

Cambridgeshire SACRE Development Plan 2008-9

1. Standards and quality of provision of RE

Section	Objectives	Action	Success Criteria	Who	When	RAG	
1.1 Compliance and time allocation	<ul style="list-style-type: none"> To ensure all Cambridgeshire schools comply with the statutory requirements of the Agreed Syllabus. To analyse the outcomes of the SACRE survey about the provision of RE. To establish strategies to support schools which are non compliant. 	That SACRE analyses current LA data and the outcomes of the survey.	Engage LA/SIP process to obtain relevant information.	3 adviser days AI/SIPs rep on SACRE	To be completed by July 2008 and subsequently monitored by SACRE when schools have their Ofsted. Autumn 2008	A	
		Identify non-compliance through School Improvement Partners (SIPs) monitoring about the time allocations schools make for RE and do further research into areas where there are gaps in knowledge.			To be produced by July 2008 (Sub Group)	A	
		Where schools are clearly not compliant with the statutory requirement, a range of strategies will be developed to support schools with compliance e.g. write to non-compliant schools to offer support.		2 adviser days		R	
1.2 Public examination entries in RE	<ul style="list-style-type: none"> To receive detailed analysis of examination entries in RE from the LA, including a breakdown by grouping (e.g. gender and ethnicity) and how this compares with national figures. To work collaboratively with the LA to promote examination courses as a means of fulfilling statutory requirements. 	That the GCSE and A level results include data on ethnicity as well as gender with analysis being made so that advice can be given to schools in light of local and national comparators.	Improvement in take up and outcomes.	1 adviser day	To be produced by end of autumn term 2008	A	
		That SACRE work with the LA to promote KS4 pupils following accredited courses in line with the requirements of the Agreed Syllabus.	Identification and dissemination of good practice.	5 adviser days	To be completed by Easter 2009	R	
		SACRE will provide year on year information to schools about standards with advice on how to improve standards in RE.	"	5 adviser days	Throughout the year 2008/2009	A	
1.3 Standards and achievement	<ul style="list-style-type: none"> To encourage ALL Cambridgeshire pupils to achieve appropriately in line with the standards laid out in the Agreed Syllabus. Highest possible achievement of students (see 2 above). To develop mechanisms for gathering data about standards at KS3 in its schools. To provide guidance on how to ensure high standards in RE 	Survey of SEF data.	Adoption of SACRE monitoring form.	Adviser	Summer 2008.	G	
		Monitor the standards through available data to SACRE	(with 70%+ response)	Adviser			A
		Possible visits by SACRE members to RE departments.		SACRE members	Throughout the year		R
		That SACRE gathers information from schools about the levels of attainment gained by pupils at the end of each key stage with some opportunity for moderation in selected areas.		The Clerk			
Support training by the Adviser on assessment for learning and of learning.		Adviser 4 days	By Easter 2009	A			

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1. Standards and quality of provision of RE (Continued)

Section	Objectives	Action	Success Criteria	Who	When	RAG
1.4 Quality of teaching and leadership	<ul style="list-style-type: none"> To ensure that the quality of teaching, leadership and management of RE in Cambridgeshire Schools is high. To support training of all RE coordinators and subject leaders. That SACRE develops strategies to tackle weaknesses. 	That SACRE asks ten secondary, thirty primary schools and one special school to submit a self-evaluation for RE each year to identify the quality of teaching in RE.	Promotion of Religious Education by SACRE.	10 adviser days	Annually (summer term)	R
		The analysis of the self-evaluations shall be put together with the information from the LA's data sharing meetings to provide a basis for advice on improving teaching and learning in RE.	Link support by a SACRE member.			R
		That SACRE asks ten secondary, thirty primary and one special school to identify the quality of leadership and management in RE.				R
		The analysis of the self-evaluations shall be put together with the information from the LA's data sharing meetings to provide a basis for advice on improving leadership and management in RE.				R
1.5 Teacher recruitment and retention	<ul style="list-style-type: none"> To encourage the appointment and retention of specialist teachers of RE in secondary schools. To support RE teachers in the work place. To consider the impact of non-specialists or TAs teaching RE on standards, setting out an action plan on the basis of its concerns. 	That SACRE analyse issues relating to recruitment and retention and the number of non-specialist RE teachers in secondary schools.	Stable staffing in secondary schools.	5 adviser days	Summer 2008	R
		That SACRE analyses the impact on standards of non-specialist teachers teaching RE. On the basis of this research SACRE shall develop guidance for schools in relation to the priority.	Staff attend CPD training. Teachers know about SACRE and call for support.	2 days	Summer 2009	R
		Analyse advertisements / appointments. Analyse training of RE teachers – limited teacher training / CPD.		2 adviser days	March 2009	R
1.6 Resources	<ul style="list-style-type: none"> To provide exemplars of best practice on portal. Increase use of RE and SACRE websites. Support the development of interfaith teaching resources. Keep up to date with teaching resources. 	Collection of exemplar best practice through CPD / sharing meetings etc. Analyse "hits" on website.	Resources are available and use increases by 10%.	SW	Ongoing.	A G
		Implement bid and make resources widely available and published.	Implemented and materials produced.	SW	Jan 2009.	
		Purchase books, CDs, artefacts etc to support RE Adviser		SW	On going in the year	

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2. Management of SACRE & partnership with LA

Section	Objectives	Action	Success Criteria	Who	When	RAG
2.1 SACRE meetings	<ul style="list-style-type: none"> To ensure that attendance is good and all four committees are represented. To move beyond routine matters, to consider issues about the quality of RE and Collective Worship. To have meetings that are well managed with contributions from a wide range of members. 	Members to identify agenda items and lead on them.	Priorities & time spent is commensurate.	SACRE members and Adviser	Throughout 2008-2009	R
		Sub committees used more to encourage more active involvement in SACRE. Introduce substitutes.	Clear agenda construction.			A
		Themes to be arranged at certain times of the year to enable members to prepare for a fuller and more informed discussion.	Members' feedback.			R
2.2 Membership and training	<ul style="list-style-type: none"> To encourage membership to strongly reflect the diversity of the wider religious and professional community. To develop some opportunities for SACRE members to participate in training activities. 	That SACRE review the membership of committees A and C to ensure that there is broad representation that would contribute well to the discussions that SACRE wishes to undertake.	To achieve 50% attendance of committee members.	None	Throughout 2008-9	R
		Invite SACRE members to attend training courses.	Be aware of courses available and attend at least one training activity per year.	The Clerk	Annually	A
2.3 Development plan	<ul style="list-style-type: none"> To produce a well-defined action, plan with clear objectives and success criteria. Resource implications are clearly defined. To link between the plan and the wider objectives of the LA. 	That the current action plan is discussed with the LA so that the priority can be met.	Plan is considered to be a valuable document and well used.	1 adviser day	Summer 2008	A
		The development plan is subject to annual review and update by a SACRE working party.	SACRE is regularly represented at national events relevant to its work, for example, NASACRE.	4 member days incl. supply cover	Summer 2008	A
			Production of a glossary of acronyms / calendar of events.	Clerk	October 2008	R

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2. Management of SACRE & partnership with LA (Continued)

Section	Objectives	Action	Success Criteria	Who	When	RAG
2.4 Professional and financial support	<ul style="list-style-type: none"> To ensure the sustainability of SACRE. To support the work of the RE Adviser. To utilise both internal and external support to support RE e.g. CREDS. 	<p>Ongoing training delivered by the RE Adviser.</p> <p>Involvement of SACRE members in working parties, schools and LA.</p>	<p>Evidence of integration between work of SACRE and Cambridgeshire Racial Equality and Diversity Service (CREDS).</p> <p>Appraisal of Adviser / Adviser to appraise SACRE role.</p>	<p>LA/CC + funding</p> <p>SACRE members</p>	<p>Autumn/spring Terms 2009</p>	<p>R</p> <p>R</p>
2.5 Information and advice	<ul style="list-style-type: none"> To continue to give advice to the LA which leads to strategic action to improve standards and quality of RE in schools. SACRE has a strong partnership with the LA and plays an active role in promoting ideas and initiatives. 	<p>In light of the research that SACRE looks at ways of promoting RE and collective worship in schools as part of a broad and balanced education, which promotes inclusion including:-</p> <ul style="list-style-type: none"> the production and distribution of SACRE leaflet. education portal developments. sharing links with NASACRE 	<p>Evidence of advice being implemented in schools.</p> <p>Links established with LA initiatives</p> <p>e.g. Community Cohesion; Literacy Strategies; SEAL</p>	<p>10 adviser days</p> <p>SACRE sub committee</p> <p>3 adviser days</p>	<p>Ongoing</p> <p>Summer 2008</p> <p>Summer 2008</p>	<p>A</p> <p>A</p> <p>G</p>
2.6 Partnership with other stakeholders	<ul style="list-style-type: none"> To ensure that Cambridgeshire SACRE is regularly represented at national events. To explore possibility of external support / funding to support projects. To sustain and improve existing partnerships and make new partnerships as they are identified. 	<p>SACRE to send 2 representatives to AGM of NASACRE with appropriate funding secured to facilitate attendance.</p> <p>That SACRE undertakes research to identify which groups are working with schools and to engage these organisations by inviting them to SACRE meetings to share the work they are doing.</p> <p>Support funding is actively sought for projects in schools to support RE.</p>	<p>SACRE is informed about and represented at appropriate events.</p>	<p>2 SACRE members</p> <p>4 adviser days</p> <p>Adviser and SACRE members</p>	<p>May 2008</p> <p>Dec 2008</p> <p>Ongoing</p>	<p>G</p> <p>R</p> <p>A</p>

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3. Effectiveness of locally Agreed Syllabus

Section	Objectives	Action	Success Criteria	Who	When	RAG
3.1 Review of the Agreed Syllabus	<ul style="list-style-type: none"> ▪ Get feedback from schools on 2007 syllabus about the effectiveness of the existing Agreed Syllabus. ▪ Start preparation of next syllabus. 	Establish the review cycle over the life of the Agreed Syllabus.	Schools using the Cambridgeshire Agreed Syllabus.	SACRE members	Easter 2009	R
		SACRE to look at the work of QCA, REC, DCSF on the future of RE and CW and Agreed Syllabuses.	Panel formed to commence review and dates agreed for panel meetings	RE Adviser, Sub Ctte and Clerk	Ongoing	A
3.2 Using national RE guidance	<ul style="list-style-type: none"> • To maintain awareness of where relevant national guidance is heading. 	Advice from Adviser. Feedback from NASACRE conferences etc.	SACRE discusses & distributes information on a regular basis to schools.	RE Adviser	At meetings throughout the year	G
3.3 Developing the revised Agreed Syllabus	<ul style="list-style-type: none"> • To establish a cycle for the sustained implementation and review of the Agreed Syllabus. 	Develop a cycle as : <ol style="list-style-type: none"> 1. Introducing February 2012 2. Implementing September 2012 3. Embedding September 2013 4. Sustaining September 2014 5. Reviewing September 2015 (Easter) 	Panel formed and dates agreed.	SACRE members	Begin Easter 2009	R
3.4 Launch and implementation of Agreed Syllabus	<ul style="list-style-type: none"> ▪ To continue to promote current syllabus. ▪ To provide Governor training about the legal requirements of the Agreed Syllabus. 	Encourage schools not currently using it to do so at every opportunity.	90% of schools using the Cambridgeshire Agreed Syllabus.	RE Adviser	Autumn Term 2008	A
		Offer Governor training on the role of RE and Collective Worship on the curriculum and the legal entitlement for pupils.	Governors are well informed about their responsibilities through agreed training sessions.	RE Adviser	Autumn Term 2008	A

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4. Collective worship

Section	Objectives	Action	Success Criteria	Who	When	RAG
4.1 Practice and provision of collective worship	To review the Cambridgeshire Guidance on Collective worship.	SACRE reviews and produces new guidance on Collective Worship.	Guidance document publicised.	M. Middleton	2008/9 academic year	R
	To promote high quality leadership and management of Collective Worship in Cambridgeshire Schools.	Provision for training in Collective Worship.	Training in place and evaluated.	RE Adviser		R
	To encourage the sharing of good practice. To be actively involved in any national consultation on Collective Worship.	Leaflet produced to support those SACRE members visiting schools.	When required, responses submitted within deadline dates.	SACRE members		R
4.2 Monitoring provision and addressing non-compliance	<ul style="list-style-type: none"> To monitor the provision of Collective Worship by reviewing Ofsted summary report findings. To produce a range of strategies to support the outcomes of the SACRE survey on Collective Worship. 	SACRE to monitor Ofsted reports and identify schools that may require further support and offer it.	Reduction in cases of non-compliance.	Clerk	Report to committee 2-3 times a year	G
		<ul style="list-style-type: none"> SACRE to follow up schools that are not complying with support from the Adviser. Seek models of 'Good Practice' and publish. 	Uptake of training offered is good.	RE Adviser	Ongoing	R

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5. Contribution of SACRE to community cohesion agenda

Section	Objectives	Action	Success Criteria	Who	When	RAG
1. Representative nature of SACRE	<ul style="list-style-type: none"> To ensure that SACRE represents established faith communities within Cambridgeshire and is representative of all phases of education. To support a co-opted member from the Humanist Association. 	<ul style="list-style-type: none"> Identify faith communities and recruit appropriate representatives. Review SACRE meeting attendance policy to encourage active involvement. Monitor attendance. 	<p>Appointment.</p> <p>Active involvement.</p>	<p>All</p> <p>All</p> <p>Clerk</p>	<p>End 2008</p> <p>October 2008</p> <p>Ongoing</p>	R
2. Knowledge and understanding of local communities (community cohesion)	<ul style="list-style-type: none"> To create better links between schools and local faith communities. To act as a resource for schools receiving children from a different background. Support greater engagement with the development of the new communities. 	<p>Notify schools that SACRE has a role in coordinating links. Develop a proposal to link SACRE members with schools.</p> <p>Arrange meeting – agree agenda in advance.</p> <p>Identify appropriate agencies and engage with them.</p> <p>SACRE members to attend appropriate Community Cohesion training courses.</p>	<p>Number of visits and links created.</p> <p>Number of requests from schools.</p> <p>To have entered into dialogue with appropriate agencies.</p> <p>Attendance at courses by committee members.</p>	<p>Adviser</p> <p>All to meet, Clerk to arrange</p> <p>All</p> <p>Clerk to advise dates / book req. places.</p>	<p>Spring 2009</p> <p>July 2009</p> <p>July 2009</p> <p>From May 2008</p>	<p>R</p> <p>R</p> <p>R</p> <p>A</p>
3. Contribution RE can make to social, racial and religious harmony and to community cohesion	<ul style="list-style-type: none"> To support community cohesion advice to schools regarding similarities and differences between religion, ethnicity and culture. To support the contribution that RE can make to social and racial harmony and the wider inclusion agenda. 	<p>SACRE information and briefing to schools.</p> <p>Consider hosting / taking part in an annual conference / event promoting community cohesion.</p>	<p>Racial tension <u>not</u> being a problem.</p> <p>Use national indicator measuring community cohesion.</p>	<p>Adviser/ All</p>	<p>Summer 2008</p>	A
4. Links to LA initiatives to promoting diversity	<ul style="list-style-type: none"> To ensure that SACRE is aware of and participates in Cambridgeshire County Council activities that promotes social and racial harmony across the county. 	<p>Closer working relationships with agencies such as CREDS.</p>		<p>RE Adviser</p>	<p>Immediate</p>	R

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RAG Definitions

R	Needs to be commenced / further discussion and development required to achieve criteria.
A	Commenced but likely to require further consideration / discussion to achieve success criteria.
G	On programme to achieve success criteria / completed

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SACRE MEETING AGENDA & KEY DECISIONS

	1 October 2008	27 November 2008	25 th February 2009
Agenda	Report from R.S.A. Kathryn Wright ?	Annual Report	Review of Collective Worship Guidance.
	Community Cohesion	KS 3 Update.	R.E. Celebration Event.
	R.E. Celebration Event	A/AS/GCSE Data Analysis.	
	Visiting Schools	Ofsted report update.	
	Interfaith Project Update.	Glossary of Acronyms.	
	AERIAC Report.		
	SACRE Leaflet Update.		
Decisions			
	29 th April 2009	2 nd July 2009	15 th October 2009
Agenda	Circular 194 – R.E.	NASACRE AGM Report	AERIAC Report
	Review of Development Plan.	Ofsted Report Update.	Review of the Agreed Syllabus.
		Set meeting dates for 2010.	
	Ofsted Report Update.		Ofsted Report Update.
Decisions			

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SACRE MEETING AGENDA & KEY DECISIONS CONTINUED

	25 th November 2009		
Agenda			
Decisions			
Agenda			
Decisions			