

CUMBRIA STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE) DEVELOPMENT PLAN 2017-2022

The aim of this plan is to improve Religious Education and Collective Worship in Cumbria through effectively carrying out the advisory role and responsibilities of SACRE

The Development Plan sets out SACRE's strategy and action planning for the five years from 2017-22

The Plan is developed through discussion by SACRE and is informed by its self-evaluation. Self Evaluation leads to the development of the plan throughout the year. It is reviewed on an on-going basis, and revisions are agreed in the summer term.

Cumbria SACRE's Vision

Our vision is to be informed, proactive and effective. Through improving the understanding and provision of Religious Education (RE) and Collective Worship (CW), the lives of young people in Cumbria will be positively enriched.

AIMS

- 1. SACRE is effective in giving advice to the Local Authority (LA)**
- 2. SACRE's work is known, understood and valued by schools**
- 3. SACRE's membership is active and comprehensive**
- 4 SACRE reviews the Agreed Syllabus and gives support for its effective use**

Aim 1 - SACRE is effective in giving advice to the Local Authority.

Strategic Goals

- A. To regularly seek and receive relevant, comprehensible information and data**
- B. To be able to fulfil its responsibilities through clear, secure and consistent support from the LA**
- C. To support the LA in its provision of RE and CW**

The Development Plan 2017– 2022

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring Arrangements	Evaluation
<p>A. To regularly seek & receive relevant, comprehensible information & data about:</p> <p>National guidance & statutory requirements for RE & CW</p> <p>Standards & achievement in RE within Cumbria as compared with national GCSE results</p> <p>Teaching methods, materials & resources</p>	<p>Chair and Clerk for every SACRE agenda includes updates on national guidance & statutory requirements (from NASACRE, AREIAC, REC, NATRE, OFSTED, DFE as appropriate).</p> <p>Spring Term SACRE agenda to include data information & analysis about standards & quality of teaching & leadership in RE.</p> <p>Summer Term SACRE agenda to include overall review of recruitment & retention and review of compliance from available information.</p> <p>All members with relevant knowledge, experience & expertise give regular input about a specific aspect of teaching methods, materials & resources.</p> <p>Diocesan Deputy Director will monitor SIAMS reports on RE & CW, & SMSC for voluntary controlled & foundation schools.</p> <p>Clerk will monitor OFSTED reports for RE, CW & SMSC for 20% of community schools.</p>	<p>Members are confident in their knowledge & understanding of the national & local situation of RE & CW.</p> <p>Members have knowledge & understanding of GCSE standards in RE & CW within Cumbria as compared to national outcomes.</p> <p>Members assess compliance from information available.</p> <p>Members have greater awareness of a range of methods, materials & resources.</p>	<p>Members annually evaluate the quality and quantity of information and data given to SACRE.</p> <p>This evaluation will be part of the process that results in the composition and submission of the SACRE annual report.</p>	<p>National updates, which are shared at each meeting, are included into a termly newsletter which is distributed to all schools and shared on social media. Positive feedback has been received from teachers.</p> <p>The LA maintains a record of OFSTED reports which mention RE. SACRE regularly monitors this record.</p> <p>An RE monitoring survey will be undertaken with all schools I 2020, following advice from the Chair of NASACRE.</p> <p>Advice has been sought from NASACRE on how to fulfil statutory responsibilities to monitor RE and Collective Worship.</p> <p>The new RE Ambassador for the North accepted an invitation to join SACRE. The Chair continues to make links with national networks.</p>

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring Arrangements	Evaluation
<p>B. To be able to fulfil its responsibilities through secure & consistent support from the LA</p> <p>Sufficient support from LA Officers with clarity of roles & responsibilities. This support to be a Clerk to SACRE (as required by statute) & administrative support</p> <p>Sufficient financial support from LA for both SACRE & the Agreed Syllabus Conference</p> <p>Being regularly informed of the nature & actions of LA support for RE & CW</p> <p>Being able to offer advice as 'critical friend' to LA on its support for RE & CW in comparison with best practice in other LAs</p>	<p>Clerk & Chair give regular updates of LA support actions.</p> <p>Clerk & Chair have on-going exchange of information between SACRE & relevant LA Officers & Members.</p> <p>Clerk & Chair give annual invitation to attend SACRE to relevant members of Children's Services DMT &/or Cabinet Members.</p> <p>Regular representation at the NNW SACRE Hub meetings</p>	<p>Clerk & LA Officer roles are clear, understood & effective. Means of communication with LA are clear.</p> <p>Duties of SACRE are accomplished through effective LA support & reported annually.</p> <p>SACRE's advice informs LA decision-making processes.</p>	<p>Annual review and evaluation of LA support for SACRE in meeting in summer term by SACRE members as part of annual report.</p> <p>Attendance of senior officers at occasional SACRE meetings indicates SACRE work is acknowledged and respected.</p>	<p>Completed</p> <p>Senior Adviser attended Cumbria SACRE RE Conference in 2019</p> <p>Sheila Gewolb (Jewish Rep) and Clerk regularly attend NNW Hub meetings. SG has been appointed to NASACRE committee, and brings first-hand reports of national issues to SACRE meetings</p>

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>C. To support the LA in its provision of RE & CW through:</p>				<p>Teachers' views on future conference programmes and training needs are collected through social media and course evaluations. The Chair addressed a need for EYFS/KS1 training through an increased training programme for teachers and governors in 2019</p>
<p>Giving guidance on best practice in methods of teaching & use of materials & resources in RE & CW</p>	<p>At the annual RE conference, members to ask teachers what support they need to deliver quality RE, in addition to current guidance</p>	<p>Guidance is positively received and effectively implemented in schools.</p>	<p>Feedback sought from schools.</p>	
<p>Encouraging & facilitating continuous training of RE teachers & leaders</p>	<p>Publish Units of Work on SACRE website</p>	<p>Actions to support best practice & training in RE & CW in association with LA & other relevant agencies are in place.</p>	<p>Feedback sought from schools.</p>	<p>SACRE's Units of Work and exemplar plans are being updated in response to new assessment requirements</p>
<p>Identifying & promoting the value of CW within schools for all pupils</p>	<p>LA Officers & Working Group in Autumn 2017 agree options for SACRE action in supporting & promoting best practice and training</p>			<p>The 'Buried Treasure' project, developed with funding from the Westhill Trust, was successfully trialled and introduced</p>
<p>Promoting the inclusion of CW within new training for teaching & leadership programmes</p>				
<p>Encourage schools to use the criteria and apply for the RE Quality Mark.</p>	<p>All members & LA officers to publicise the RE Quality Mark.</p>	<p>More schools accessing REQM criteria.</p>	<p>Feedback sought from schools.</p>	<p>Three Cumbrian schools have achieved REQM. Feedback suggests that more schools would apply, but are put off by the expense. REQM schools have contributed to the annual Conference (Dowdales and Queen Katherine)</p>
<p>Responding to extreme circumstances and events</p>				<p>Contributions to the Conference have included: Building Understanding and Resilience for Extremism and Enquiry (BREE Project – West Lakes Academy); Srebrenica and Holocaust Memorial Day (Mohammed Dhalech); The Climate Crisis & RE (St Cuthbert's, Windermere and Robert Ferguson School)</p>

AIM 2 – SACRE’s work is known, understood & valued by schools

Strategic Goals

A. Schools effectively implement SACRE’s advice & guidance on RE & CW

B. SACRE, with the LA, takes account of both pupil and teacher views of RE and CW

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Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>A. Schools effectively implement SACRE’s advice & guidance on RE & CW</p> <p>Communication with schools ensures that staff are aware of SACRE’s purpose & nature.</p> <p>Communication & contact with schools ensures SACRE’s work is known, understood & recognised.</p>	<p>Clerk ensures the Annual Report is accessible to all via the LA website</p> <p>Clerk ensures that once per year a SACRE meeting is held in schools whenever possible.</p>	<p>Schools know & understand the purpose & nature of SACRE & access the information & support available through the LA website</p>	<p>Positive feedback from schools on their uptake of SACRE materials.</p>	<p>Contact with RE teachers has been increasing though the use of social media and Network meetings. The termly Newsletter aims to increase awareness of SACRE’s work. News has also been submitted to Local Press</p> <p>SACRE has held meetings in James Rennie, Dowdales School and West Lakes Academy.</p>

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>B. SACRE, with the LA, takes account of both pupil and teacher views of RE and CW</p> <p>SACRE evaluates how its work is being received & valued by schools in order to inform future developments.</p>	<p>Clerk organises a working group to devise a pupil feedback questionnaire.</p>	<p>Planned & transparent process for obtaining views is implemented & evaluated</p>	<p>Collate responses and reviews and amends SACRE Development Plan as appropriate.</p>	<p>The Conference working group takes evaluations into account when planning, and has introduced new format, presenters and venue</p> <p>Feedback from pupils involved with SACRE is valued and respected (eg The Queen Katherine School)</p>

AIM 3 – SACRE’s membership is active and comprehensive

Strategic Goals

- A. To conform with SACRE national statutory requirements and guidance on membership of SACRE, reflecting the diversity of belief in Cumbria and the wider community**
- B. To ensure members are properly skilled so that responsibilities are fulfilled and individual members fully participate in SACRE’S work**
- C. To have well attended and well managed meetings**

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Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>A. To conform with SACRE national statutory requirements & guidance on membership of SACRE, reflecting the diversity of belief in Cumbria & the wider community</p> <p>All four committees are well represented on SACRE</p> <p>Membership includes those with relevant & recent educational experience</p> <p>Membership includes representatives of the main religious & belief groups in Cumbria & nationally</p>	<p>By Autumn 2014 Clerk organises a working group to develop a draft constitution for SACRE covering e.g. number of members for each committee, chairs of working groups.</p> <p>Members to evaluate membership annually at every summer term full SACRE meeting.</p> <p>On-going</p> <p>On-going</p>	<p>LA adopts SACRE’s constitution.</p> <p>Membership of all four committees is complete & secure & includes a breadth of belief & experience reflective of the diversity of belief in the UK</p>	<p>Representation of appropriate groups improves.</p>	<p>Included in Annual Report</p>

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>B. To ensure members are properly skilled so that responsibilities are fulfilled & individual members fully participate in SACRE’S work</p> <p>Induction process & continuous training opportunities based on identified needs</p> <p>Working groups address specific needs</p>	<p>By Autumn 2014 Clerk organises a working group to develop a draft constitution for SACRE.</p> <p>On-going</p> <p>As required</p>	<p>New members are effectively inducted</p> <p>Identified training needs met through continuous professional development</p> <p>Working groups submit outcomes to SACRE</p>	<p>SACRE to evaluate:</p> <ol style="list-style-type: none"> 1. Induction needs of new members as they become part of SACRE 2. Assessment of training needs to be done annually 3. Tri-annual self-assessment by all SACRE members. 4. Effectiveness and membership of working groups to be done annually. 	<p>SACRE continues to offer new members a ‘Buddy’</p> <p>Prevent training was completed for all members. Chair attends national training events (SRE and Religious Diversity; NASACRE; 20:20 conference)</p> <p>Faith Group members share information at every meeting</p>

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>C. To have well attended & well managed meetings</p> <p>At all meetings all 4 committees are properly represented & co-opted members attend regularly</p> <p>Attendance record of members is monitored & attendance rules adhered to</p> <p>Clear protocols & procedures for chairing & decision making are in place</p>	<p>Clerk ensures effective communication.</p> <p>Clerk monitors attendance and ensures vacancies are filled appropriately.</p> <p>On-going</p>	<p>All meetings are quorate & co-opted members attend.</p> <p>Members unable to attend send an appropriate substitute.</p> <p>Electing bodies nominate replacement representatives as appropriate.</p>	<p>Attendance is monitored and reported in the annual SACRE report.</p> <p>The effectiveness of meetings is monitored by chair and clerk, evaluated by SACRE when completing the annual SACRE report.</p>	<p>Completed for 2018/19, with all points successfully met</p> <p>Attendance at Cumbria SACRE meetings has increased but there are still some faith group vacancies. Most meetings are quorate.</p> <p>Working groups are pro-active</p>

AIM 4 - SACRE reviews the Agreed Syllabus and gives support for its effective use

Strategic Goals

- A. SACRE along with the LA establishes an Agreed Syllabus Conference to review the Agreed Syllabus in the light of best practice, new initiatives and requirements**
- B. Support is given by SACRE and LA on the revised Agreed Syllabus through materials and CPD training**
- C. The use of the Agreed Syllabus and its effectiveness in schools are reviewed and evaluated by SACRE and LA**

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Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>A. SACRE along with the LA establishes an Agreed Syllabus Conference to review the Agreed Syllabus in the light of best practice, new initiatives and requirements</p> <p>The Agreed Syllabus Conference establishes a working group to review the syllabus, & recommends revision or complete re-writing.</p> <p>The review includes consultation with other faith groups and stakeholders not represented on Conference</p>	<p>Summer 2015: Chair & clerk establish an Agreed Syllabus Conference and working group.</p> <p>Autumn 2015 & Spring 2016: Conference reports to full meeting of SACRE</p> <p>Summer 2016: Consultation with other faith groups and stakeholders. Preliminary recommendations for revision of agreed syllabus by conference to full SACRE in light of best practice</p> <p>Autumn 2016 & Spring 2017: Conference to review syllabus in light of national reforms and initiatives (reporting to SACRE)</p> <p>Summer 2017: Launch of revised syllabus</p>	<p>Conference is established, meets and reports progress to SACRE.</p> <p>Draft recommendations are given to SACRE in the light of best practice.</p> <p>The Agreed Syllabus incorporates national reforms and initiatives.</p> <p>The Revised Agreed Syllabus is produced which is assessed by SACRE and schools as effective in directing, guiding, challenging and motivating the provision of RE in schools</p>	<p>Evaluation through the Agreed Syllabus conference reporting to each SACRE meeting</p>	<p>Not Appropriate in 2019/20</p> <p>Increased contact from Heads and RE teachers about RE planning, following introduction of the new Ofsted framework. More schools being signposted to the Agreed Syllabus, Units of Work and exemplar long-term plan. The Cumbria Planning Model (enquiry, reflection, informing, expressing) still provides a robust template which has been validated by national RE consultants</p> <p>Potential developments following the publication of the CoRE report are being monitored</p>

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>B. Support is given by SACRE and LA on the revised Agreed Syllabus through materials and CPD training</p> <p>SACRE and LA give continued guidance and support for implementation of Agreed Syllabus</p>	<p>Chair, clerk and LA officers from Autumn 2017 ensure that SACRE and conference consider and plan support for revised agreed syllabus after launch in summer 2017</p> <p>Summer 2017: Programme of support and guidance produced at launch of revised agreed syllabus</p>	<p>Clear programme of support and guidance is planned and published to schools.</p> <p>Positive evaluation from schools for the support and guidance.</p>	<p>SACRE to evaluate planned support and guidance before release to schools.</p> <p>Evaluation forms from those attending launch or receiving support and guidance.</p>	<p>Continued support for the Agreed Syllabus through the annual Conference and CPD</p> <p>Evaluation by teachers has been positive and constructive</p>

Strategic Goal	Actions and Responsibility	Success Criteria	Monitoring	Evaluation
<p>C. The use of the Agreed Syllabus and its effectiveness in schools are reviewed and evaluated by SACRE and LA</p>	<p>From Autumn 2017: SACRE and conference to consider and plan how SACRE and LA are to review the use and effectiveness of the agreed syllabus</p> <p>Summer 2017: Process by which LA and SACRE is to monitor effectiveness and use of agreed syllabus is agreed for implementation from Autumn 2017</p>	<p>Chair of SACRE, LA Officers & Agreed Syllabus Conference members</p>	<p>Review informs revision/writing of the next Agreed Syllabus</p>	