

Blackmoor Park Infant School and Kindergarten



RE Policy 2019

“Learning and Achieving Together”

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Ratified by Governors	
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Signed Chair of Governors	
Signed Headteacher	Jo Hitchmough

Policy Statement:

Blackmoor Park Infant School and Kindergarten's curriculum is skills based and knowledge rich. As teachers we focus on the acquisition of knowledge, understanding and skills in lessons because we believe that our children should have the opportunity to study areas of the curriculum in greater depth. Using this approach we prepare our children to produce exceptional outcomes whilst developing their independence, curiosity, and creativity. In their time with us we ensure our children receive the essential knowledge they need to be educated citizens, introducing them to the best that has been thought and said, helping them towards an appreciation of human creativity and achievement. Together we produce collaborators, innovators, leaders and more than anything else, young people who understand what it means to be human.

(Please read in conjunction with "Curriculum Intent Statement", September 2019)

RE is a foundation subject in the National Curriculum. Our school curriculum for RE meets the requirements of the 1988 Education Reform Act. This stipulates that RE is compulsory for all children, including those in the Early Years Foundation Stage. This act allows parents to withdraw their child from RE lessons, once written notice has been given to the school's governing body. Teachers are also allowed to refuse to teach RE, but only after they have given due notice of their intentions to school governors.

Definition:

Religious Education Council of England and Wales Definition (*Review of National Curriculum 2013*)

"The law requires that LA agreed syllabuses must reflect the fact that the religious traditions in Great Britain are in the main Christian, whilst taking into account of the teaching and practices of the other principal religions represented in Great Britain. This means that from the age of 5 pupils in schools learn about diverse religions and worldviews including Christianity and the other principal religions. Some schools with a religious character will prioritise learning about and from one religion but **all** types of school need to recognise the diversity of the UK and the importance of learning about its religions and worldviews, including those with a significant local presence."

Core purpose:

At Blackmoor Park Infant School and Kindergarten we recognise that education involves children, parents, staff, governors, the community and the local authority, and that for optimum benefit all should work closely together to support the process of learning.

Religious Education at Blackmoor Park Infant School, aims to deliver a broad programme of learning which allows children to develop and extend their knowledge and understanding of not only Christianity, but religious traditions, beliefs and practices from all major world faiths. Children are encouraged to use this understanding to help them reflect on their emotional responses to the experiences of life; for example responses to social dilemmas, diversity within the world and the very wonder of life itself. Children are encouraged to reflect upon what it means to have a faith and start to consider their own beliefs.

Alongside the subject's contribution to pupils' mental, cognitive and linguistic development, RE offers distinctive opportunities to promote pupils' spiritual, moral, social and cultural development. RE lessons should offer a structured and safe space during curriculum time for reflection, discussion, dialogue and debate. Lessons should allow for timely and sensitive responses to be made to unforeseen events of a religious, moral or philosophical nature whether local, national or global. (**Religious Education Council of England and Wales**)

The context of teaching:

We base our teaching on the principle that good teaching in RE allows children to think for themselves and to listen carefully, respectfully and with sensitivity to the opinions of others whilst making up their own minds. We learn about different religions and consider what various ideas and concepts mean to them. We organize visits to places of worship and invite representatives of local religious groups to come into school and talk to the children. All children, regardless of race, belief, gender or ability, have the right to receive a broad and balanced curriculum.

Our approach to RE includes creative and practical activities and discussion. An enquiry approach to Religious Education is encouraged and children are encouraged to think about the impact of what they are learning about. Children are expected to ask questions and respect and value the questions of others.

We aim to build on the children's experiences of life, family and important events and to introduce them to stories, pictures, artefacts and symbols used in religious traditions. Children are encouraged to express their ideas and feelings through story, song, visual arts, writing, speaking, music and movement and multi sensory experience.

The School gives 5% of curriculum time to religious education in line with the recommendations of the Liverpool SACRE Agreed Syllabus. It is anticipated that the actual amount of time given each week will vary.

Key outcomes:

The children will:

- Begin to explore the world of religion in terms of special people, books times, places and objects, and visiting places of worship.
- Be encouraged to reflect upon their own feelings and experiences through talk be encourage to share experiences.
- Use their imagination and curiosity to develop their appreciation and wonder of the world in which they live.

General objectives for Key Stage 1:

To enable pupils:

- (a) To become increasingly aware of the significance of religious ideas and experiences by means of stories, drama, ritual and worship with emphasis on the Christian tradition;
- (b) To use and experience the creative arts in the exploration and communication of religious thoughts and feelings;
- (c) To develop religious insight and moral and spiritual values by encouraging a sensitivity towards other people and a capacity to form relationships based upon love, sympathy, forgiveness and consideration;
- (d) To begin to enhance and clarify their own ideas about religion by developing self-expression, confidence and an enquiring and reflective attitude towards the rich variety and complexity of creation.

The majority of the formative assessment at Blackmoor Park Infant School will be taken from cross curricular work where children are applying taught matters, skills and processes. Staff are required to complete Data Assessment Spread sheets at the end of each term and share these outcomes with the RE Coordinator using the numerical guidelines to assess children's work.

Context:

This policy should be considered in the context of:

- Liverpool LA SACRE policy;
- Blackmoor Park Infant School's Curriculum Intent;
- Blackmoor Park Infant School's Curriculum Policy;
- Blackmoor Park Infant School's Subject Leadership Policy;
- Blackmoor Park Infant School's Assessment Policy;
- Blackmoor Park Infant School's Marking Policy;
- Blackmoor Park Infant CPD policy;
- Blackmoor Park Learning Assistant Policy;
- Blackmoor Park Infant SEND policy;
- Blackmoor Park Infant Appraisal Policy;
- Blackmoor Park Infant Display Policy.

Health and Safety

Children should be working in a safe environment, both in and out of the classroom. Children must be taught to handle artefacts with care and respect their value. A Risk Assessment is taken prior to any offsite visits. Children must be closely supervised when taking part in fieldwork and are taught about the dangers and how to take responsibility for their own safety. Teachers should refer to the school's Health and Safety Policy. It is the individual member of staff's responsibility to ensure that they have read, understood and acted on this information.

Roles and Responsibilities:

In their role a class teacher needs to:

- Have accurate knowledge of the school's and pupils' strengths and weaknesses
- Be knowledgeable in a range of subjects and have authority and influence
- Have clear expectations for raising and maintaining standards
- Facilitate a range of monitoring and evaluating procedures to improve teaching and learning

- Have well established systems for collecting, analysing and using assessment data

Class teachers are responsible for:

- Providing a challenging and stimulating RE curriculum designed to encourage all children to reach the highest standard of achievement;
- Recognising and being aware of the needs of each individual child according to ability and aptitude;
- Ensuring that learning is progressive and continuous;
- Being good role models, punctual, well prepared and organised;
- Keeping up-to-date with educational research and opinions in RE;
- Providing clear information on school procedures and pupil progress;
- Having a positive attitude to the development of their own expertise;
- Working collaboratively with all involved in education to develop a shared philosophy and commonality of practice.

Equal Opportunities and Inclusion

All pupils irrespective of ethnicity, religion, gender or ability are given equal access to the RE curriculum where possible. Able, gifted and talented pupils will be supported through the subject developing analysis, thinking skills and evaluation techniques. Teachers aim to be sensitive to RE problems linked to ethnicity and religion.

Accountability:

The monitoring of the standards of children's work and of the quality of teaching in RE is the responsibility of the RE subject leader. The work of the subject leader also involves supporting colleagues in the teaching of RE, being informed about current developments in the subject, and providing a strategic lead and direction for the subject in the school. The RE Subject Leader provides the Headteacher with an annual summary report in which s/he evaluates the strengths and weaknesses in the subject, and indicates areas for further improvement by the end of July. This report is shared with Governors in the Autumn term.

Self evaluation:

Self evaluation has been enhanced in the Ofsted framework (September 2019). The RE subject lead has access to a Job Description, the School Development Plan, Post Ofsted Action Plan and whole school improvement termly monitoring overviews. It is crucial that everyone has a good knowledge and understanding of what good quality teaching and learning looks like in Blackmoor Park Infant School and Kindergarten. **See Appendix 4 Assessment for learning page 10.**

Planning files will be monitored every term by the RE subject lead.

Monitoring and review:

This is a vital aspect of teaching. Within the context of the school and its policies, class teachers are responsible for establishing and ensuring high standards of teaching and learning in all subjects. They play a key role in monitoring, supporting and motivating other teachers and staff through coaching and peer mentoring. All are held to account through robust Performance Management targets. All monitoring in the form of lesson observations are conducted with care and sensitivity so that it contributes to learning and improvement. **See lesson observation pro forma Appendix 3 page 9.**

Learning walks are planned within the whole school context.

Examples of Monitoring

Lesson observations
 Work sampling
 Talking to staff/pupils
 Monitoring plans
 Analysing data
 Teacher evaluation/pupils
 Display – visual evidence, photographs, ICT etc
 Resources – audit use and accessibility
 Pupil shadowing
 Questionnaires
 Request an external view from School Improvement Partner (LSIP)

Work sampling:

The purpose of the scrutiny of pupils' work is to: -

- Identify strengths and weaknesses.
- Explore differences between classes or groups.
- Develop a picture of whole school issues.
- Track and monitor the progress and attainment of individual pupils and groups of pupils within and between year groups.
- Give the senior leadership an overview of the standards and progress in that particular subject.

Publicity:

All teachers will be made aware of key dates in advance of the school year in compliance with this policy by the RE subject lead.

Monitoring:

The head teacher, members of the senior leadership team and members of the curriculum leadership team, will monitor the effectiveness of this policy.

Useful websites

<https://www.bbc.co.uk/religion>
<http://www.reonline.org.uk/specials/places-of-worship/videos.htm>
<https://www.nationalgallery.org.uk/>
<http://www.reonline.org.uk/>
<http://request.org.uk/>
<http://www.catholic-ew.org.uk/>
<http://www.buddhanet.net/>
http://www.buddhanet.net/bt_conts.htm
<http://www.cstg.org.uk/>
<http://www.hinduwebsite.com/hinduindex.asp>
<https://www.islamic-relief.org.uk/resources/education/>
<http://www.jewfaq.org/>
<http://www.sikhs.org/>

Appendix 1

Teachers' Standards Framework Personal and professional conduct

The Teachers' Standards can be found on the GOV.UK website:

<https://www.gov.uk/government/publications/teachers-standards>

PREAMBLE

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

PART ONE: TEACHING

A teacher must:

1 Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2 Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4 Plan and teach well structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5 Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Standards of Pupils' Work and Progress

- Are standards in line with EYFSP/ National Curriculum expectations/levels for the appropriate age?
- What standards are achieved by pupils and are there any variations or trends? (Over time; by gender, ethnicity, Pupil Premium, different classes).
- To what extent to high, average and low attaining pupils acquire and consolidate their knowledge, skills and understanding.
- Do pupils make progress in line with others of a similar ability?
- How well do pupils with SEND make good progress towards meeting the targets set for them?
- How well do pupils eligible for Pupil Premium make good progress towards meeting the targets set for them?

Teaching and Learning

- Do I have appropriate knowledge and understanding of all subjects?
- How effective is my planning, use of time and resources?
- Do I differentiate work effectively for pupils, include those with SEND?
- How effectively do I manage pupils' behaviour and organise work in the classroom?
- Are my pupils attitudes towards their learning positive and are they productive?
- How well do pupils understand the work I set and how well do they apply themselves?
- How well do I use ICT within all subjects?

Curriculum and Assessment

- How do I ensure coverage of the subject and progression and continuity of learning?
- Do I provide a broad range of opportunities for learning in all subjects?
- How do I provide equality of access and opportunity for all pupils?
- Do I understand school's approaches to assessment?
- Do I comply with the arrangements for recording assessments?
- Do I need any support with assessment?
- How do I use assessment to inform curriculum planning?

Staffing, Accommodation and Learning Resources

- Do I use support staff/additional adults appropriately?
- Do I contribute to their professional development ensuring their needs are met? (planning, feedback from interventions)
- Is my environment at least adequate to teach all subjects and are all resources of a high quality, accessible and well organised?
- what are the barriers for me to deliver consistently high quality lessons?

Appendix 3

Lesson Observation Pro-forma

Blackmoor Park Infant School

Observer

Class

Age group

Teacher

Other adults

Date

Focus of lesson/session

Observation period

From

To

Observation comments

Strengths of the lesson

Developments to be discussed

Agreed action

Signature

Appendix 4

Assessment for Learning Good Practice – Lesson Observation Form

Teacher	Observer
Year group	
Lesson	
Number of Pupils	
Date	Time <i>How involved are pupils? Opportunities to discuss, think, share?</i>
	Notes
Planning	<i>New learning or consolidation?</i>
Clear objectives – <i>planning states what children should learn [rather than just ‘do’]. What new skills & knowledge are pupils gaining?</i>	
Differentiation – <i>distinct activities/expectations evident for one or more parts of the lesson</i>	
Prompt – <i>clear start, children ready & listening. – explanation of main activity: order, means, reason; success criteria</i>	
Learning Environment – <i>children can see; organisation, displays, prompts, learning walls</i>	
Children clear on purpose – <i>relevance, links with previous learning?</i>	
Teacher modelling – <i>expectations, enthusiasm, voice, interest, pace, etc</i>	
Main Part	<i>Is there a smooth transition here?</i>
Children clear on what to do – <i>do pupils know what they are learning & why?</i>	
Quality of activities – <i>interesting, varied, children keen to start?</i>	
Differentiation – <i>can observer see clearly how this is done? Do pupils know & understand their targets?</i>	
Use of adults – <i>are LSAs & helpers well informed/prepared & utilised?</i>	
Focus/diffuse/intervention – <i>is there a pause/consolidation?</i>	
Mini plenary? <i>Dialogue & oral feedback?</i>	
Expectations of behaviour? <i>Are adults alert to social, emotional & learning needs of pupils?</i>	
Discussion – <i>talking partners/paired discussion, encouragement of thinking skills</i>	
Questioning – <i>open/closed/appropriate to ability. Targeted? Do pupils ask questions of each other, the teacher/other adults?</i>	

Engagement –

*Are pupils working independently?
 Are they self-reliant?
 Do they take responsibility for their own learning?
 How well do pupils collaborate with others?*

Use of ICT?**Finish**

Feedback – *synopsis of what has been learned rather than what has been done*

Children’s responses –

*are they clear/accurate
 in expression of their learning?
 Are they happy with their work? Proud of it?
 Pupils involved in assessing their own learning?*

Evidence of learning –

*is it consistently of a good standard?
 Are they developing habits of good learning or easily distracted?
 Are all groups making the same/different progress?*

High finish –

enthusiasm, praise, positive ending

Strengths of lesson**Areas for Development**

Appendix 5 Work Scrutiny Record Sheet

Date	Term	Year group	Subject
Name of Children			
Was the work suitably presented? Differentiation: (choose 3 dates at random) <ul style="list-style-type: none"> • Are ability groups doing the same or different work? • How is work differentiated? • Is challenge offered through depth and breadth? 			
Did the marking help the child to improve? Impact of Marking: <ul style="list-style-type: none"> • How do pupils respond to marking? • Are improvements evident from pupil responses and skills applied over time? • Is marking up to date? • Is marking in line with school policy? • Is there evidence of quality marking? • Is presentation in line with school policy? 			
Did the work presented reflect the planning? <ul style="list-style-type: none"> • Is work pitched in line with year group programmes of study? • Is assessment used to give timely intervention? • Can you determine what has been taught? • Can you determine what has been learned? • Are all children challenged? • Does the quality of the books match leader's intent of the curriculum? 			
What would you consider the content of the work to be? Expected standard? Greater depth? Working towards the standard? Progress and Learning: <ul style="list-style-type: none"> • Choose 3 dates at random; is there an improvement over time? • Is there a good range and quantity of content (including a balance between skills and application)? 			
Pupils comments about their books:			
Possible areas for development:			

Appendix 6

The Value and Purpose of Carrying out Scrutiny of Work

The purpose of scrutinising pupils' work is to:-

- Raise standards by identifying areas for development;
- Identify strengths and weaknesses in the quality of teaching and learning, and then to share good practice and address shortcomings;
- Track and monitor the progress and attainment of individual pupils and groups of pupils within and between year groups;
- Provide documentary evidence of pupils' progress and attainment over a period of several years;
- Develop a picture of whole-school issues such as marking, assessment, hand-writing, curriculum coverage, equal opportunities;
- Establish the extent to which cross curricular strands and/or skills are being promoted or developed, such as personal, social and health education, literacy, numeracy, information and communication technology;
- Give the subject co-ordinator an overview of the subject across all year groups.

How frequently should the scrutiny of work be carried out?

- The scrutiny of work should take place according to pre-arranged timescale, usually linked to the School Improvement Plan;
- It is likely that a school would want to carry out the scrutiny of work in core subjects, English, mathematics and science on a more regular basis than in the foundation subjects;
- The frequency of scrutiny of work depends on the size of the sample to be covered, the personnel involved, and the intended outcomes of the activity.

Is it possible to carry out scrutiny of work in all subjects?

- The scrutiny of work in religious education, English, mathematics, science, history, geography, art and design and design and technology is usually easier than the scrutiny of work in information and communication technology, music and physical education;
- It should be possible to track the work of pupils in almost all subjects through some sort of recorded information;
- It is not always possible or even desirable to scrutinise the work of Nursery and Reception pupils;
- The nature of scrutiny will vary for the different subjects, and may well include photographs and models for art and design and design and technology;
- The scrutiny of some work in information and communication technology will only be possible through the scrutiny of work in other subjects.

By whom should the scrutiny of pupils' work be carried out?

- The scrutiny of work can be carried out by teachers, subject/aspect coordinators and/or the senior management team;
- Members of the Governing Body can be involved in the scrutiny of work;
- Before determining who will carry out the work scrutiny, it is necessary to establish the purpose of the work scrutiny exercise;
- Work scrutiny can be carried out by individuals or groups of staff;
- The scrutiny of work can be carried out by external consultants.

At what stage in the school year should work be scrutinised?

- The scrutiny of work should ideally be spread over the course of the school year to make the exercise manageable;
- If the work scrutiny has been planned well in advance, and samples of books have been kept, it is possible to carry out work scrutiny at any stage in the school year;

- If the school has not kept samples of books, it is easier to carry out work scrutiny at the end of the term or at the end of the academic year.

Should the scrutiny of work take place in all of the year groups in each key stage?

- The nature of the scrutiny of work exercise depends very much on the expected outcomes or the intended purpose of the activity;
 - There are times when it is more helpful to reduce the sample of work, so that key features can be explored in greater depth;
 - There are times when it may be more productive to target individual year groups or key stages;
 - It may be appropriate on occasions to sample the work of individual teachers, rather than to sample subjects, year groups and key stages;
 - The sample of work to be scrutinised should be determined well in advance so that specific and predetermined criteria can be met, ensuring that the work scrutiny is a well focused and purposeful activity.
- How large should the sample of pupils' work be in order to make well founded judgements?
- It is useful to compare the work of pupils of different abilities, and the usual sample contains the work of one higher, one lower, and one average attaining pupil;
 - There are times when it is more useful to scan the work of a complete class, especially when the focus is linked to a whole-school issue such as marking or presentation;
 - There are times when it is only necessary to look at the work of one pupil in the class, for example to determine curriculum coverage;
 - It is sometimes useful to look at the work of groups of pupils across the whole-school, for example, pupils with English as an additional language, special educational needs, or Traveller children;
 - The size of the sample should be decided in advance of the work scrutiny activity and should ensure that the predetermined intended outcomes can be met.

What criteria should be used for the scrutiny of pupils' work?

- The criteria for the scrutiny of work should be determined well in advance and should be linked to the School Improvement Plan;
- The criteria for the scrutiny of work should be shared with all staff well in advance of the exercise;
- Criteria may be subject specific, such as the extent to which pupils have the opportunity to develop investigative skills in mathematics and science;
- Criteria may be linked to whole-school issues such as presentation, assessment or marking;
- The criteria for the scrutiny of work may be different for different key stages, classes or groups of pupils.

How should the focus for the scrutiny of work be decided?

- The focus for the scrutiny of work should arise from and link to ongoing school development;
- The focus for the scrutiny of work may come from the School Improvement Plan, the subject/aspect/key stage coordinator, or the senior management team;
- The focus should be clearly stated in advance of the scrutiny of work exercise so that all staff are fully apprised and aware of the purpose of the activity
- The main purpose of the scrutiny of work is to raise standards in the school, and it is therefore possible that the focus of scrutiny may be the results of national end of key stage results;
- The focus for the scrutiny of work may be in response to government initiatives such as social inclusion, literacy or numeracy.

What are the expected outcomes of the scrutiny of work?

- The outcomes of work scrutiny should be decided in advance of the activity and should be linked to the focus of the activity;
- The actual outcomes may not be the expected outcomes;
- The outcomes of the scrutiny of work should inform school development and should be instrumental in raising standards throughout the school;
- The intended outcomes of the activity and the actual outcomes of the activity should be shared with staff;
- The actual outcomes should be recorded for future reference.

The role of the coordinator in guiding and organising the scrutiny of work, and in sharing strengths and weaknesses with staff:

- It is likely that the coordinator will be responsible for organising the scrutiny of work;
- The coordinator must have a clear focus for the scrutiny of work, and a plan for ensuring that the activity is successfully completed within a given timescale;

- The coordinator will need to discuss the focus of the scrutiny with members of the senior management team, to ensure that the scrutiny or work is purposeful and that it is an integral part of school development;
- The coordinator will need to meet with colleagues to explain what the focus of the work scrutiny is so that they are clear about the intended outcomes of the exercise.

When planning the scrutiny of work, the coordinator should consider the:-

- Focus/purpose of the activity
- Intended outcomes
- Number of samples of work required and range of work required
- Timescale for the exercise
- Way in which the scrutiny will be recorded
- Involvement of colleagues
- Arrangements for feedback to individual colleagues and/or the whole staff
- Arrangements for feedback to the senior management team/Governing Body

Feedback to colleagues

- Before feeding back individually to colleagues, or to the whole staff, the person responsible for the scrutiny of work exercise should draw up the main outcomes in terms of strengths and weaknesses
- Feedback to colleagues should be clear and helpful, and should be clearly linked to the focus of the scrutiny of work;
- Individual feedback should be presented in a sensitive way, but should nevertheless give a clear picture of strengths and areas for development;
- Feedback to the whole-staff or senior management team, should take place after individual feedback, and should draw together the main outcomes of the scrutiny of work activity.

The main outcomes of the scrutiny of work should provide the basis for devising ways in which the school can move forward;

- Written records of the scrutiny of work should be kept by the school as a point of reference and should clearly explain:-
- The focus of the activity
- The outcomes of the activity
- The use made of the outcomes to move the school forward

Appendix 7

Analysis of Work Scrutiny Food for thought

Points to consider to focus thinking areas for further school development.

Time for the subject

- What time should be given to this subject over the year?
- What time is given to this subject on the timetable?
- Does the evidence of work completed indicate that sufficient time is given to this subject?

Balance of work across programmes of study

- How many opportunities were pupils given to cover these within the curriculum map of the year group?
Is this sufficient?
- What is the balance of coverage of the attainment targets? Is this appropriate?

Depth of study. Continuity and progression

- Does the sequence of work covered promote deep learning by being connected?
- Does the choice of work focus encourage learning progression by building on skills previously taught?
- Do the opportunities promote subject vocabulary and subject skill development?

Development of thinking skills and problem solving

- Is there enough evidence being encouraged to think and use their own ideas?
- How much work is copied? Death by worksheet?

Differentiation

- Is the work differentiated for different abilities and age ranges?
- Is there enough evidence of children being presented with a variety of recording opportunities to support different learning styles?

Other evidence?

Is this all the work covered in this subject evidenced somewhere?

How is speaking and listening, discussion and debate, role play, practical work with no recording, temporary work – e.g. individual whiteboard work recorded to demonstrate evidence of learning?

Is this an area of development for the subject and school?

Could photocopied short summary be pasted into book as appropriate place? Children or LSA could stick them in quickly. They then help children remember this learning when reviewing their learning in book over time.

Appendix 8

Request for CPD

REQUEST FOR CPD

This form is to be used to request any CPD opportunity that will incur a cost to the school. The form is completed and handed to the Headteacher at least 3 weeks before the CPD is to take place.

CPD opportunity
Members of staff involved
Total Costings – including supply teacher costs (£200 a day - £100 per half day)
Anticipated impact on pupil's learning – include details of how the new skills/knowledge will be shared with the wider staff
Date of anticipated CPD Date passed to Headteacher CPD approved by Headteacher. YES/NO Reasons for decision
Date and suggested feedback method to staff: