

# SIAMS Key Actions



Key Actions for Senior Leadership	Date In Place	Target Date
<p><b>1. Know the statutory requirements:</b></p> <ul style="list-style-type: none"> <li>• Section 48</li> <li>• governor and leadership responsibilities including Foundation governors</li> <li>• statutory requirements for RE and CW</li> </ul>		
<p><b>2. Be familiar with Church of England expectations and key documents:</b></p> <ul style="list-style-type: none"> <li>• SIAMS Evaluation Schedule 2018 – expectations of all strands</li> <li>• CE Vision for Education</li> <li>• Valuing All God’s Children</li> <li>• Mental Health and Well-being</li> <li>• Spiritual Development</li> <li>• RE Statement of Entitlement</li> <li>• CW Statement of Entitlement (coming 2020-2021)</li> </ul>		
<p><b>3. Know Diocese of Chichester expectations:</b></p> <ul style="list-style-type: none"> <li>• guidance documents</li> <li>• templates</li> <li>• attend relevant SIAMS and school effectiveness training</li> </ul>		
<p><b>4. Ensure SIAMS is understood across the school community:</b></p> <ul style="list-style-type: none"> <li>• staff and governors aware of Section 48 requirements and procedure</li> <li>• teaching staff and GB familiar with Evaluation Schedule</li> <li>• school community understanding of term ‘flourishing’</li> <li>• address recommendations of SIAMS report</li> </ul>		
<p><b>5. Ensure school context informs vision:</b></p> <ul style="list-style-type: none"> <li>• review context - school community, wider local community, Anglican Foundation, local parish</li> </ul>		
<p><b>6. Ensure school vision is inspirational, aspirational and transformative:</b></p> <ul style="list-style-type: none"> <li>• review school vision</li> <li>• reflect on CE Vision for Education and Diocesan guidance</li> <li>• write meaningful and purposeful vision statement – forward thinking, high expectations</li> <li>• ensure Christian vision - Christian roots/Biblical basis understood</li> <li>• ensure Christian vision informs Christian values</li> <li>• ensure vision/vision statement is well understood</li> </ul>		

<p><b>7. Ensure all staff and school community clear about church school status:</b></p> <ul style="list-style-type: none"> <li>• high quality website and logo</li> <li>• clear documentation</li> <li>• effective Induction</li> <li>• middle /senior leadership development and training</li> </ul>		
<p><b>8. Ensure vision informs policy, practice and procedure:</b></p> <ul style="list-style-type: none"> <li>• eg. SDP priorities, Leadership structure, budget allocations, relationships, mental health and well-being, curriculum &amp; classroom practice, safeguarding, inclusion, SEND, Equal Opportunities, SMSC, M + e cycle, effective partnerships and networks eg. diocese education team, parish, locality schools etc</li> </ul>		
<p><b>9. Develop effective leadership:</b></p> <ul style="list-style-type: none"> <li>• effective recruitment procedures</li> <li>• attend Diocesan leadership training</li> <li>• effective appraisal/performance management system</li> <li>• succession planning</li> </ul>		
<p><b>10. Prioritize RE and CW:</b></p> <ul style="list-style-type: none"> <li>• highly effective RE and CW leaders</li> <li>• budgets</li> <li>• high quality resources</li> <li>• sufficient time</li> </ul>		
<p><b>11. Monitor and evaluate church school effectiveness:</b></p> <ul style="list-style-type: none"> <li>• robust and continuous</li> <li>• involves appropriate governor/s and members of school community</li> <li>• GB clear about responsibilities, knowledgeable and informed</li> <li>• links into school SDP, directly informs development priorities</li> </ul>		
<p><b>12. Ensure meaningful evidence of school effectiveness:</b></p> <ul style="list-style-type: none"> <li>• Effective self-evaluation documentation – succinct, evaluative, evidence based</li> </ul>		
<p><b>13. Know what difference you make as a church school and are clear about outcomes</b></p> <ul style="list-style-type: none"> <li>• pupils</li> <li>• staff</li> <li>• school community</li> <li>• wider community</li> </ul>		

