



SUBJECT ACTION PLAN		
<b>Subject:</b> RE	<b>Subject lead:</b> Sarah McTimoney	<b>Year:</b> 2022 - 2023
CONTEXT		
<p>In November 2022, St Mary’s Cockerton went through a SIAMS inspections. The school was judged to be ‘Good’ overall but ‘Requires Improvement in RE.’</p> <p><b>Key Finding of the report:</b>  Pupils enjoy aspects of the learning in religious education. However, the quality of teaching and learning and pupil progress is not consistently good across school. Consequently, not all pupils are flourishing in this subject.  Although there are opportunities for spiritual development throughout the school day there is no shared understanding and approach to spiritual development.</p> <p><b>Area for Development:</b>  Ensure that teaching and learning in RE is consistently good so that all pupils learn and progress well.  Develop a shared understanding and approach to spiritual development in order that all pupils flourish spiritually</p> <p>Through verbal feedback from the inspection, and further consideration by the Senior Leadership Team, a clear action plan is needed. We aim to address key issues by the end of academic year 2022-2023, with the aim of a Diocesan Inspection of RE in Autumn term 2023 (academic year 2023-2024), where we aim to be judged at least ‘Good’.</p>		
SUBJECT LONG-TERM PLAN (2-3 YEAR TIMESCALE):		
<ul style="list-style-type: none"> <li>• All pupils and staff share a deep understanding of their own spiritual development and how the school supports their spiritual development</li> <li>• All pupils share a deep understanding of the Christian faith and have a deep understanding of the faith of those who follow another religion, and also share a deep understanding of non-faith perspectives on big issues and questions.</li> </ul>		
SUBJECT PRIORITIES (1 YEAR TIMESCALE):		
<ul style="list-style-type: none"> <li>• Develop expertise of RE Subject Leader</li> <li>• Prioritise the teaching of RE as a core subject</li> <li>• Develop and consolidate RE Subject Knowledge of Teaching Staff through CPD</li> <li>• Develop RE planning process to ensure enquiry questions and opportunity for challenge are consistent and high quality</li> <li>• Develop quality of work in RE books to demonstrate enquiry RE and reflection on deep questions</li> <li>• Develop robust assessment process for RE</li> <li>• Termly report to Local Governing Body on progress in RE</li> <li>• <b>In 12 months (November 2023), RE to be graded as ‘Good’ by Diocesan Inspection</b></li> </ul>		



Targets	Actions to be taken	By whom	By when	Resources needed	Success criteria	Monitoring
<b>Develop expertise of RE Subject Leader</b>	Subject leader training to be undertaken, looking at all aspects of subject leadership	SMcT	End of Autumn term 2022	Place booked on subject leader training	Subject leader will consolidate understanding of requirements of the role, and be more effective in the role and implementing the rest of this action plan	WA
	Subject Leader to work alongside Diocesan RE Advisor and SIAMS inspector (Trust Headteacher), to seek advice and support on next steps, and monitor this action plan	SMcT Caroline Weir Kirsty Harrison-Brown	Beginning January 2023	Time with Diocesan RE Advisor / Trust Headteacher (SIAMS inspector)	Subject Leader will be supported by Diocesan RE Advisor in implementing and developing this action plan	RW Diocese
<b>Prioritise the teaching of RE as a core subject</b>	Adapt the teaching timetable to reflect RE to be taught as a core subject  KS1 – RE to be taught 9.20am-10.20am Monday every week.  KS2 – RE to be taught 9.30-10.45am Monday every week.  RE to be taught by the class teacher	SMcT	Commencing January 2023	No additional resources required.	The profile of RE as a core subject will be raised.  Through monitoring (learning walks, planning scrutiny, collaborative working) and assessment there will be a clear and measurable raising of standards of teaching and learning in RE	WA
<b>Develop and consolidate RE Subject Knowledge of Teaching Staff through CPD</b>	Staff Subject Knowledge Audit to be completed by all teaching staff, focused on rating confidence in teaching to all Knowledge Building Blocks and Outcomes for each unit  All staff be familiar with the overall outcomes for End KS1, End LKS2, End UKS2	SMcT to create subject knowledge audit. All teaching staff to complete the audit.	December 2022	Subject Knowledge Audit to be created by SMcT and distributed to staff	Subject Leader and Senior Leadership Team will have comprehensive understanding of level of staff expertise in RE, in order to be able to tailor future CPD needs.	WA



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	Professional Development Day delivered to all teaching staff to consolidate subject knowledge taught through Understanding Christianity and other syllabus units <ul style="list-style-type: none"> <li>• focus on understanding The Big Story (link to frieze)</li> <li>• focus on robust and effective assessment</li> </ul>	SMcT to lead PDDay	4 <sup>th</sup> January 2023	Online access for all staff to Understanding Christianity – SMcT to ensure all staff can access online before PDDay	Staff will feel confident in delivering all aspects of Primary Understanding Christianity.	WA
	Staff CPD in aspects of RE and spiritual development – including training and sharing of good practice	Trust leaders	Spring 2023	Staff meeting time Trust training opportunities	All teaching staff are knowledgeable and confident in teaching all aspects of RE with a good understanding of the importance of spiritual development	RW WA
	Staff to attend Diocesan training 'Jewish and Muslim Worldviews' and 'Hindu and Sikh Worldviews'  Staff Meeting time given to focusing on Multi Faith subject knowledge gaps and complete an audit of multi faith resources	SMcT +1  SMcT to lead staff meeting	16 <sup>th</sup> January and 31 <sup>st</sup> January 2023  January 2023	4 x £35 through Partnership Agreement  Additional resources purchased as necessary	Staff feel more confident in delivering multifaith units, and are aware of where to access additional resource materials	WA LGB
<b>Develop RE planning process to ensure enquiry questions and opportunity for challenge are</b>	Review effectiveness of long-term plan to ensure knowledge and skills progress over an academic year	SMcT	January 2023	No additional resources required	Transitional arrangements implemented from January 2023 to move towards thematic units being taught at the end of the school year in order that pupils will use knowledge gained over the year to apply to answering thematic Key Questions	WA LGB



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<b>consistent and high quality</b>	<p>Knowledge Organisers to be developed for each unit. These will include :</p> <ul style="list-style-type: none"> <li>• What I will know by the end...</li> <li>• The 'KQ' (key question)</li> <li>• A series of 'Qs' (Questions), one Q per lesson, building to the KQ at the end of the unit.</li> <li>• Key biblical (or other) texts/stories</li> <li>• Key vocabulary</li> <li>• Any visitors or trips</li> <li>• Outcomes / Building Blocks</li> </ul>	All teaching staff	January 2023	Staff meeting time to develop and collaborate on Knowledge Organisers	<p>Pupils will have concise, relevant knowledge organiser for each unit with relevant information.</p> <p>Pupils will know the key vocabulary based on key texts for each unit.</p> <p>Staff planning will reflect high quality RE teaching and learning.</p> <p>Pupils will understand the purpose of each unit, the Key Question for each unit and be able to articulate their level of understanding of each unit.</p> <p>Knowledge Organisers include clear progression and assessment opportunities</p>	SMcT LGB
<b>Develop quality of work in RE books to demonstrate enquiry RE and reflection on deep questions</b>	<p>Staff will ensure that all lesson focus on RE enquiry questions. Ensure task reflects answering the Q for each lesson.</p> <p>Work in books to be completed weekly.</p>	All teaching staff	Ongoing, with formal monitoring from January 2023	No additional resources needed	Pupil work will be of high quality, reflecting a deep understanding of the focus Q	SMcT LGB
<b>Develop robust assessment process for RE</b>	<p>Each pupil will be assessed at the end of each unit as to their depth of understanding of the KQ and (for UC) how it relates to The Big Story</p> <p>Pupils will be graded</p> <ul style="list-style-type: none"> <li>- Good depth of understanding (green)</li> <li>- Some depth of understanding (orange)</li> <li>- No depth of understanding (white/blank)</li> </ul> <p>Teaching staff will report these assessments to Subject Leader at the end of each unit</p>	All teaching staff	From January 2023	Assessment in RE: A Practical Guide by Fiona Moss and Stephen Pett (RE Today)	<p>Pupils will be assessed at the end of each unit of RE. focused on their depth of understanding, and this assessment will be reported to the Subject Leader and LGB</p> <p>An analysis of the assessments is used to measure progress and identify areas for development in terms of individual depth of understanding, teacher knowledge and effectiveness of teaching</p>	SMcT LGB



Targets	Actions to be taken	By whom	By when	Resources needed	Success criteria	Monitoring
<b>Local Governing Body to formally monitor teaching, learning and progress RE</b>	Link Governor to agree and monitor implementation of Post SIAMS Action Plan	SMcT Link governor	December 2022	No additional resources needed	Action plan agreed	WA
	Link governor to attend training regarding subject monitoring with a focus on RE	Link governor	Spring / Summer 2022	Trust governor training schedule	Link governor undertakes targeted monitoring of RE	LGB
	Subject Leader to present LGB with termly report which will include <ul style="list-style-type: none"> <li>- Progress through this action plan</li> <li>- RE Assessments (data from at least 1 unit per year group will be reported – some units last a full term)</li> <li>- Staff confidence and expertise / training updates</li> </ul>	Subject Leader	First termly report to be provided for LGB Meeting on Wed 8 <sup>th</sup> Feb 2023	No additional resources needed	LGB challenge secures rapid improvement in RE	WA
<b>RE to be graded as 'Good' by Diocesan Inspection</b>	Diocese to inspect RE in school. This will involve planning scrutiny, book scrutiny, talking to children and teaching staff, talking with Subject Leader and Exec Principal, and members of LGB	WA to invite inspection	November 2023	Diocesan inspector time/expenses	RE will be graded as Good by Diocesan Inspection	Diocese