



Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

Immanuel College, Bradford	
Address	Leeds Road, Idle, Bradford, BD10 9AQ
School vision	
<p>All God's Children</p> <p>"Perseverance produces character, and character, hope" (Romans 5:4)</p> <p>Our school name and the Immanuel dove embody the fact that God is with us in everything we strive to do, cultivating a community rooted in the biblical values of perseverance, character and hope, where students are inspired to flourish in their educational journey. At Immanuel, we embrace the diversity of all God's children, creating an inclusive and nurturing environment where every member of the school community is respected, valued and celebrated. The Immanuel family encourages, models and practises forgiveness and reconciliation.</p>	
School strengths	
<ul style="list-style-type: none"> • Lives are transformed as a result of the deeply-embedded, well-understood, biblically-based vision. It permeates all aspects of school life and is effectively supported by core values. The positive relationships in place, at all levels, are key to students and adults flourishing. • All are valued at Immanuel College. Carefully planned support and provision for students deemed to be vulnerable provides a nurturing, inclusive learning environment ensuring that all have the opportunity to flourish. Staff break down barriers to learning, ensuring all have the chance to succeed. • Ambitious and purposeful curricular and extracurricular opportunities broaden students' awareness of the diverse global society in which they live. This transforms students' understanding of advocacy and empowers many to be courageous agents for change. • Collective worship has a profound and transformational impact on students and adults spiritual flourishing. Student leadership of worship is powerful. Students and staff treasure opportunities for reflection that are part of school life and are ready to share these in their wider community. • Consistently high-quality religious education (RE) through an empowering and inspirational curriculum, crafted to community context, ensures passionately engaged learners. A rich culture of profound reflection, deliberate curiosity and all encompassing acceptance is foundational to RE at Immanuel College. 	
Areas for development	
<ul style="list-style-type: none"> • Deepen and embed the shared language of spirituality across the planned curriculum so that students are increasingly confident in expressing their thoughts more widely as they develop their spirituality. 	
Inspection findings	
Immanuel College's Christian vision, well-established and biblically-rooted, nurtures and enriches	

the daily experiences of all who attend. It enables them to flourish by considering what God would want for each unique member of the community. The intention of every policy, action and practice is to empower individuals in reaching their potential. This includes developing adults in their roles so that they are professionally fulfilled and able to enhance the overall experience of students. The impact of the Christian vision is known because it is at the heart of robust and regular self-evaluation. School and trust leaders very effectively hold the school to account as a Church school, ensuring that the embedded vision is a living reality. Conscious of the need to serve both the Anglican and wider local communities, admission arrangements support families of Christian and other locally represented faiths. This results in an increasingly inclusive school that respects differences in heritage and religion. The college is an excellent example of religious and racial tolerance and cohesion.

The aspiration to enable all to thrive academically, socially, professionally and emotionally as God intends, shapes curriculum decisions. Outstanding formal and informal pastoral care contributes to admirable relationships and support, including for the most vulnerable. A culture of openness and trust ensures that students feel safe and listened to. Good behaviour and high attendance maximise students' opportunities in all aspects of school life. Adults quickly recognise and respond to the needs of students and each other through actively supporting good mental health and wellbeing. Learning activities build self-esteem, balanced with humility, and integrity and prepare students as future citizens. Senior students act as role models and contribute to school leadership. They successfully nurture and facilitate opportunities for, and the hopes of, younger students. Leadership skills of all are developed through exciting initiatives that encourage both teamwork and independence including the Archbishop of York Young Leaders Award. The Camino de Santiago Pilgrimage in the North of Spain was undertaken by 14 sixth formers. They had the opportunity to follow the pilgrimage, leading reflection and prayer, and singing hymns together at the Cathedral in Santiago. However, planning for the development of the spiritual lives of young people has not yet been sufficiently replicated in the broader curriculum.

Immanuel is a just and responsible community. Nurtured, expressed and celebrated through the systems, opportunities and relationships within the school, this culture extends to the wider community. Often in partnership with local churches, students respond to others' needs. Collaborations with the local parish church to raise money for The Streetlight Trust initiative is a particular example. Important issues are highlighted through formal learning, awareness raising activities and interesting, thought-provoking artwork, displays and installations. This includes visits to Auschwitz and supporting education in a Zambian school. This typifies students' independence as agents for change within different contexts. The college's approach to supporting charitable works locally, nationally and globally enables all to respond to needs beyond their own. The 'random acts of kindness day' saw the Year 7 prefects go into the local community to spread a little love and kindness. They surprised people with bouquets of flowers, a gesture that brought people together within the community and a smile to many faces.

Collective worship reflects the college's local context and contributes to its core purpose of transforming the lives of young people. The varied organisation, style and themes for worship meet the needs of students with the chaplaincy teams supporting students and staff. Although the majority do not come from a faith background they welcome and respond positively to the wide range of opportunities to explore faith and spiritual issues. This is still at an early stage but they are strongly supported by the chaplaincy team in that journey. The chapel offers students a truly Christian yet completely inclusive experience of the church because students of faith, no religious faith and all worldviews are welcome. For many students it offers a refuge to cope with issues in their personal lives. Places for prayer introduce all students and adults to ways of expressing their personal spirituality and many make use of these with increasing confidence. The lunchtime Christian union meetings renamed as PULSE enable students and staff from Year 7 to Year 13 to discuss religion and say prayers. The chaplaincy team's prayerful support of leaders and joint prayer

meetings strengthen the prayer life and spiritual flourishing of the whole community. Resources for worship are well-chosen and ensure everyone receives the same message. Biblical links to academy values regularly give student greater insight into their own life experiences. As a result of staff induction and training, tutors are gaining confidence in leading worship with their tutor groups. Collective worship in year groups or house groups strongly promotes the academy's Christian values. Key Christian festivals, particularly Advent and Lent, are marked by imaginative activities such as prayer and reflection time. Through these and their learning in RE, students are able to talk about the Trinity and the importance of Jesus to Christians. Students' role in leading worship is growing as part of a whole academy initiative. Year 10 students already support tutor groups in collective worship, taking responsibility for leading discussions.

Highly effective subject leadership contributes to the success of RE within and beyond the trust. The team of subject specialists have deftly crafted a curriculum that is exciting, rich and relevant. Challenging learning brings world religions, including Christianity, to life as they are explored in their local and global contexts. Students investigate different worldviews and revisit prior learning to extend their knowledge and understanding. RE is consistently well-taught and students rightly consider it a safe place to discuss and explore faith. Teachers' expertise ensures students appreciate the academic skills associated with the subject. Students use religious terms regularly and accurately to express theological and philosophical ideas. Younger students respond confidently to demanding questions about religions and worldviews. This forms the firm foundation for GCSE studies at Key Stage 4. All Year 11 students complete a GCSE course in RE. It enables them to explore important RE themes through the Bible. Religious studies is a popular and successful A-level course. Students including those with additional needs and the disadvantaged make very good progress and achieve outcomes in line with, or better than, national comparators. They know the progress they are making towards exacting academic targets because they receive timely feedback upon their work. Teachers use rigorous, accurate assessment outcomes to plan for enhanced student success. Students appreciate the help and support they receive from their teachers and take responsibility for improving their own work. This reflects the school's vision to 'persevere, have character and hope' and be everything they can be. Visits and visitors add to the depth of learning enabling students to appreciate the impact of religion upon believers' lives. The RE department enhances learning beyond lessons through focus days and this contributes to the school's rich additional activities programme.

The inspection findings indicate that Immanuel College is living up to its foundation as a Church school.

Information			
Inspection date	4 December 2023 - 5 December 2023	URN	142590
VC/VA/Academy	Academy	Pupils on roll	1711
Diocese	Leeds		
MAT/Federation	Bradford Diocesan Academies Trust		
Headteacher	Steve Mulligan		
Chair	Denise Sterling		
Inspector	Elaine Bowers	No.	960