

# Enfield SACRE Development Plan 2023 - 2026



## Introduction:

The work of the Standing Advisory Council for Religious Education (SACRE) was focussed on the new Enfield Agreed Syllabus in the academic year 2021/22. This continued into the autumn term of 2022/23. The new syllabus was “soft launched” with training given in the spring and term terms 2023. Full implementation of the curriculum is expected in from all LBE community schools by September 2023. This is the time for a refreshed development plan was needed.

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 there are sometimes issues outside its control. It should be 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. The LBE community schools are the main partners for SACRE.

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

<b>Dimension 1: Standards and Quality of Provision of RE</b>				
<b>Key Issues / Actions</b>	<b>Strategies</b>	<b>Monitoring and evaluation (who and how)</b>	<b>Success Criteria</b>	<b>Responsible</b>
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.	<ul style="list-style-type: none"> <li>LA to obtain results centrally on behalf of SACRE</li> </ul>	Head of SEYIS to obtain results & pass to SACRE	<ul style="list-style-type: none"> <li>✓ SACRE reviewed and analysed exam results and annual take up of RE</li> <li>✓ Enfield SACRE better informed about standards &amp; provision for RE</li> </ul>	LA Lead & Chair
To develop the process to improve SACRE's data and evidence of standards and evidence in RE.	<ul style="list-style-type: none"> <li>To put relevant links that support high quality teaching and learning of RE on the schools' Hub.</li> <li>To continue to provide advice and support to schools.</li> </ul>		<ul style="list-style-type: none"> <li>✓ SACRE advises LA on strengths &amp; recommends strategies for improvement</li> </ul>	All SACRE members
To promote and encourage the delivery of high quality RE	<ul style="list-style-type: none"> <li>To deliver an annual RE Subject Leaders Workshop to develop and increase the support and resources available to schools and promote the REQM.</li> <li>To continue to deliver annual RE training to F/KS1 &amp; KS2 Newly Qualified Teachers (NQTs) to promote high quality RE teaching.</li> <li>To continue to promote and run primary &amp; secondary RE teachers' network that meet termly (TeachMeets).</li> </ul>	<p style="text-align: center;">} RE Advisor / SR</p>	<ul style="list-style-type: none"> <li>✓ Good monitoring processes disseminated across schools</li> <li>✓ Teachers/NQTs more informed about RE pedagogy &amp; delivering high quality RE in schools</li> <li>✓ Primary and secondary teachers network in place and TeachMeets held termly.</li> </ul>	<p>School Based RE Subject Leader supported by RE Advisor</p> <p>RE Advisor, School Based RE Subject Leaders (Primary RE Network) &amp; SACRE members from Group C (Secondary RE Network)</p>
To develop further units of work for the LBE Agreed syllabus to ensure that it represents the diversity within the borough as fully as possible.	<ul style="list-style-type: none"> <li>Work with Orthodox SACRE member and RE today</li> <li>To review if any further unit are needed</li> </ul>	RE Advisor / Orthodox SACRE member	<ul style="list-style-type: none"> <li>✓ Units in place for all schools within the LBE Agreed Syllabus</li> </ul>	
To congratulate & contact schools with good exam results.	Write a template for a letter that SACRE can send to schools.	LA Officer / Clerk	<ul style="list-style-type: none"> <li>✓ Letter sent to successful schools</li> <li>✓</li> </ul>	All members

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

<p><b>Dimension 2 continued.</b></p> <p>To 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"> <li>• To pursue vacancies in the SACRE membership and periodically review the constitution to ensure that it represents the diversity of its principal faiths &amp; beliefs in Enfield.</li> <li>• Members who have missed 3 or more meetings: contact group to see if another representative could be put forward.</li> </ul>		<ul style="list-style-type: none"> <li>✓ Enfield SACRE's Constitution and Terms of Reference have been reviewed and amended where appropriate.</li> <li>✓ SACRE membership is representative of the diversity of its principal stakeholders.</li> <li>✓ Organisations/faiths will be contacted to suggest an alternative representative if a member has missed 3 consecutive meetings without apologies.</li> <li>✓ Every effort has been made to fill vacancies.</li> </ul>	<p>All SACRE members &amp; LA officer and Clerk</p> <p>Any amendments to Constitution to be reviewed by Legal Team</p>
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<b>Dimension 3: The Effectiveness of the Local Agreed Syllabus</b>				
<b>Key Issues / Actions</b>	<b>Strategies</b>	<b>Monitoring and evaluation</b>	<b>Success Criteria</b>	<b>Responsible</b>
To monitor the implementation of the Agreed Syllabus in schools.	<ul style="list-style-type: none"> <li>Contact the schools who might welcome a member of SACRE to observe an RE lesson</li> <li>Receive reports from the TeachMeets</li> <li>SACRE members to be issued with a proforma and guidance for these visits</li> </ul>	SACRE members & RE Advisor School Ofsted reports Summary from LA ROVS, if applicable.	<ul style="list-style-type: none"> <li>✓ Teachers/schools will have engaged with the agreed syllabus and will be delivering RE/scheme of work that meets the criteria.</li> </ul>	LA officer
To ensure all schools are aware of Enfield SACRE's website and how it can support and celebrate RE in their school.	<ul style="list-style-type: none"> <li>Publicise the website in communications to schools and showcase at RE TeachMeets.</li> </ul>	SACRE Chair, RE Advisor & Group C SACRE members.	<ul style="list-style-type: none"> <li>✓ Seen in school visits</li> <li>✓ Reported by school staff on SACRE</li> </ul>	Chair/Vice-Chair, LA Lead Officer, SACRE members and support from Clerk to SACRE
To encourage schools to appoint a RE specific Governor and inform Governing Bodies of the role of SACRE and the importance of the Agreed Syllabus.	<ul style="list-style-type: none"> <li>SACRE member to attend Chair of Governors meeting to talk about the work of SACRE and the Agreed Syllabus.</li> <li>LA officer to use Director's email to raise profile of RE and AS</li> </ul>	LA Lead & Chair	<ul style="list-style-type: none"> <li>✓ SACRE will have compiled a list of RE Governors.</li> <li>✓ A SACRE member will have spoken at a meeting for the Chair of Governors.</li> </ul>	LA Officer  LA Lead to arrange for SACRE to speak.

<b>Dimension 4: Collective Worship</b>				
<b>Key Issues / Actions</b>	<b>Strategies</b>	<b>Monitoring and evaluation</b>	<b>Success Criteria</b>	<b>Responsible</b>
To monitor provision for and quality of collective worship in non-denominational schools and advise the LA on strengths and areas of development.	<ul style="list-style-type: none"> <li>Contact the schools who might welcome a member of SACRE to observe collective worship.</li> <li>SACRE members to be issued with a proforma and guidance for these visits</li> </ul>	SACRE members / LA Lead Officer	<ul style="list-style-type: none"> <li>✓ SACRE has sent letters to identified schools and observed collective worship.</li> <li>✓ Accurate information about provision and practice of collective worship.</li> <li>✓ SACRE members who have been on visits, feedback to SACRE and have uploaded feedback to the members only area of the website.</li> </ul>	<p>All members &amp; School Standards &amp; Support Project Manager</p> <p>SACRE members who have been on visits feedback to SACRE and upload feedback to the members only area of the website</p>
To refresh the list of LBE places of worship on the SACRE website	<ul style="list-style-type: none"> <li>Website updated</li> <li>Details shared with all settings, schools and colleges in LBE</li> <li>Other groups invited to support work</li> </ul>	SACRE members	<ul style="list-style-type: none"> <li>✓ Schools, settings and colleges can access the updated list</li> </ul>	SACRE members
To keep this dimension high on the agenda.	<ul style="list-style-type: none"> <li>Add an update re: monitoring to every meeting agenda.</li> </ul>	Chair	<ul style="list-style-type: none"> <li>✓ Regular updates received on observations of CW.</li> <li>✓ Regular updates about school visits</li> </ul>	Chair/Vice-Chair, LA Lead Officer, SACRE members and support from Clerk to SACRE

## Dimension 5: Contribution of SACRE to Community Cohesion

Key Issues / Actions	Strategies	Monitoring and evaluation	Success Criteria	Responsible
To maintain SACRE's good reputation and mechanisms for consultation with stakeholders including religious groups	<ul style="list-style-type: none"> <li>Maintain a comprehensive list of partnerships and groups attending SACRE.</li> <li>To have no vacancies in the four main groups.</li> </ul>	Chair/Vice-Chair	<ul style="list-style-type: none"> <li>✓ 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.</li> <li>✓ All LBE faith groups are properly represented on SACRE</li> </ul>	LA Lead Officer, SACRE members and support from Clerk to SACRE
To ensure SACRE's involvement with various projects and events that will actively contribute to its promotion of community cohesion.	<ul style="list-style-type: none"> <li>Inform SACRE members of events they might wish to attend e.g. National Interfaith Week, Holocaust Memorial Day event (supported by the SACRE Website and emails).</li> <li>Raise the profile of SACRE by attending other forums, etc. and being active participants in these events.</li> </ul>	Chair/Vice-Chair	<ul style="list-style-type: none"> <li>✓ There is effective communication between SACRE, the community and faith organisations.</li> <li>✓ The key role/contribution of SACRE to the promotion of community cohesion, religious &amp; racial harmony is recognised by the LA and stakeholders</li> </ul>	<p>LA Lead Officer, SACRE members and support from Clerk to SACRE</p> <p>All SACRE members</p>
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).	Members of SACRE Groups A, B & D to build on their community connections, supporting and promoting the initiative.	Members of SACRE groups A, B & D, supported by other SACRE groups.	<ul style="list-style-type: none"> <li>✓ Virtual tours of places of worship across Enfield will be available on the Enfield SACRE website.</li> </ul>	Members of SACRE groups A, B & D. CLC