RBWM – SACRE Development Plan 2022 – 23

PART 1 - From SACRE Self-assessment tool (SAT)

Priority	Actions	Success Criteria	Who	Timescale	Cost	Progress
SAT: **Key Area 1a –** **Funding: Professional** **and financial support**	1 - Identify LA development priorities and share with SACRE members	SACRE members aware of LA Development Plan (DP) priorities and how they link with those of SACRE	KB/AA/CH/BM	LA DP circulated for discussion in December meeting 2022	Time – CH/MB	Presentation by CH at SACRE meeting December 2022
	2 - Where possible, link SACRE Development Plan to national innovations, LA Plan and other work and projects.	Links between SACRE Development Pan, LA Plan and others are identified and used to refine forward planning.	KB/AA/CH/BM	Completed in time for SACRE meeting March 6th 2023	Time – KB/CH/BM Adviser time	Some links evident from presentation by CH (see above)
	3 - Add costings to SACRE Development Plan	All actions on SACRE DP are fully costed	KB/AA/BM	Spring 2023	Time – KB/BM Adviser time	
	4 - Increase SACRE budget in line with strategic development needs	Additional funding is secured and used to promote training related to CW *(See Priority A2 - below)*	KB/AA/BM	Summer 2023	Time – KB/BM Adviser time	Proposal for additional funding yet to be presented to LA.
SAT: **Key Area 1b – SACRE** **meetings**	1 - Provide opportunities for teachers, students and reps of faith and worldview communities to share their insights and experience at meetings	SACRE meetings take place in schools and places of worship and have input from hosts, teachers and students.	All	March 2023	All Adviser time in contract	March SACRE meeting held in Churchmead CE School with significant input from HOD RE and students.
	2 - Hold SACRE meetings in a variety of venues especially local places of worship and schools.					SACRE at Churchmead in March 2023. June SACRE meeting to be held at Cheapside CE Primary, Ascot

	3 - Shorten the turnaround time for the publication of SACRE minutes.	SACRE minutes published within two weeks of the meetings	MB/KB /AA/ BM	January 2023	Time of Clerk Minimal time: KB/AA/BM	Imposed alternative priorities on SACRE Clerk make this challenging.
	4 - Promote meaningful contact with and between SACRE members outside formal meetings	Contact is made between SACRE members between meetings where relevant and productive	All	January 2023	Email exchanges & meetings = time KB/AA/BM In Adviser contract	Some SACRE faith reps invited to engage in Syllabus Review faith discussions, Pan-Berkshire. Chair and Diocesan Adviser have each chaired discussions
	5 - Involve SACRE members in the regular review of the Development Plan	SACRE DP progress reports circulated to members prior to each meeting and questions re progress addressed.	All	January 2023	Meeting time	Progress Report tabled at SACRE meeting March 2023. Also at June meeting.
	6 - Ensure that schools' major priorities for improvement form the basis for some SACRE agenda items.	*See PART 1 SAT Key Area 1f1 & PART 2: Priority A below...*				
SAT: Key Area 1c – Membership and training	1 – Provide opportunities for the induction of new SACRE members, as appropriate.	New SACRE members signposted to online induction opportunities via NASACRE. Where numbers suggest - pre or post-SACRE meeting briefings.	AA AA	Termly from December 2022	Cost of NASACRE membership £155 inc. training *Possible additional Adviser time: £400 day*	NASACRE induction training to take place June 2023. All new members have been given the Reference Handbook in the meantime.
	2 - Introduce systems for succession planning for SACRE members	Chair to benefit from appropriate online training.	KB BM	As required	Cost of NASACRE membership (As above)	Chair attended 2 part NASACRE training: Being an Effective Chair (Dec & Jan)

		Vice Chair confident to lead SACRE meetings in the absence of the Chair				VC has led developments on Part 2 Actions 1 & 2
SAT: Key Area 1d – Improvement/ development planning	*See 1a (above)*					
SAT: Key Area 1e – Information and advice (See Priority A below)	1 - Strengthen the role of SACRE as 'critical friend' to the LA through enabling it to: - review 'detailed and well-analysed information' about the quality and provision of RE & CW - receive prompt and comprehensive feedback following school inspections	Where this information is available, SACRE members are aware of strengths, weaknesses and areas for development in RE teaching and CW across the Borough SACRE members are briefed after all school inspections that mention RE & CW	CH CH	Validated data from LA - Summer 2023 Reports from school advisers attending feedback shared with SACRE after school inspections	Time – CH Time to collate summary notes - CH	Delays in the wider promotion of self-assessment systems but three primary/middle RE leads are trialling and reported back at the March meeting. See summary document for detail where it exists.
SAT: Key Area 1f – Partnerships with key stakeholders	1 - Hear the views of students about their experience of RE (See 1b1 above & A1 below)	Direct input is received from students at the start of SACRE meetings. SACRE members are aware of students' views as summarised in RBWM self-assessment returns.	AA/KB/ Host teachers CH/LA staff (EN?)	Termly Annually	20 mins at start of SACRE meetings CH/LA clerical staff to summarise audit returns	Film of Churchmead students sharing their views at the start of the meeting on March 6th. Similar presentation to take place at Cheapside. Self-assessment still being developed.

	2 - Implement ways of involving reps of 'key support networks' and ITT providers into the work of SACRE	SACRE members are aware of a range of networks and providers and how their work is relevant to SACRE. Primary ITT students to attend RE Network meetings SACRE input to ITT training	AA/KB/ BM/CH /EN	Termly input to SACRE meetings	CH/KB time to liaise with key stakeholders	SACRE Adviser and Chair both involved in 'Respect and Tolerance Day' training for ITT students at Churchmead in June.
SAT: Key Area 1g – Relations with the Academies sector	1 - Strengthen the role of academies on SACRE through the recruitment of a HT rep whose viewpoint is valued.	HT rep from an academy participates fully in SACRE meetings.	CH to recruit	Whenever there are vacancies – currently Autumn 2022	CH within LA role through liaison with Borough HTs	No HT representation at March SACRE meeting. None expected in June.

PART 2 - Additional Priority Areas:

Priority	Actions	Success criteria	Who	Timescale	Cost	Progress
A - Arising from SACRE Self-assessment tool (SAT): Key Area 1b 6 - Ensure that schools' major priorities for improvement form the basis for some SACRE agenda items.	1 - Establish a universal approach to the auditing of provision for RE in RBWM schools through the use of REQM criteria – with some adaptations - and student questionnaires	Training provided to enable all schools to understand REQM criteria and how to audit RE. All schools implement system effectively. Outcomes of audit are shared with the LA annually for synthesis. Action is taken via the SACRE DP to address schools' major priorities	*Appropriate teachers* RE Leads/ CH KB/AA /BM	Spring/Summer 2023 Summer 2023 Summer 2023 Autumn 2023	Additional Adviser time *Teacher release time Costs of support/moderation visits to schools for RBWM teachers* CH/LA time to undertake annual analysis KB/AA/BM time for revision of SACRE DP for academic year to come	VC and two primary RE leads reported on progress using the self-assessment system at the SACRE meeting in March. Some progress towards adopting the system more widely evident within the two primary schools & middle school.

	2 – Create a simple approach to auditing CW in all schools.	A simple approach to auditing CW devised and shared with all schools.	*NASACRE / AA – Others*	Spring 2023	Additional Adviser time *(£400 day) Payment to NASACRE/ Leading teachers Costs of support/ moderation visits to schools.*	VC reported on work to date at the March SACRE meeting.

It has not been possible for this programme to be implemented more widely. As a consequence, we are behind schedule. |
		Follow up training provided including via Network meetings.	*NASACRE / AA – Others*	Spring/Summer 2023		
		All schools implement system effectively.	*AA/others to moderate*	Summer 2023	CH/LA time to undertake annual analysis	
		Outcomes of audit are shared with the LA annually for synthesis.	RE Leads/ CH	Summer 2023	KB/AA/BM time for revision of SACRE DP for following academic year	
		Action is taken via the SACRE DP to address schools' major priorities	KB/AA /BM	Autumn 2023		
	3 - Diocesan Adviser to use feedback from RE Network meetings to inform SACRE and LA training programme	Feedback incorporated into SACRE Development Plan, where relevant.	AA/KB /BM	Ongoing cycle of Network meetings	RE Networks in Adviser contract	Diocesan Adviser and teacher reps report on Network Meetings at each meeting.
	4 – LA SACRE rep to share feedback on RE following Ofsted and denominational inspections	Issues arising from school inspections are incorporated into SACRE DP & training programme where relevant. Successful practice is shared across the LA via Network meetings/Newsletters.	CH	Cycle of school inspections	CH time to liaise with colleagues re inspection outcomes	CH unable to be present at SACRE March meeting. Chair summarised from the schools that had been inspected.
B – Promote high quality RE teaching	Continue to use Network meetings for RE leads in primary	Increased numbers of teachers of RE are energised	AA			Diocesan Adviser and teachers reported on

	schools to share effective practice, provide resources and guidance Continue to provide termly Newsletters with a wide range of quality training opportunities and links to quality resources for RE teachers in all phases	and motivated by sharing of effective practice. Positive feedback received regularly. Teachers of RE make regular use of Newsletters to access training and resources.	AA	Ongoing cycle of Network meetings Termly	Adviser time – within contract Adviser time – within contract	Network Meetings up to March at the last meeting and will do so again in June. Continuing positive feedback from schools receiving the Newsletter
C – Prepare for the New Agreed RE Syllabus Review	1 - Ensure that members of SACRE are familiar with the current syllabus. 2 - Recommend alternative syllabuses from different parts of the country for members to scrutinise. 3 - Share Hub survey results 4 - Convene Agreed Syllabus Conference	SACRE members are familiar with the current and alternative syllabuses and confident to discuss these. Information shared from Hub gives SACRE members a good understanding of issues to be addressed.	AA	Autumn 2022/Spring 2023	*Costings needed to secure adequate budget for the whole review process.*	SACRE members have received sample pages from three existing syllabuses with questions to determine their relative strengths. Responses are beginning to arrive.