



Catholic Schools Inspectorate inspection report for  
**St Joseph the Worker RC Primary School**

URN105961:

Carried out on behalf of the Right Rev. John Arnold , Bishop of Salford on:

4<sup>th</sup> and 5<sup>th</sup> May 2023

Overall effectiveness The overall quality of Catholic education provided by the school .....	2
Catholic life and mission (p.3) How faithfully the school responds to the call to live as a Catholic community at the service of the Church’s educational mission.....	2
Religious education (p.5) The quality of curriculum religious education.....	2
Collective worship (p.7) The quality and range of liturgy and prayer provided by the school.....	2
The school is fully compliant with the curriculum requirements laid down by the Bishops’ Conference	√
The school is fully compliant with all requirements of the diocesan bishop	√
The school has responded to the areas for improvement from the last inspection	Fully

## Summary of key findings

### What the school does well

- Governors and leaders provide devoted and impassioned leadership to create a richly authentic and improving Catholic school
- The recently appointed headteacher provides an inspirational and purposeful direction for the school. Her commitment and dedication to the school is valued by all
- The outstanding leadership of Catholic life and mission ensures pupils really enjoy coming to school knowing they are valued and nurtured on their individual faith journeys
- Honest and accurate self-evaluation ensures the school has identified appropriate areas for improvement

- St Joseph the Worker RC Primary School sits at the heart of the local community and pupils enthusiastically support those in need near and far, dedicated to enriching the common good and the common home

What the school needs to improve:

- Continue to raise standards and expectations in outcomes of religious education to allow pupils to make even greater progress and apply greater use of effective assessment and self-assessment tools
- Further develop pupils' skills in producing work that is well presented and worthy of modelling to inspire high performance from others
- Further develop the confidence of pupils to create, deliver and evaluate opportunities in prayer and liturgy under the skilful guidance of staff

## Catholic life and mission

How faithfully the school responds to the call to live as a Catholic community at the service of the Church’s educational mission.

Catholic life and mission key judgement grade:.....

2

### Pupil outcomes

The extent to which pupils contribute to and benefit from the Catholic life and mission of the school .....

2

### Provision

The quality of provision for the Catholic life and mission of the school .....

2

### Leadership

How well leaders and governors promote, monitor and evaluate the provision for the Catholic life and mission of the school .....

1



At St Joseph the Worker the children meet God each day because they understand and connect with the school’s special mission. ‘We will Let our Light Shine’ is a shared and impactful basis to the school’s purpose. Pupils know they are cared for as children of God, and this enhances their confidence around school and their keenness to care for others both near and far. They enthusiastically take on leadership roles like peer supporters, the prayer and liturgy team and the eco gardening team. These benefit the class charities, supporting the Cadishead and Irlam foodbank and the school’s impressive commitment to giving time and resources to others. ‘Together as God’s children we will, love, learn, grow and inspire’ is witnessed in the array of events and kind acts that the school community undertakes. Pupils are willing and engaged in the activities. It is time now for pupils to be more proactive in leading these roles and to understand more deeply and articulate how these charitable acts represent the love of Christ through their actions. The children behave very well at St Joseph the Worker, treating others with respect and kindness. They love coming to their school.

The visual mission statement with the Lily of St Joseph the Worker captures all that is good about this school. It has recently been reviewed and deepened. It is visible everywhere and influences the breadth and depth of all of school life. This welcoming school meets each person as they are, bringing together the community in a shared mission. Building on the positive relationships that exist the school should now deepen this provision so that all can contribute and have confidence to embrace the journey that the school is on, leading to even more exceptional qualities in this area. Pupil benefit from the overtly caring attitudes of staff and the positive role models they provide. Hence pastoral care is a key feature of this caring school. The importance of the school’s mission in

education is demonstrated in every room, on every corridor and in all spaces. Hence pupils enjoy the security of knowing that they are nurtured in their faith and supported as they grow in confidence, love and friendship.

Leaders at all levels have enthusiastically enhanced the dynamism of the school's mission statement and the values that underpin it. 'Together as God's children we will Let our Light Shine' is heartfelt and clearly visible around the school as a visual mission statement. It sits at the heart of the school's positive journey. The recently appointed head teacher has united everyone at St Joseph the Worker with aspiration and dedication. She provides outstanding leadership. The calm, purposeful and joyful atmosphere that permeates the school is warmly valued by pupils, families and staff. The governing board have astutely risen to the challenges of the previous inspection and established a special committee to support catholic school improvement. This role is undertaken with passion leading to both support and challenge. Hence the school is improving rapidly. The links with the parish are strong, with the parish priest being a particular favourite with the children due to his high level of care for the school and his ability to make them laugh. The drive for improvement has clearly brought the school community together and parents feel a part of the successes. Leaders and governors know the school well and invest time and resources to ensure that staff are well trained. This profoundly Catholic school is led by a team who are deeply committed to the school's drive to witness to gospel values giving the children excellent opportunities to grow in faith.

## Religious education

The quality of curriculum religious education

Religious education key judgement grade:.....

2

### Pupil outcomes

How well pupils achieve and enjoy their learning in religious education.....

2

### Provision

The quality of teaching, learning, and assessment in religious education.....

2

### Leadership

How well leaders and governors promote, monitor, and evaluate the provision for religious education.....

2



Overall, the outcomes for pupils at St Joseph the Worker are good and improving. They are not outstanding because there is inconsistency across the age groups. The progress made by pupils is good as they know more, remember more and do more over time. From starting points that are slightly below that expected for their age they are quickly immersed in a curriculum centred around religious education. Progress and religious literacy are accelerated when pupils are encouraged to ask searching questions and demonstrate individuality and independence. Overall, the work in books and on display are improving. The school is aware that it is on a journey. When children produce thoughtful and well presented work this needs to be celebrated and modelled so that others can witness what particularly good work looks like. Pupils behave very well in lessons and the school is right to have started the improvements in assessment and self-assessment although this currently lacks consistency. Pupils enjoy religious education. In a key stage one class the teacher inspired awe and wonder by bringing the subject matter to life and inviting active involvement from the children. In an upper key stage two class learning was enriched by analysing scripture and story and applying it to our world today.

Since the previous inspection teachers have become more confident in their skills in teaching religious education and have a deeper subject knowledge. Hence expectations of what pupils can achieve have risen. Questioning skills are developing well which results in the children thinking more deeply about their learning. On occasions teaching observed was a little safe hence provision is good overall. To develop further staff should extend the provision in feedback to consistently celebrate hard work, give clear indicators of next steps, and ask pupils to share their best work leading to high levels of motivation. Assessment and self-assessment policies for pupils should be reviewed to ensure they are effective, informative and are fully complied with. At St Joseph the Worker teachers consistently give time and space in lessons for reflection. The plan that outlines

reflective questions has a positive impact on ensuring learning is focused on pupils' spiritual development. When the best teaching was observed teachers confidently considered how to make learning fun by using a variety of resources, linking learning to the rest of the curriculum and making sure pupils were fully engaged in their learning.

The new religious education subject leader leads the subject area very well. Her enthusiasm has helped provide stability during recent significant changes to staff. Along with the visionary head teacher and actively engaged governing board there is a positive pace of change at the school and staff are very supportive of the energetic drive for improvement. Religious education now has core parity with other subjects and is at the heart of the entire curriculum. Leaders have made opportunities available for staff to grow in skills and knowledge through training and this is starting to raise standards for all pupils. Self-evaluation is honest, accurate and clearly sets out a very positive future for St Joseph the Worker. It incorporates all aspects of the Catholic School Inspectorate framework and is further enriched by reflecting the uniqueness of the school, its community and other resources like Caritas. For example, the school created its own outdoor 'Stations of the Cross' and invited parents and parish to join them as they prayed together.

## Collective worship

The quality and range of liturgy and prayer provided by the school.

Collective worship key judgement grade:.....

2

### Pupil outcomes

How well pupils participate in and respond to the school's collective worship .....

2

### Provision

The quality of collective worship provided by the school .....

2

### Leadership

How well leaders and governors promote, monitor and evaluate the provision for collective worship .....

2

The quality of prayer and Liturgy at St. Joseph the Worker is good and shows evidence that this has been developed over time. When gathering as a whole school, the pupils are well engaged and respectful of this as a special time for the whole school community. The school uses a variety of central focal points for prayer and liturgy which allows the pupils to recognise that this is a special and sacred time for them. Pupils have a growing knowledge of the Church's liturgical year and are confident in speaking about how they are able to experience this in the prayer life of the school. Pupils are proud of their involvement in leading liturgy in classes which is beginning to be more widely implemented. It is recognised that this requires further development to allow the children to have wider ownership of prayer and to ensure that this is directly relevant to the experiences of every child. Pupils at St Joseph the Worker are able to reflect upon the message that is delivered within prayer and liturgy sessions and will undertake further thought and reflection based upon 'going forth' from these sessions. This ensures that prayer and liturgy is becoming more personalised to each child within the school.

The school ensures that prayer and liturgy is at the heart of their communal gatherings. There is a growing knowledge of traditional prayers which are understood and valued by the pupils. The children are able to talk about the reasons for prayers being used at certain points of the school day and the Church's liturgical year. The staff at St Joseph the Worker are active participants in the prayer life of the school and will worship alongside and with the pupils. The experience of prayer and liturgy is enhanced by the careful choices of music and actions which allows active participation for all pupils of all ages. The enthusiasm of staff and pupils alike will vitalise this time in school for all. All rooms within the school have a clearly identified and appropriate area that provides prayer space. The school has recognised how further areas can be developed to allow spaces for prayer,

reflection and contemplation for all especially within non-directed times. Families spoke extremely positively about being welcomed into the school to participate in prayer. They appreciated the lengths that school goes to in order to promote prayer such as the Stations of the Cross event created by the school. The parish priest is a valued member of this school community who supports both pupils and staff in their growth and development.

Staff at St Joseph the Worker have worked collaboratively to develop the quality of prayer and liturgy within all parts of the school. This is guided by the effective leadership team who have a clear and well formulated plan for developing this further over time. The school recognises the potential that their pupils have to be able to lead prayer and liturgy effectively. St Joseph the Worker is a key figure for the school as their patron and the children have an excellent understanding of who their patron is and why he is important to their school. Staff are supported in their induction to the school and throughout the school year in how to develop prayer and liturgy both in their own classes and throughout the school. Although pupils are now leading prayer and liturgy within the whole school they need to be given the opportunity to organise this more clearly to be directly relevant to those that they are delivering prayer and liturgy sessions to. Leaders clearly evaluate the quality of prayer and liturgy throughout the school year to ensure that this is appropriate and well suited to both the liturgical year and the needs of the individual.



## Information about the school

Full name of school	St Joseph the Worker RC Primary School
School unique reference number (URN)	105961
Full postal address of the school	Cutnook Lane Irlam Manchester M44 6GX
School phone number	0161 921 1695
Name of head teacher or principal	Evelyn Clayton
Chair of governing board	Antoinette Doyle
School Website	<a href="http://www.stjosephtheworkerrcp.co.uk/">http://www.stjosephtheworkerrcp.co.uk/</a>
Multi-academy trust or company (if applicable)	N/a
Type of school	Primary
School category	Voluntary aided
Age-range of pupils	3-11
Trustees	Diocese of Salford
Gender of pupils	Mixed
Date of last denominational inspection	5 <sup>th</sup> July 2017
Previous denominational inspection grade	Requires Improvement

## The inspection team

Dennis Harrison	Lead inspector
Carl McIver	Team inspector

## Key to grade judgements

Grade	England	Wales
1	Outstanding	Excellent
2	Good	Good
3	Requires improvement	Adequate and requires improvement
4	Inadequate	Unsatisfactory and in need of urgent improvement