

Enfield SACRE Development Plan 2020 – 2022



Introduction:

An evaluation of the 2018-20 development plan demonstrated that all areas had been considered. Many key actions were judged as established or advanced, whilst those judged as developing are on-going and are repeated in this plan.

We continue to measure our effectiveness against each of the five dimensions of the Ofsted 'SACREs and Self-evaluation: a guide'

- 1. The monitoring and improvement of the standards, quality and provision for RE**
- 2. The partnership between SACRE, the LA and other key stakeholders**
- 3. The effectiveness of the locally agreed syllabus**
- 4. The monitoring and improvement of the provision and quality of collective worship**
- 5. The contribution of SACRE to the promotion of social and racial harmony.**

This plan has identified key issues/actions that will be SACRE's priorities for the next two years. However, whilst the SACRE aims to implement this Development Plan, it should be noted that due to financial constraints and issues outside its control, it is recognised that it may not be possible to achieve some aspects. However, for some actions to be attainable, we aim to work in partnership with other organisations where appropriate.

Enfield SACRE aims to ensure that decision makers are aware of what is required to enable the LA to fulfill their statutory responsibilities effectively.

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Dimension 1: Standards and Quality of Provision of RE				
Key Issues / Actions	Strategies	Monitoring and evaluation (who and how)	Success Criteria	Responsible
<p>To continue to monitor and evaluate standards and the quality of provision for RE in schools by obtaining data centrally for all RE exams at GCSE, AS and A level.</p> <p>Continue to develop the process to improve SACRE's data and evidence of standards and evidence in RE.</p> <p>To promote and encourage the delivery of high quality RE</p>	<ul style="list-style-type: none"> • LA to obtain results centrally on behalf of SACRE. • To produce a newsletter encouraging schools to apply for the REQM and provide links that support high quality teaching and learning of RE. • To continue to provide advice and support to schools. • To deliver an annual RE Subject Leaders Workshop to develop and increase the support and resources available to schools and promote the REQM. • To continue to deliver annual RE training to F/KS1 & KS2 Newly Qualified Teachers (NQTs) to promote high quality RE teaching. • To continue to promote and run primary & secondary RE teachers' network that meet termly (Teachmeets). 	<p>SSS Head of Service to obtain results & pass to SACRE</p> <p>Chair</p> <p>All members</p> <p>RE Advisor</p>	<ul style="list-style-type: none"> ✓ SACRE reviewed and analysed exam results and annual take up of RE ✓ Enfield SACRE better informed about standards & provision for RE ✓ SACRE advises LA on strengths & recommends strategies for improvement ✓ At least 2 schools will have completed the RE Quality Mark ✓ Good monitoring processes disseminated across schools ✓ Teachers/NQTs more informed about RE pedagogy & delivering high quality RE in schools ✓ Primary and secondary teachers network in place and Teachmeets held termly. 	<p>LA Lead & Chair</p> <p>Chair to write a letter a newsletter highlighting the importance of self-evaluation and REQM process.</p> <p>School Based RE Subject Leader supported by RE Advisor</p> <p>RE Advisor, School Based RE Subject Leaders (Primary RE Network) & SACRE members from Group C (Secondary RE Network)</p>
<p>Congratulate & contact schools with great exam results and those who have achieved the REQM (celebrate REQM on website).</p>	<ul style="list-style-type: none"> • Write a template for a letter that SACRE can send to schools. 	<p>All SACRE members</p> <p style="text-align: center;">2</p>	<ul style="list-style-type: none"> ✓ Letter will have been sent to successful schools ✓ Dedicated section on website to celebrate REQM awards 	<p>All members & CLC</p>

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Dimension 2: Management of SACRE and partnerships with the Local Authority (LA) and other key stakeholders				
Key Issues / Actions	Strategies	Monitoring and evaluation	Success Criteria	Responsible
<p>To secure sufficient support from the LA to sustain SACRE to deliver its Development Plan</p> <p>SACRE meetings to be purposeful and well represented.</p> <p>Ensure representative from SACRE at the annual NASACRE Conference</p> <p>To continue to develop and maintain partnerships with other stakeholders, particularly those with a faith/community focus.</p> <p>Continue to support new / serving members of Enfield SACRE</p>	<ul style="list-style-type: none"> • LA Lead & SSS Head of Service to continue to work with the SACRE to ensure Chair of SACRE is supported. • LA lead ensures that the SACRE is informed and consulted on LA priorities and initiatives where relevant. • SACRE accessing key RE stakeholders e.g. REC, NATRE; LA advised of national RE developments. • Member of Enfield SACRE to attend • Organisations invited to introduce their group at SACRE meetings and discuss ways of working together. SACRE members to attend events where possible. • Potential new members invited to observe meetings and receive a welcome booklet. • Existing members to approach Chair of their group as first point of contact, then Chair/Vice-Chair. 	<p>LA Lead & Chair</p> <p>LA lead officer to attend meetings termly to provide the SACRE with formal feedback regarding LA news and initiatives.</p> <p>Chair/Vice-Chair</p> <p>Chair/Vice-Chair & all members</p>	<ul style="list-style-type: none"> ✓ SACRE has sufficient information, finance and resources to carry out its functions as prioritised in this Development Plan. ✓ SACRE and LA in dialogue to inform each other's practice. ✓ SACRE has representatives on, and its policy and practice informed by, national and local forums/initiatives, for example the National Association of SACREs (NASACRE); Enfield Faith Forum, NATRE. ✓ Member of SACRE has reported on updates from NASACRE conference. ✓ SACRE is informed by and interacts with a variety of stakeholder groups. ✓ New SACRE members have a clear vision of SACRE's aims and understand Enfield SACRE's Terms of Reference and Constitution. 	<p>LA Lead Officer, SACRE Chair & Vice-Chair & SSS Head of Service</p> <p>Members of Enfield SACRE</p> <p>Chair, Vice-Chair or member of SACRE</p> <p>All SACRE members and stakeholders</p> <p>Chair/Vice-Chair to lead induction All SACRE members/Chair of each group to support new members & other members of their group.</p>

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<p>Dimension 2 continued.</p> <p>Ensure membership of Enfield SACRE continues to be periodically reviewed and where necessary updated to represent the diversity of faiths and beliefs across Enfield.</p>	<ul style="list-style-type: none"> • To continue to pursue vacancies in the SACRE membership and periodically review the constitution to ensure that it represents the diversity of its principal faiths & beliefs in Enfield. • Members who have missed 3 or more meetings: contact group to see if another representative could be put forward. 		<ul style="list-style-type: none"> ✓ Enfield SACRE’s Constitution and Terms of Reference have been reviewed and amended where appropriate. ✓ SACRE membership is representative of the diversity of its principal stakeholders. ✓ Organisations/faiths will be contacted to suggest an alternative representative if a member has missed 3 consecutive meetings without apologies. ✓ Every effort has been made to fill vacancies. 	<p>All SACRE members & LA Lead</p> <p>Amendments to Constitution to be reviewed by Legal Team</p>
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Dimension 3: The Effectiveness of the Local Agreed Syllabus				
Key Issues / Actions	Strategies	Monitoring and evaluation	Success Criteria	Responsible
<p>To monitor the implementation of the Agreed Syllabus in schools.</p> <p>To ensure all schools are aware of Enfield SACRE's new website and how it can support and celebrate RE in their school.</p> <p>Encourage schools to appoint a RE specific Governor and inform Governing Bodies of the role of SACRE and the importance of the Agreed Syllabus.</p>	<ul style="list-style-type: none"> • Consultation with RE Subject leaders (in annual workshop & Teachmeets) • SACRE to continue to build links already established with Barnet SACRE to compare and share good practice. • Publicise the new website in a newsletter, emails to schools and showcase at RE TeachMeets. • Write to all schools to request they appoint a RE Governor and inform SACRE of the Governor's name. • SACRE member to attend Chair of Governors meeting to talk about the work of SACRE and the Agreed Syllabus. 	<p>SACRE members & RE Advisor</p> <p>SACRE Chair, RE Advisor & Group C SACRE members.</p> <p>LA Lead & Chair</p>	<ul style="list-style-type: none"> ✓ Teachers/schools will have engaged with the agreed syllabus and will be delivering RE/scheme of work that meets the criteria. ✓ RE Subject Leaders will have provided feedback on the Enfield Agreed Syllabus ✓ SACRE member(s) will have attended a Barnet SACRE meeting ✓ SACRE will have compiled a list of RE Governors. ✓ A SACRE member will have spoken at a meeting for the Chair of Governors. 	<p>School based RE Advisor</p> <p>Chair /Vice-Chair of Enfield SACRE to attend a Barnet SACRE meeting.</p> <p>School Standards & Support Project Manager</p> <p>LA Lead to advise of next meeting of Chair of Governors and arrange for SACRE to speak.</p>

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Dimension 4: Collective Worship				
Key Issues / Actions	Strategies	Monitoring and evaluation	Success Criteria	Responsible
<p>To monitor provision for and quality of collective worship in non-denominational schools and advise the LA on strengths and areas of development.</p>	<ul style="list-style-type: none"> • Contact the schools that indicated in the online survey (2019) that they would welcome a member of SACRE to observe collective worship. • Update the list of SACRE members and schools allocated to them that they can visit to observe an assembly; on visits, where possible, contact should also be made with Head of RE/Headship team. • SACRE members to be issued with a proforma and guidance for these visits. 	<p>SACRE members</p>	<ul style="list-style-type: none"> ✓ SACRE has sent letters to identified schools and observed collective worship. ✓ Accurate information about provision and practice of collective worship. ✓ SACRE members who have been on visits, feedback to SACRE and have uploaded feedback to the members only area of the website. 	<p>All members & School Standards & Support Project Manager</p>
<p>Create a private area on the new SACRE website where members can download proformas/guidance for CW visits and upload completed ones.</p>	<ul style="list-style-type: none"> • Website updated with a separate 'Members Only' section. • Proformas, guidance and list of members and allocated schools added. • Log in details sent to all members. 	<p>School Standards & Support Project Manager & Chair/Vice-Chair</p>	<ul style="list-style-type: none"> ✓ SACRE members can access a 'private members' only area that has documents to support school visits to observe collective worship. 	<p>SACRE members who have been on visits feedback to SACRE and upload feedback to the members only area of the website</p> <p>School Standards & Support Project Manager</p>
<p>Keep this dimension high on the agenda.</p>	<ul style="list-style-type: none"> • Add an update of CW monitoring to every meeting agenda. 	<p>CLC & School Standards & Support Project Manager & Chair/Vice-Chair</p> <p>Chair</p>	<ul style="list-style-type: none"> ✓ Regular updates received on observations of CW. 	<p>CLC & All SACRE members & School Standards & Support Project Manager</p> <p>Chair/Vice-Chair, School Standards & Support Project Manager & All SACRE members</p>

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Dimension 5: Contribution of SACRE to Community Cohesion				
Key Issues / Actions	Strategies	Monitoring and evaluation	Success Criteria	Responsible
<p>To maintain SACRE’s good reputation and mechanisms for consultation with stakeholders including religious groups</p>	<ul style="list-style-type: none"> • Maintain a comprehensive list of partnerships and groups attending SACRE. 	<p>Chair/Vice-Chair</p>	<ul style="list-style-type: none"> ✓ The work of SACRE is well known and understood within the LA and across the Borough and SACRE is aware of the role of other organisations. 	<p>School Standards & Support Project Manager</p>
<p>To ensure SACRE’s involvement with various projects and events that will actively contribute to its promotion of community cohesion.</p>	<ul style="list-style-type: none"> • Inform SACRE members of events they might wish to attend e.g. National Interfaith Week, Holocaust Memorial event (supported by the SACRE Website and emails). • Raise the profile of SACRE by attending other forums, etc. and being active participants in these events. 	<p>All SACRE members</p>	<ul style="list-style-type: none"> ✓ There is effective communication between SACRE, the community and faith organisations. ✓ SACRE members have a good understanding of the community cohesion agenda. ✓ The key role/contribution of SACRE to the promotion of community cohesion, religious & racial harmony is recognised by the LA and stakeholders 	<p>LA Lead Officer, SACRE members & School Standards & Support Project Manager</p> <p>All SACRE members</p>
<p>SACRE to support faith leaders across the borough to create a ‘virtual tour’ of their place of worship that schools can access online <i>only</i> if trips cannot be made there (e.g. due to COVID).</p>	<p>Members of SACRE Groups A, B & D to build on their community connections, supporting and promoting the initiative.</p>	<p>Members of SACRE groups A, B & D, supported by other SACRE groups.</p>	<ul style="list-style-type: none"> ✓ ‘Virtual tours’ of places of worship across Enfield will be available on the Enfield SACRE website. 	<p>Members of SACRE groups A, B & D. CLC .</p>