent reflection of rigorous monitoring, searching analysis, self-challenge, and is clearly and explicitly focused on the Catholic Life of the School.

Displays in the entrance, corridors, and classrooms are very creative. They accentuate the Catholic Life of the School with consistency, ingenuity, with great attention to the Gospel and the core meaning of each liturgical season. There are also high-quality artefacts, which support and enhance the spiritual provision. It is evident that the school continues to retain the charism of its founding roots inspired by the Ursuline Sisters who originally established this school on Queens Road, Brentwood.

The distinctive nature of this school is defined and encapsulated in the Mission Statement: *"Let the message of Christ in all its riches find a home with you. Teach each other and advise each other in all wisdom."* Colossians 3:16

Recognising the vital importance of the loving kindness of Christian discipline and a reverence for God and respect for his word, we will endeavour to transmit the values, which result from these beliefs to all our children. We will ensure that the children are offered every encouragement to develop the varied gifts that God has given them to realise their full potential, whilst accepting the need to care for and consider others both within the boundaries of the School and beyond. We will strive through our words, our work, and our example and through communal prayer to bring the Holy Spirit into the daily life of the School accepting that all our achievements are to the glory of God.

Pupils' Version:

As members of a Christian School, we believe that Jesus Christ is at the centre of all that we think, do and say. We acknowledge that God is our Father and that every one of us is His son or His daughter. Believing this we respect and care for each person in our school community, valuing them for who they are and for all that they achieve. We always try to work and behave to the best of our ability using all the gifts and talents God has given us.

The genuine ownership, by all members of the school community of its Mission Statement is very evident, particularly, with regard to the quality of relationships.

Behaviour is exemplary and a culture of helpfulness, respect, love of neighbour and the wellbeing of all pervades this school. The embedding of the School code, which celebrates kindnesses and merits recognition on the "VIP Board", is a contributory incentive to motivate and inspire Christian living in this school family. It is evident that all pupils feel loved, safe and take full advantage of the "Green Box" system where worries can be inserted and are conscientiously followed up by the designated teacher with responsibility for safeguarding. This excellent provision was identified in the ISI Survey conducted in June 2019 where 100% of the children indicated that they felt safe, secure, and happy and felt there was an adult in the school to whom they could approach if they had concerns.

Each classroom has its own carefully created prayer focus, which is of a very high standard and depicts the liturgical season. During the time of this visit, it was evident that the season of Remembrance was being celebrated in a very respectful, considerate, and dignified way.

Each prayer focus includes a cross/crucifix, bible, rosary beads that are age appropriate. These prayer tables/displays are the central focus of the class-learning environment and are used productively as aids to prayer and support the teaching of Religious Education. There is a consistent approach across the school as to how these foci are created.

Pupils are given various opportunities to serve their community across the school. These include Prefects, House Captains, School Council, Librarians, and Charity Prefects. Pupils are noticeably proud to be part of such a thriving Catholic community and engage fully and enthusiastically in the Catholic Life of the School.

Data shows that attendance is very high, and punctuality is excellent, thus demonstrating pupils' enjoyment and excellent attitudes to learning. Pupils have an active voice in the school's evaluation and in their school reports.

There is a programme in place for Relationship and Sex Education, which follows diocesan guidelines.

ISI Inspectors reported in June 2019: 'Pupils enjoy their PSHE lessons, which they find calming'.

The school is extremely generous in fundraising for a variety of Charities which include Poppy Appeal, CAFOD, S.N.A.P., Children in need, Catholic Children's Society, Hearing Dogs for Deaf People, SENSE, Rosie's Rainbow Fund, Sports Relief, G.T.C.A and to date have raised £7,000. Pupils, parents and staff, also support the Brentwood Food Bank. Further opportunities are afforded to pupils to share their gifts and talents with the wider community through singing at the Regimental Chapel Warley, Little Easton Manor, Brentwood Cathedral, and the Beeches Care Home.

There is a strong recognition by the Headteacher and her Staff of belonging to the Diocese with a commitment to support and participate in most events including the Diocesan Citizenship Awards, courses, and conferences. Two members of Staff selflessly contribute to the First Communion Programme as catechists. In addition, there are excellent links with several parishes, schools, and the Diocesan Youth Service. The Headteacher has generously carried out mentoring roles of responsibility on behalf of the Diocese on several occasions.

Governors are strategic partners in the development of the school. They make a highly significant contribution to its Catholicity by their commitment, dedication, and support of the Headteacher and her staff.

The school is served by several Parishes including Brentwood Cathedral Parish and receives very generous chaplaincy support from these, which is greatly appreciated by all. The Headteacher and her Leadership team are very energetic and passionate promoters of the school's vision and work tirelessly to ensure it continues its trajectory as a centre of excellence.

Suggested new or continued action-Catholic Life of the School

Continue to address development points already identified in the R.E. Action Plan for 2019-2020:

- To maintain and reinforce the current quality of provision.
- To develop the programme of liaison with neighbouring Ursuline schools (Primary and Secondary).
- To continue to build relationships with other Catholic Schools in the community,

Strengths of the school – Religious Education

The School follows the '*Come and See*' Programme recommended by the Bishop of the Diocese in the Foundation Stage and '*the Way the Truth and the Life*' Programme in other Key Stages. This is a core subject and receives 10% of curriculum time.

The Headteacher, R.E. Lead, and staff all share a coherent vision for Catholic Education and they work together to encourage and foster high expectations across the whole school. Religious Education is central to the life of the school and permeates every facet of it for pupils and staff.

All lessons are differentiated to meet the needs of each pupil. Monitoring, assessment and analysis of pupils' progress is rigorous and consistent leading to targeted and effective interventions where necessary.

Pupils' attainment in Religious Education at the end of each Key Stage is evidently above the national standard as evidenced by the data.

Teaching of R.E. is good or outstanding, purposeful, engaging and enjoyable as evidenced through the monitoring of lessons. R.E. learning builds on prior learning and experience and matches learners' aspirations. Lessons are inclusive, well planned, have clear learning objectives, and are well resourced with good use of ICT.

The pupils respond very positively and display excellent religious knowledge. Their religious literacy is a strength and pupils easily make connections with how they live out their faith. There was DVD evidence of these lessons available during this visit. Teachers have very high expectations of pupils and there are extremely positive relationships between pupils and teachers based on mutual respect. Classrooms are well-organised, stimulating, aesthetically pleasing with productive use of the prayer focus. Work is proudly displayed within the classroom to model excellence, raise aspirations, and motivate pupils.

Assessments are recorded on a central document by individual class teachers on a bi-termly basis. This is monitored by the subject leader and head of assessment. Relevant feedback is then given to the class teacher, and this informs the next stage of their planning and teaching. Teachers provide exemplary role model for all pupils.

There is provision in Key Stage Two for pupils to acknowledge and understand other religions. This is carried out through a variety of means, such as, lesson content, resources, visits to a Mandir and a Synagogue.

The Governors of the school are continually provided with data relating to all aspects of the curriculum, including Religious Education. They play a major role in the development of the three-year School Development Plan, from its initial discussions to its implementation. They attend religious celebrations and joint lesson observations.

The dedicated subject leader is highly effective and is extremely supportive of all members of staff. She keeps up to date on all developments in Religious Education, through her involvement in the local parish, attendance at relevant courses and meetings at diocesan and parish level. The manner in which she conducts her role epitomises all that the school strives to teach about the practical application of their faith.

There is evidence of excellent use of cross-curricular links in the teaching of R.E., which, include art, music, speech and drama and ICT.

It was very evident from the response of parents' in the recent ISI inspection survey, that the religious life of the school plays an extremely important part in developing their children into kind and caring individuals.

Suggested new or continued action-Religious Education

Continue to address development points already identified in the R.E. Action Plan for 2019-2020:

- To review existing R.E. Programme and evaluate its replacement in collaboration with Governors.
- Continue to monitor lessons and pupils' work.

End of Key Stage Data - % at each level/grade/band 2019

End of Key Stage 1 - Teacher Assessment (over the last three years)

Year	No. in cohort	Working towards		Level 1		Level 2		Level 3		Level 4	
		No.	%	No.	%	No.	%	No.	%	No.	%
2016-2017	20					3		17			
2017-2018	20	0		0		6		14			
		Emerging		Expected		Exceeding					
2018-2019	20	1		8		11					

End of Key Stage 2 - Teacher Assessment (over the last three years)

Year	No. in cohort	Working towards		Level 1		Level 2		Level 3		Level 4		Level 5		Level 6	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2016-2017	20							1		7		9		3	
2017-2018	18							1		4		10		3	
		Emerging		Expected		Exceeding									
2018-2019	20	1		9		10									

Strengths of the school – Collective Worship

The provision of worship in this school continues to be outstanding and was evident in a Key Stage Two assembly observed. It reflects the Catholic character of this school and plays a key part in meeting the spiritual needs of all pupils. Opportunities are provided to ensure that there is full, conscious, and active participation from all pupils.

There is a programme of assemblies in place, which include whole school and class based Acts of Worship. These take account of the liturgical seasons and the inspiration of Our Lady and all the Saints. All assemblies are based on the Word of God. All KS1 and KS2 classes present an assembly to parents in both Michaelmas and Lent terms. These are very well prepared, rehearsed, and presented to enable the whole school to reflect together upon a theme they may not have previously considered. The EYFS present a celebration of Baptism as part of their RE lessons, which is a highlight of the Michaelmas term. Parents and extended family are invited to class assemblies, and their response is always positive and supportive. The RE subject leader attends all class assemblies and includes this in her evaluation of standards in this subject.

Pupils are offered diverse opportunities to pray, which include: traditional, spontaneous, liturgical, reflective, and scriptural. The prayer and worshipping life of the school is enhanced by its high quality religious music and unique artefacts.

Sacramental opportunities are provided which include Masses celebrated for school related Feast days and take place in the new school hall. During the season of Advent, pupils attend Mass at Brentwood Cathedral. Chaplaincy provision is offered to the school from the parishes of Brentwood Cathedral, Holy Redeemer, Billericay and Walsingham House.

Opportunities to celebrate the Sacrament of Reconciliation are afforded Key Stage Two pupils during the Lenten season

Retreat provision is created for Year 4 and Year 6 pupils, which takes place at Walsingham House.

A key hallmark of this 'school of excellence' is the extensive opportunities that are created to maximise pupil participation in Masses, Assemblies, and the unique Christingle Service, where all pupils aged 3-11 take part. Parents and extended families are always invited to attend these events.

Reflective and uplifting liturgical spaces are imaginatively created, at various points across the school. These highlight the school's key identified Gospel values and the liturgical seasons. In addition, there are carefully selected inspirational quotes in classrooms and displays throughout the school environment that cultivate greater aspiration and motivate profound thinking.

The ISI Inspectors' recent final report recognised some of the strengths of Collective Worship as follows:

- Pupils appreciate the daily acts of worship, in line with the school's Catholic Values, which provide a genuine sense of community.
- All pupils have a very clear sense of right and wrong.
- Pupils have a good spiritual understanding as well as an appreciation of the non-material aspects of life.
- Pupils have an excellent understanding of their need for reflection and consider the needs of those less fortunate than themselves during assemblies.
- Pupils show considerable concern for each other, and this is a reflection of the caring, nurturing environment created by the staff.

The Governors offer models of good practice by attending most of the school's Acts of Collective Worship. These include school assemblies, Masses, and large celebrations that take place off site, e.g. Christingle.

Suggested new or continued action - Collective Worship

Continue work already identified in the R.E. Action Plan for 2019-2020:

- To review the content and timings of school assemblies and Masses.
- To maintain current quality of Collective Worship.
- To investigate sharing best practice with local Catholic schools and schools within the Ursuline network of schools.
- To continue to welcome all members of the Governing Body and Parent Body to share in Acts of Collective Worship.

Progress

This school continues to be a vibrant, inspiring exemplar of outstanding provision for Catholic Life, Religious Education, and Collective Worship. It has the aspiration and the capacity to maintain and deepen its commitment to its mission through its dedicated, greatly experienced, outstanding Headteacher and her team.

Appendix 1

Additional comments
No additional comments.

Appendix 2

Document	Check	Date of doc	Notes
R.E Policy		2019	
Collective Worship Policy		2019	
RSE Policy		2019	
RE SEF		2019	
CPD Log		ongoing	
How many Catholic Teachers			9 full-time
How many teachers with CCRS			6
Monitoring		ongoing	
RE Action Plan		2019-2020	
RE/Catholic Life info on website/info to parents		2019	