



## Section 48 School Report

Guru Nanak Sikh Academy

Springfield Road, Hayes, Middlesex, UB4 0LT

Inspection date 11.06.19

<b>Overall effectiveness</b>	Previous inspection:	Outstanding.	1
	This inspection:	Outstanding.	1

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Religious Education and Sikh Studies	Outstanding.	1
Collective Worship and the development of Pupils' Moral, Social and Cultural Development (SMSC)	Outstanding	1
Leadership, Management and Governance	Outstanding	1

### School context:

- Guru Nanak Academy is an all through Sikh school for 3 to 19 years old pupils. The school became an academy in 2004. Seventy-five per cent of pupils are Sikhs. Twenty five percent come from other faith groups.
- The Academy is a part of Nanaksar multi-academy trust, that has Nanaksar, a primary school along with this Academy. The Board of Directors of the trust oversees the work of both the schools but have separate governing bodies. Most trustees are also members of the governing body.
- The Executive Principal provides leadership to both the Guru Nanak Academy and Nanaksar Primary School.
- The Academy staff comes from a wide range of religious, racial, and ethnic backgrounds. The majority of teaching staff is non-Sikh.
- Most pupils are of Indian heritage. A small minority of pupils come from other ethnic minorities. Almost all pupils are learning English as an additional language. Most pupils are Punjabi speakers.
- The proportion of pupils who have special educational needs or disabilities is well below national average. The proportion of pupils who are known to be eligible for the pupil premium, which is an additional government funding provided for pupils known to be eligible for the free school meals and for children who are looked after, is below average.
- Guru Nanak Academy is a Sikh Academy, but teaches all other major faiths represented in the UK. Religious Education (RE) is taught according to the Locally Agreed Syllabus. This meets the requirements of the inspection authority, the Network of Sikh Organisations (NSO).

- The school aims to foster an ethos of respect for all through its aims of SHARE: service, humility, achievement, respect and equality. All Year 11 pupils take GSCE RE course taking examination in Sikhism and Christianity, with 50% of the time on each religion.

### **What does the school need to do to improve further?**

- Leaders need to ensure that the progression and continuity is maintained in the curriculum from primary to Secondary school.
- Continue with the modification of the curriculum planning to ensure that Sikhism is taught in all year groups along with other religions.

### **Religious Education and Sikh Studies.**

### **Outstanding**

- Upon entering the Guru Nanak Sikh Academy, the warm welcome from the Executive Principal, all staff and pupils give the visitor a strong sense of respect. The Academy achieves this aim extremely well.
- RE has a high profile in the curriculum and pupils' achievement in Sikhism is high from the Nursery to the Sixth Form. Pupils enjoy the subject and learn about the life stories and teachings of the 10 Gurus. They younger pupils learn to recite from memory the pauris of Japji Sahib and older pupils learn the meanings.
- Teaching of other major religions represented in Great Britain is very strong, pupils in Year 10 were learning about the Christian view of euthanasia and were comparing this with the views of other religions, and of those with no religion. Pupils can debate issues in terms of human rights legislation.
- Teachers have high expectations and give challenging tasks to pupils. They have a secure knowledge of the topic being taught and can steer pupils towards meaningful discussions. Pupils who learn slower than others are well supported by adults.
- Pupils talk about how learning about other faiths and respecting people who have no faith, in a way that helps them to be more tolerant and inclusive.
- Teachers have excellent questioning skills that require pupils to think deeply, recall previous learning and make links and find answers. For example, when pupils learn about Guru Harkrishan helping the smallpox victims, they appropriately linked this with Jesus Christ's healing powers.
- Teachers assess their pupils learning regularly and use these assessments to plan next steps to teach and this enables pupils to make excellent progress. All pupils take GSCE in Sikhism and Christianity. Last Year, the results in RE were a little lower than the previous year because of the changed requirements to do two religions. The school chose Sikhism and Christianity, both sharing 50% of the curriculum time to meet the examination board requirements. This requirement of fifty percent curriculum in Christianity took longer to complete than anticipated. However, the school adapted the planning systems and is back on track to get higher results.
- The school teaches all religions according to the locally agreed syllabus. However, this led to an over emphasis on teaching of other religions and there was insufficient time left to teach Sikhism in Year 8. This has been rectified with modifications in the curriculum, and the school is on its way to ensure that Sikhism is taught in all year groups.
- Pupils' work is marked according to the school policy explaining what they have done well and where they need to further improve. Pupils respond to teacher's comments consistently and this helps them to make high levels of progress.
- Sikh teaching of equality which is also one of the school aims is extremely well promoted through displays of quotations from the Guru Granth Sahib displayed around the school.

**The quality of Collective Worship and the development of pupils' spiritual, social, moral and cultural development.**

**Outstanding**

- Collective Worship (CW) is a spiritually uplifting experience for all members of the school community and stands at the very centre of school life. Pupils use the school Gurdwara and the young pupils of Year 1 and Year 2 were observed leading the whole service with great confidence and reverence. They sang shabads, did the Ardass and read the hukam from the Guru Granth Sahib independently.
- Pupils recite the first eight pauris of Japji Sahib from memory, play the tabla and harmonium and do kirtan. They did the Ardass from memory and read the hukam from the Guru Granth Sahib, with no help from the adults. This reading of the hukam by very young pupils is a real achievement, an improvement from the previous inspection.
- The behaviour of the pupils who are performing and those listening is impeccable. They walk in the Gurdwara hall quietly, sit and listen with great respect, creating an outstanding ethos of spirituality. Pupils say that they love the Gurdwara and enjoy the assemblies.
- Quotations from the Gurbani translated in English beautifully framed displayed on the walls such as 'From one light the whole universe sprang...' further enriches pupils' understanding of equality of whole humanity.
- Sikh festivals such as Birthday of Guru Nanak are celebrated with great enthusiasm. Parents and Sikhs and non-Sikh dignitaries are invited.
- Pupils are reminded of the high school values of SHARE- short for Service, humility, achievement, respect and equality and pupils are asked to put these values in practice. The school promotes pupils' spiritual, moral, social and cultural values exceptionally well.
- Pupils have an excellent understanding of fundamental British Values because these are a part and parcel of Sikh teachings. Understanding of democracy is effectively promoted through the election of pupils' school Council as well as through the elections of local Gurdwara Committees. Pupils demonstrate outstanding understanding of the rule of law as they obey the school rules. Pupils learn about all major faiths represented in the country and learn about respecting people of other faiths and cultures.
- Keeping in mind the Sikh teachings of respect for other faiths, the school in its acts of CW celebrates festivals of other religions such as Christmas and Diwali, stories from other religions also make the themes for CW. The gathering of pupils, parents and other well-wishers on annual 'Parkash' day exceed 30,000 people. This is an indication of the success of the school in promoting Sikh teachings of equality, respect, nam japna, kirt karni and vand chhakna.
- Pupils are encouraged to take part in Seva both within the school and in the larger society within Britain and in other countries such as India.
- Pupils are proud of the school, confident and polite when interacting with adults and are kind and considerate to each other. Everyone in the community is treated equally with no discrimination and as a result pupils, staff and parents from range of cultures and backgrounds get on well together.

**Leadership and management**

**Outstanding**

- The leadership of the RE is outstanding. The senior leaders provide excellent leadership. They monitor the progress robustly. This monitoring showed that there is a need to modify the curriculum time to ensure that all year groups in the secondary school have teaching of Sikhism. They also felt the need to have stronger liaison with both the primary and

secondary leaders to ensure stronger progression and continuity. They have developed plans to implement from the next academic year.

- RE leaders in the primary and secondary schools along with the vice principal and the executive head provide excellent leadership. They are very knowledgeable about Sikh teachings and its practices and are committed to ensuring that pupils' practice these in their daily lives. They articulate a clear vision based on Sikh distinctiveness, which is actively promoted across the school.
- Leaders share a passion for ensuring that the school's Sikh character serves a basis for raising standards in a realistic, sustainable and inclusive manner. This is strongly and effectively supported by the Governors.
- The staff are united in their commitment to expressing a clear vision built upon Sikh teachings. Staff, pupils and parents all understand their roles towards achieving the best outcomes both academic and personal development of pupils.
- Parents and pupil are very happy with the Sikh ethos. Pupils flourish because leaders are focussed on maintaining high standards of behaviour and learning. Pupils are proud of their school and demonstrate it through their impeccable behaviour and very positive relationships. The academy also has strong links with schools of other faiths.
- Monitoring and evaluation by senior leaders has become more systematic, focused and rigorous than previously. Forward planning is comprehensive and focuses on the ongoing improvements for the Sikh RE curriculum.

## Reporting Inspector:

Lady Singh Kanwaljit Kaur-Singh OBE

Deputy Director Network of Sikh Organisations (NSO)

## Network of Sikh Organisations Statutory Inspection of Sikh Schools Report

This inspection of the school was carried out under section 48 of the Education Act 2005 and guidance from the Guru Granth Sahib and the Sikh Rehat Maryada.

### School details

Type of school	All through Academy
School category	Academy
Age range of pupils	3-19
Gender of pupils	Mixed
Number of pupils on the school roll	1700
Appropriate authority	The governing body
Chair	Baba Amar Singh
Executive Principal	Mr Rajinder Singh Sandhu
Date of previous school inspection	2013
Telephone number	020 8573 6085
Email address	<a href="mailto:rajinder.sandhu@gnsa.co.uk">rajinder.sandhu@gnsa.co.uk</a>
Website	<a href="http://gurunanaksikhacademy.org.uk">gurunanaksikhacademy.org.uk</a>