

**INSPECTION REPORT**  
**St Antony's Catholic College Urmston Manchester M41 9PD**

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Inspection date 19<sup>th</sup> June 2015

Reporting Inspector Sister Judith Russi  
 Mr Kevin Hogan  
 Mr Michael Wright

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

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Type of School Catholic High School

URN 106372

Age range of pupils 11-16 years

Number on roll 548

Appropriate authority The Governing Body

Chair of Governors Mrs Joanne Clark

Executive Head teacher Mrs Jane Beever

Date of previous inspection February 2009

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

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

St Antony's Catholic College is a smaller than average secondary school in the selective borough of Trafford, with 548 on roll. The school serves a wide range of parishes including St Hugh of Lincoln and St Ann's, in a diverse social and ethnic community, with students from Urmston, Old Trafford and Moss Side. The school was formed in 1990 following the amalgamation of three small secondary schools and is under the trusteeship of Salford Diocese. The school has undergone considerable change and challenges since the previous inspection. The proportion of disadvantaged students who are eligible for the pupil premium funding is very high and constitutes almost half of the student population; over 60% in Yr8. The proportion of students with disabilities or special educational needs is above the national average at 11%. The proportion of students from minority ethnic backgrounds is above the national average. Students enter the school with well-below average standards. Most of the students who attend St Antony's are Trafford residents (88%) with the remaining students from Manchester (10%) and Salford (2%). The majority of students are Roman Catholic (58%) although this is a significant fall from almost 90% in 2008. 24% are Christian, 3% are Muslim, 1% are Sikh, 2% are other and 12% declare no religion. 47% of teaching staff and 44% of support staff are Roman Catholic.

## **OVERALL EFFECTIVENESS OF THE SCHOOL IS GOOD**

St Antony's College is rapidly improving across the board. The wide ranging reorganisation and implementation of training and support is significantly impacting on all areas of the school. The governing body and staff have made considerable progress in meeting the many challenges facing the school since the last inspection. Governors are proactive and rigorous in their governance and are working as an effective body with the executive headteacher, the associate headteacher and her team. They are clear about the challenges facing them in building up confidence and raising the profile of St Antony's. Significant progress has been made in developing a good Catholic learning community with many very good and some outstanding features. The school is now well placed to consolidate its improvements as it strives for excellence. The mission statement is identified as being under review in order to provide a more effective focus for the whole school as they strive to be the best they can be. The leadership team's passion for learning, personal development and the well-being of all members of the school community ensures that all pupils receive an integrated Gospel based formation and education.

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

- The vision and commitment of the governors, executive headteacher, associate head teacher and senior leadership team in creating the climate for a Gospel based education which is rapidly improving the school is inspirational.
- The warmth of welcome, inclusion and outreach to those in the greatest need is outstanding.
- The quality of the care and welfare of all within the school is transforming relationships and enabling pupils to be the best they can be.

## **THE QUALITY OF LEADERSHIP IS GOOD**

St Antony's is led by a strong team of governors, executive headteacher, associate headteacher and senior leadership team who seek to develop a deep understanding of the particular mission of St Antony's in education. The in-depth process of monitoring, review and evaluation has significantly impacted on whole school progress. The recently reconstituted governing body have a detailed understanding of the school's strengths and areas for development. The clarity of vision and sense of purpose recognises the dignity and value of every member of the community and sees that those in the greatest need receive very good care, support and an educational provision which challenges the

individual to be the best they can be. The governors act as a very effective, reflective team who are not afraid to challenge and take risks in ensuring the promotion of Catholic education. Parental questionnaires clearly demonstrated the high levels of support for St Antony's with many expressing that they *"have nothing but praise for the school"* and their delight in its progress, clarity of mission and purpose. Pupils were found to be confident and enthusiastic about taking on responsibility. Middle leadership is continuing to be strengthened through continuing professional development, innovation and identification of specific skills and strengths of staff across the board. Pupils were found to be keen to take responsibility for the wellbeing of younger pupils. Of particular note is the associate headteacher's drive to develop leadership to a high level across the school. Her passion for only the very best education and experience is significantly impacting on the development of pupils, the environment and life of the community. The numerous tributes from pupils and parents shared with the inspection team are all testimony to the quality and strength of her leadership.

### **THE QUALITY OF WORD IS GOOD**

Governors and the leadership team have identified the need to revisit the school mission statement to ensure that it is both contemporary and fit for purpose. RE is well led by a very experienced and enthusiastic head of department who has worked tirelessly to ensure that RE is the lead area of learning, attainment and achievement. All pupils now receive 10% curriculum time. Pupils at both Key Stages are making good progress due to the introduction of a rigorous quality assurance schedule involving well-structured planning, assessment for learning, the STAR marking scheme, home learning booklets, which build on classroom learning and support for the non-specialist members of staff. Pupils spoke enthusiastically about their love of RE and enjoyment of RE lessons. They said that *"our opinions are respected"* and *"It is fun, I like all the different activities"*. The leadership team and RE staff encourage a high level of transparency and openness so that both pupils and staff feel free to share their thoughts about progress and challenges. The more recent pupil voice questionnaires revealed a high level of satisfaction about RE and are helping to inform the RE team as they move forward. SMSC is developing with the mapping of areas for SMSC interventions and is now set to make greater progress in delivery across the whole school curriculum.

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

The quality of welcome throughout the school community ensures that all pupils, staff, family members and visitors feel valued, respected and at home. The dignity of the person is expressed in all school policies. New staff receive a letter of welcome before joining the school. Supply teachers all receive a welcome and induction pack on arrival at the school. Staff and pupils clearly witness to the importance of ensuring that those new to the school settle in quickly through a very effective process of induction and accompaniment for as long as it is needed. New staff and pupils offered numerous examples of the ways in which they were included into the life of St Antony's. The transition procedures are extensive and offer extra opportunities for the more vulnerable pupils, which include taster days, parents' evenings and a summer school. As one pupil said *"I was worried because I am not religious, but I soon learnt that everyone just accepted me as part of the family. I feel valued here"*. Structures and procedures for visitors are clear and well understood and followed. Parent forums are held regularly and they are appreciated by those who attend. Pupils of other faiths spoke of the many ways in which they felt they were welcomed and became an important part of the St Antony's family. The induction programme for new staff is a strength of the school. All staff are inducted into the Catholic life of the school. The ethos of respect and inclusivity clearly enables both staff and pupils to quickly imbibe the values and culture of St Antony's creating a truly Catholic environment for learning.

### **THE QUALITY OF WELFARE IS GOOD**

The commitment of the governors and the senior leadership team to the welfare of all within the school is good and in some ways outstanding. Pupils were keen to demonstrate to inspectors the many and varied ways in which they were being cared for, served and loved as valued members of the St Antony's family. The governors have dedicated a significantly high level of the overall budget to supporting those in the greatest need. The school engages a range of appropriate outside agencies to assist in the delivery of relationship education, self-esteem and personal safety such as CAMHS, Community Change Foundation, Routes, learning mentor support, Educational Welfare Officer, Respect Me Too, focus groups and Wize Up. Behaviour for learning and safeguarding procedures are clearly known and tightly monitored. Pupils spoke of how they and staff respond swiftly to bullying or any inappropriate behaviour. Younger pupils were confident of older pupil support if they were feeling vulnerable. SRE is delivered through RE, Science and bespoke whole school PSHE days once a term. SRE/PSHE is identified as a key area for review in the coming term to ensure that it deepens staff and pupil knowledge and understanding of the teaching of the Church. Pupil voice is encouraged in a variety of ways including: informal discussions, school council, peer mentors and the student leadership team. Pupils voiced their appreciation of the many ways in which they were heard and recognised. As one pupil said and many echoed, *"The best thing about this school is Mrs Wright, she always listens and looks out for you"*. The personal welfare of staff is given a high priority and the individual needs of staff are well supported. CPD has been significantly increased to raise staff competency and confidence.

### **THE QUALITY OF WORSHIP IS GOOD**

Prayer and worship are very much at the heart of St Antony's. The school is developing staff and pupil understanding and confidence in leading prayer and worship, as well as how to pray and celebrate important moments in the life of the school through creative and highly effective liturgies and celebrations. The appointment of an experienced and well qualified Lay Chaplain for one day a week is already having an impact on the prayer life throughout the school. The beautifully appointed prayer room is well used and greatly appreciated as an oasis of peace. There is a retreat programme for pupils which has been expanded to incorporate all year groups. All pupils take part in a daily act of worship in their form groups. Resources for prayer and worship have been significantly improved. St Antony's actively strives to develop links with local parishes, families and friends through the weekly prayer group held in the school prayer room every Thursday. Pupils clearly valued prayer and could articulate why they felt it was an important part of their life at a profound level. *"Prayer,"* explained one pupil, *"is what helps keep us together."* The school is now well placed to move worship from good to outstanding by further developing pupil confidence in creating and leading times of prayer and worship.

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

Witness was found to be good and in some instances outstanding. St Antony's is a vibrant community which places Christ at the heart of all they do. Pupils were clearly proud to be in a Catholic school and could articulate why it was important for them to be part of a faith community. Although there are many needs and challenges facing the school the governors, staff and pupils are engaged in a wide range of outreach projects both at home and abroad. The Romania project which offers 15, Year 10 pupils, an immersion experience working with Romanian orphans has a profound impact on not just those taking part but the whole school who work together to raise funds for the project. Throughout the school inspirational quotes, statements from Pope Francis and scripture are highly visible in displays and corridors. In the best lessons observed, reference was made to Catholic social teaching within the context of the topic being taught. The respectful relationships across the school, behaviour and care for one another are a living testimony to the centrality of the Gospel within the school. Pupils

were found to be confident and willing to speak about their faith and why it was important to them. The school community clearly witnesses to Christ's love, justice, forgiveness and compassion. The governing body and staff have made significant progress since the last inspection in building up a strong Catholic learning community. The contribution and support of Fr John, Fr David and Fr Michael is greatly appreciated and recognised as vital in sustaining links with the parishes. The leadership team have recognised that further development of the whole school chaplaincy provision to include pupil chaplains as leaders of the Catholic life of the school, will enable the school to move to a secure outstanding judgement for witness.

**AREAS FOR DEVELOPMENT:**

- Further develop and support the role of all governors in the mission of the Church in education and their understanding of the Diocesan Framework for Review, Evaluation and Celebration.
- Continue and sustain the rapid progress in teaching and learning in RE as the leading area of learning across the school maintaining the present rigorous monitoring and support.
- Carry out the planned review, evaluation and support of SMSC and PSHE in conjunction with the Caritas in Action materials to ensure that the combined provision best meets the needs of all pupils.
- Provide training for all staff on Catholic social teaching and plan for opportunities to embed this across all curriculum areas.

Monday 22nd June 2015

Dear Pupils

Thank you so much for the wonderful welcome you gave us when we came to visit you. Together with your teachers, support staff and helpers you are a good Catholic school with some outstanding features. This is because you are really striving to live up to the challenge of the Gospel to be and recognise that you are all one family striving to be the best you can be.

Your work has rapidly improved and is of a good standard. We could see that you take your learning very seriously and are proud of your achievements. Your teachers are clearly helping you to feel confident in your learning and able to discuss complex religious and moral issues.

Your governors and Mrs Wright want to continue to take your knowledge and understanding of the teaching of the Catholic Church further especially in the areas of social justice and PSHE. In order to develop your leadership skills you are going to be invited to explore the possibility of introducing a pupil chaplaincy team to work with your parish priests and Mrs Johnson in leading the Catholic life of the school.

We were very impressed by many aspects of your school including the wall displays in classrooms and the inspirational quotations on the corridors. It was good to see that you make good use of your beautiful prayer room and the way you care for the school buildings. However, we were most impressed by how you care for each other as a community who values and respects each one for who they are.

God bless you all.

Yours sincerely

Sr Judith Russi  
(Section 48 Inspector)

### **Summary Report to Parents**

On the 19<sup>th</sup> June 2015 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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