

Agenda

Standing Advisory Council for Religious Education (SACRE)

Date: **Friday 17 November 2023**

Time: **2.00 pm**

Place: **Conference Room 1, Herefordshire Council Offices,
Plough Lane, Hereford, HR4 0LE**

Notes: Please note the time, date and venue of the meeting.

For any further information please contact:

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If you would like help to understand this document, or would like it in another format or language, please call Henry Merricks-Murgatroyd, Democratic Services Officer on 01432 260239 or e-mail Henry.Merricks-Murgatroyd@herefordshire.gov.uk in advance of the meeting.

Agenda for the Meeting of the Standing Advisory Council for Religious Education (SACRE)

Membership

Chairperson	Venerable Tsultrim Tenzin Choesang	Buddhist
Vice-Chairperson	Mrs L Barker	Secondary school teacher representative
	Mrs Carolyn Ault	Bahai faith
	Mrs L Barker	Secondary school teacher representative
	Peter Fawcett	Roman Catholic, Archdiocese of Cardiff
	Mark Harrington	
	Jonathan Nicholas	Church of England
	Councillor Rob Owens	
	Councillor Justine Peberdy	
	Ruth Stanier	The Quaker Faith
	Geoff Sallis	Humanism
	Councillor John Stone	
	Tracy Westlake	Primary school teacher representative

Agenda

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1.	WELCOME AND THOUGHT FOR THE DAY To welcome members to SACRE and receive a thought for the day.	
2.	APOLOGIES FOR ABSENCE To receive apologies for absence.	
3.	NAMED SUBSTITUTES (IF ANY) To receive any details of Members nominated to attend the meeting in place of a Member of the Committee.	
4.	MINUTES To approve and sign the Minutes of the meeting held on 7 th July 2023. Any matters arising.	7 - 12
5.	RESPONSE TO WRITTEN PUBLIC QUESTIONS (IF ANY) To answer any pre-received written questions from members of the public.	
6.	FINANCES To discuss the contract with RE Today.	
7.	ANNUAL SACRE REPORT DISCUSSION A discussion to agree the format and content of the annual SACRE report for 2022-23.	
8.	SCHOOL WORKFORCE DATA An update and discussion on Herefordshire School Workforce data.	13 - 14
9.	SACRE CONSTITUTION To discuss the SACRE constitution.	15 - 18
10.	EVALUATIONS ON PRIMARY CONFERENCE 2023 To receive evaluations from the Herefordshire Primary RE Conference held on 4 July 2023.	19 - 20
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12.	PROPOSED OUTLINE ON PRIMARY CONFERENCE 2024 To receive details of the 2024 Primary RE conference.	
13.	ELECTION OF CHAIR AND VICE-CHAIR To elect the chairperson and vice-chairperson of SACRE.	
14.	NATIONAL SACRE NEWS UPDATE An update on National SACRE news.	23 - 28

15. AOB

Any other business.

16. DATE OF NEXT MEETING

The next scheduled meeting is 15th March 2024, 14:00-17:00.

**The Seven Principles of Public Life
(Nolan Principles)**

1. Selflessness

Holders of public office should act solely in terms of the public interest.

2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty

Holders of public office should be truthful.

7. Leadership

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

Minutes of the meeting of Standing Advisory Council for Religious Education (SACRE) held in Conference Room 1, Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE on Friday 7 July 2023 at 2.00 pm

Board members present in person, voting:

Mrs Carolyn Ault	Bahai faith
Venerable Tsultrim Tenzin Choesang (Chairperson)	Buddhist
Peter Fawcett	Roman Catholic, Archdiocese of Cardiff
Mark Harrington	
Jonathan Nicholas	Church of England
Councillor Justine Peberdy	
Ruth Stanier	The Quaker Faith
Geoff Sallis	Humanism
Councillor John Stone	
Tracy Westlake	Primary school teacher representative

Others present in person:

Rebecca Bowen	Schools Effectiveness Manager
Henry Merricks-Murgatroyd	Democratic Services Officer
Stephen Pett	Consultant to SACRE
Fiona Williams	

50. WELCOME AND THOUGHT FOR THE DAY

The Chair welcomed members to the meeting.

Geoff Sallis delivered the thought for the day.

51. APOLOGIES FOR ABSENCE

Apologies were received from Lou Barker, Stewart Debenham, and Alison Naylor.

52. NAMED SUBSTITUTES (IF ANY)

Rebecca Bowen substituted for Alison Naylor. Fiona Williams substituted for Stewart Debenham.

53. MINUTES

The minutes of the meeting of 18th November 2022 were unanimously approved.

54. RESPONSE TO WRITTEN PUBLIC QUESTIONS (IF ANY)

No questions were received from members of the public.

55. SACRE BUDGET ISSUES

The Chair noted that RE Today won the contract to be the RE advisor from September onwards.

Stephen Pett noted that RE Today applied and won the contract for three years with a possible rollover for the fourth and fifth years rather than having to formally bid again.

The Chair was extremely pleased that RE Today are continuing and commented that the quality of work is very high. The Chair was not informed that RE Today won the contract.

Cllr John Stone thanked Stephen Pett for the work that he and RE Today do.

The Chair noted that she had spoken with John Coleman (Democratic Services Manager) and told the board that SACRE would need to put forward a business case to receive more funding. The Chair confirmed that a new business case would be advanced and asked members for cooperation to help put a business case forward and be ready to be voted on at the next meeting.

Mark Harrington stated that he would support the process.

Geoff Sallis noted that he would also be happy to support the process to put forward a business case.

Mark Harrington reported that he attended NASACRE and noted that budgets across the country were underfunded and discussions were ongoing with government to address declining budgets.

Action: Mark Harrington and Geoff Sallis to assist with business case.

56. SACRE CONSTITUTION CHANGES

The Chair discussed the terms of reference in the Herefordshire Council constitution on SACRE and proposed that 'one free church representative nominated by Churches Together in Herefordshire' be changed to put one representative of the other Christian churches in the county.

Mark Harrington requested that denomination be put rather than churches.

Cllr John Stone agreed that denomination be used instead of churches.

Ruth Stanier noted that Quakers were mentioned twice in the constitution as they are listed separately and belong to Churches together. It was requested that Quakers be only listed once.

57. ADVICE REGARDING NEXT RE SYLLABUS

Stephen Pett explained the situation relating to the next RE syllabus.

1. It was explained that a local authority reviews its agreed syllabus every 5 years where SACRE raises that and then an agreed syllabus conference is held, a separate committee, to look at and put together a syllabus and recommend it to the local authority to adopt.
2. For the last two agreed syllabuses for Herefordshire, there was a license for an RE Today syllabus in which a license fee is paid per school to allow the use of the syllabus and this represents a more cost effective approach than spending the money on trying to develop a bespoke syllabus.

3. Currently, RE Today is working on a revision the current syllabus to build on the current practice and the idea would be to effectively keep the core of the syllabus the same, but to add adaptations, development, some additional elements that might emphasize more about world views, more about Ofsted's ideas of ways of knowing, and the idea of looking at different disciplines as well.
4. There is work being done between RE Today and another local authority on a more radical development of a syllabus which represents a bigger step change.
5. Stephen Pett summarised that the options are for Herefordshire to stick with what it currently has, whether it has a revision to the current syllabus, or whether it goes to a more slightly radical change.
6. There are also other options available which are not RE Today's syllabus which if the board wanted to view, then these could be presented as such options as well.

The Chair asked what the price difference of the different models were.

Stephen Pett pointed out that there is a licensing arrangement per school and they were the same when the different syllabus offerings were presented last time.

The Chair asked what the best method of being able to decide which syllabus is the one to go with.

Stephen Pett noted that updates would be provided at each stage and if discussions are had in the autumn and from Spring 2024, there will be draft options. The final decision will need to be made in Spring 2025 for a summer launch for a September start and there will be examples and example units to look at during this timeline.

Ruth Stanier asked whether it was already established which aspect of the syllabus is going to be changed and which are going to stay the same.

Stephen Pett responded that this was ongoing.

The Chair asked if a bespoke syllabus were chosen, how much it would roughly cost.

Stephen Pett responded that it would depend on how the board would want to create a new syllabus as it would involve teacher groups and the extent of the change that is wanted. Given the challenge of acquiring funding, it would cost more to create a bespoke syllabus because it would need to get teachers together and working parties would be needed, for example.

Cllr John Stone noted that financially, it would be better off going with the suggestions provided by Stephen Pett, on behalf of RE Today.

The Chair asked Tracy Westlake for her thoughts on the next RE syllabus from a teacher's perspective.

Tracy Westlake commented that a bespoke syllabus would require a lot of people who have a lot of time and that this may not be realistic at the moment because people are so stretched. Instead, it was thought that to have something be put together by professionals from across the UK would represent a more realistic option.

Jonathan Nicholas asked if the license fee would be a one-off payment or an annual payment, and whether understanding Christianity would still be part of the syllabus provided by RE Today.

Stephen Pett confirmed that it would be a one-off payment for the five years and that the revision of the current syllabus would continue to have a large number of the understanding Christianity units within it.

Mark Harrington asked if a Westhill award application would be considered in the future where SACREs are funded to put a piece of work together with several produced videos using local faith leaders as a resource for their schools and use that money that way.

The Chair noted that if it was for something other than the actual syllabus, we could.

Stephen Pett added that Shropshire SACRE has a resource which is about local faith community representatives, which was funded through the Westhill grant.

The board agreed and approved that the next syllabus is a revised version of the current syllabus and not a bespoke one.

58. WHAT CAN I DO FOR SACRE

The Chair asked members if they could consider what they could do to help support the board going forward, including the previously discussed issue of SACRE budget issues.

Cllr John Stone commented that he was more than prepared to at least one thing a year to help support the Chair and SACRE.

Peter Fawcett asked the Chair if she could let members know when she needed help that this would be useful as members could then contribute when necessary.

59. RE CONFERENCES

Stephen Pett gave a brief overview of the conferences held in 2023. The principal points included:

1. On the 22nd June, the secondary conference was held and 30 teachers attended including four Herefordshire teachers.
2. It was a good opportunity for teachers to meet up and share ideas as well as be given training.
3. In terms of feedback, the overall value of the conference was rated as 100% excellent.

The Chair noted that the conference was very interesting and that it was fast-paced and relevant to teenage children.

Cllr John Stone stated how pleasing it was that there were four Herefordshire teachers at the conference and that other members of SACRE are encouraged to attend to mix with the teachers who attend and hear about what is going on in the classroom as well.

The Chair reported that Stephen Pett was not in attendance at the primary conference due to illness and that feedback for the conference was not available. However, all the feedback was either excellent or good. The Chair asked Tracy Westlake for her thoughts on the conference.

Tracy Westlake commented that the conference was a great opportunity to get together and share ideas ranging from early years to year six.

Mark Harrington noted that there were good discussions regarding many different world views, covering a diversity of different faiths worldwide and thinking through how that's reflected and whether this is reflected properly, particularly in representing lived experience around the world.

The Chair asked members what they would like to see in the conferences for next year.

Mark Harrington responded that there are several very small schools that have mixed age classes, and it would be useful to think about how the curriculum can fit such classes.

Tracy Westlake noted she would be happy to share ideas on that point.

The Chair pointed out that if a workshop on Buddhism as the focus next year could be held that would be good as she could be involved with it.

Tracy Westlake added that multidisciplinary RE received positive feedback and suggested if this could be repeated at a conference next year.

The Chair asked for an update on the special needs conference opportunity because there was funding to hold one. It was asked if one could be held either in the summer or in the autumn next year.

Stephen Pett responded that RE Today would look into it.

The Chair commented that Tracy Westlake offered Black Marston School next summer to run a special needs conference, meaning that the venue was gifted for this specific use.

Action: Stephen Pett to look into the opportunity of holding a special needs conference next year.

60. NATIONAL SACRE UPDATES

Stephen Pett noted that there were no National SACRE updates to report to the board at this meeting.

Mark Harrington asked if there was training of being a SACRE member.

The Chair responded that National SACRE have started doing a training programme on Zoom and she would look at the pricing for these training sessions and pass on information to members by e-mail. The Chair asked Rebecca Bowen if money is ring-fenced for training, does that mean that that money can be used at any time over the next several years.

Rebecca Bowen answered that she could speak to Malcolm Green to find out and feed back to the Chair.

Action: Rebecca Bowen to contact Malcolm Green about whether finances for training is ring-fenced and whether this can be used at any time over the next several years.

61. NATIONAL RE UPDATES

Stephen Pett presented a newsletter for SACRE to members and recommended the RE Hubs website in which the focus of the RE Hubs is to try and coordinate things that are going on in the region and to make it accessible to teachers and schools to see where things are happening and what's going on.

Geoff Sallis added that the Humanist UK and Future Learn websites are good resources for those interested in learning more about humanism.

The Chair asked members where they have resources if they could pass details onto Tracy Westlake who can also pass them onto other teachers.

62. REPORT TIMINGS

The Chair asked Stephen Pett which reports are needed to be produced and at what time of the year they need to be worked on and then to which meeting they must be brought to SACRE.

Stephen Pett noted that the annual report, which must go to the DFE and National SACRE at the end of December. Therefore, this needs to be put together and approved at the November SACRE meeting before submission.

The Chair asked if any members were involved in education, whether they could send in a paragraph or a couple of pictures to add to the report.

The Chair also requested if an item on the next meeting's agenda could be added to look at feedback from schools on worship.

Mark Harrington agreed that it would be useful to know how many schools have withdrawals from worship and should be able to know from the questionnaires sent out to schools.

The Chair asked Rebecca Bowen if the school's officer sends out any information regarding to RE.

Rebecca Bowen answered that a standard newsletter is sent out to schools fortnightly which encapsulate any updates, but in terms of RE specifically, it was noted that this would be taken away to find out.

63. VOTING OF CHAIR AND VICE-CHAIR

The Chair noted that the position of chairperson is to be voted on every four years after the local elections and after speaking with John Coleman, Democratic Services Manager, the Chair requested that a vote be held in the November SACRE meeting for continuity with respect to the school year. It was added that this would be checked and he would get back to the Chair on this.

The Chair added that this would also be the case for the vice-chairperson position and asked members if any would like to be considered for chair or vice-chair, then they should contact either the Chair or the Democratic Services Officer.

64. AOB

The Chair asked members if there was any other business or news that members wanted to cover before the meeting was closed.

Mark Harrington announced that St Thomas Cantilupe CE Primary School had earned its Silver RE quality mark and is one of the few in the county to attain this award.

65. DATES OF FUTURE MEETINGS

17th November 2023, 14:00-17:00

15th March 2024, 14:00-17:00

The meeting ended at 4.11 pm

Chairperson

School name	Religious character	School type	% year 7 hours - RE	% year 7 hours - philosophy	% year 8 hours - RE	% year 8 hours - philosophy	% year 9 hours - RE	% year 9 hours - philosophy	% year 10 hours - RE	% year 10 hours - philosophy	% year 11 hours - RE	% year 11 hours - philosophy	% year 12 hours - RE	% year 12 hours - philosophy	% year 13 hours - RE	% year 13 hours - philosophy	Total Mixed hours taught	% mixed hours - RE	% mixed hours - philosophy
Aylestone School		Local authority maintained schools	0.0	z	0.0	z	3.9	z	0.0	z	0.0	z	z	z	z	z	0.0	z	z
Earl Mortimer College and Sixth Form Centre		Local authority maintained schools	3.5	z	4.1	z	4.1	z	7.9	z	7.2	z	z	z	z	z	0.0	z	z
Fairfield High School		Academies	7.8	z	6.8	z	7.4	z	0.0	z	2.9	z	z	z	z	z	0.0	z	z
John Kyrle High School and Sixth Form Centre Academy		Academies	z	z	z	z	z	z	z	z	z	z	z	z	z	z	0.0	z	z
John Masefield High School		Academies	3.6	z	3.5	z	3.4	z	0.0	z	0.0	z	0.0	z	0.0	z	0.0	z	z
Kingstone High School		Academies	z	z	z	z	z	z	z	z	z	z	z	z	z	z	0.0	z	z
Lady Hawkins' School		Academies	4.1	z	3.8	z	3.5	z	2.6	z	2.3	z	z	z	z	z	0.0	z	z
Queen Elizabeth High School		Academies	3.3	z	3.6	z	3.5	z	3.2	z	3.3	z	z	z	z	z	0.0	z	z
St Mary's RC High School	Roman Catholic	Local authority maintained schools	5.2	z	7.1	z	9.9	z	9.7	z	9.2	z	z	z	z	z	0.0	z	z

The Bishop of Hereford's Bluecoat School	Church of England	Local authority maintained schools	2.1	z	3.9	z	1.2	z	4.7	z	4.9	z	z	z	z	z	0.0	z	z
The Hereford Academy	Christian	Academies	9.4	z	8.5	z	7.5	z	6.5	z	8.3	z	z	z	z	z	0.0	z	z
Weobley High School		Local authority maintained schools	4.0	z	3.9	z	3.7	z	4.0	z	2.5	z	z	z	z	z	0.0	z	z
Whitecross Hereford		Academies	2.2	z	4.4	z	2.1	z	1.8	z	1.5	z	z	z	z	z	0.0	z	z
Wigmore School		Academies	z	z	z	z	z	z	z	z	z	z	z	z	z	z	0.0	z	z

Please find attached the RE Teaching hours analysis for schools in your local authority from the school workforce census that took place in November 2022. At NATRE we are committed to supporting SACREs, schools, local authorities and Academy Trusts in monitoring provision for RE. Please mention NATRE if you choose to use this data with your SACRE. The DfE have confirmed that you are free to publish the data for your LA in your annual report if you choose to do so.

again this year and schools need to be encouraged to report their RE data accurately under the name Religious education. Also please note that schools where the data is recorded as a z have reported their teaching hours for other subjects, but have not reported RE. It should not be assumed that these schools teach or do not teach RE, but a conversation with them would be useful.

Regards

Deborah Weston

NATRE Research Officer

If you have any questions regarding this or would like to discuss the data further, please do contact me by email below. As you know from previous discussions about this data, errors are sometimes made by the school inputting the data, especially if the subject is called something else such as PRE or Worldviews. For this reason we have included the philosophy data

**HEREFORDSHIRE COUNCIL STANDING ADVISORY COUNCIL
FOR RELIGIOUS EDUCATION CONSTITUTION**

Introduction

1. Section 390 of the Education Act 1996 requires The Herefordshire LEA (referred to in this constitution as the Local Authority (LA)) to establish a permanent body, called a Standing Advisory Council for Religious Education (SACRE), **to advise them on matters concerned with the provision of Religious Education and Collective Worship**. This constitution sets out the main functions of the SACRE membership, the voting arrangements and the rules for the conduct of business.
2. SACRE's main function is to advise the LA upon matters connected with religious worship in County Schools and with the religious education to be given in accordance with an agreed syllabus as the LA may refer to the SACRE or as the LA may see fit.
3. SACRE can also require the LA to review its current agreed syllabus, and must consider applications made by a headteacher that the requirement for collective worship in County Schools to be wholly or mainly of a broadly Christian character shall not apply to the collective worship provided for some or all of the pupils at that particular school.
4. The broad role of SACRE, therefore, is to support the effective provision of Religious Education and collective worship in schools.

Membership

5. Under Section 390(4) of the Education Act 1996, the SACRE must include persons appointed by the LA to represent respectively -
 - A. such Christian denominations and other religions and denominations of such religions as, in the opinion of the LA, will appropriately reflect the principal religious traditions in the area (not including persons to represent the Church of England);
 - B. the Church of England;
 - C. such associations representing teachers as, in the opinion of the LA, ought, having regard to the circumstances of the area, to be represented;
 - D. the Local Education Authority (LA).
6. In accordance with the requirements of Section 390(4), the membership of the SACRE for Herefordshire comprises -

Group (A) One Roman Catholic representative (nominated by the Roman Catholic hierarchy);
 One Free Church representative (nominated by Churches together in Herefordshire);
 One representative of other faiths as a whole;
 One representative of the Bahá'í faith;
 One representative of the Muslim faith;
 One representative of the Sikh faith;
 One representative of the Jewish faith;
 One representative of the Buddhist religion;
 One representative of the Hindu faith;
 One representative of the Quaker faith.

Other than for the Roman Catholic and Free Church representatives the representatives should, as far as possible, be nominated by the appropriate local faith group.

- Group (B) Three Church of England representatives (nominated in consultation with the Diocesan Education Authority).
- Group (C) Three Teachers' representatives, with one drawn from each of the primary, secondary and special education sectors (nominated through recommendation of recognised Teacher Associations) and one Co-opted Member.
- Group (D) Three Herefordshire Council members as Local Education Authority representatives.

7. The number of members appointed to any representative group to represent each denomination or religion required to be represented shall, so far as is consistent with the efficient discharge of the group's function, reflect broadly the proportionate strength of that denomination or religion in the County.
8. The SACRE may also include co-opted members.
9. SACRE shall have the right to co-opt additional members. These may be as a result of groups making representation to SACRE for inclusion on the basis of representing a relevant faith/belief group, or in order to fulfil a specific role within SACRE. Co-opted members may take part in any of the discussions but do not belong to any of the groups and do not have voting rights.
 - 9.1 Members of SACRE or a representative group should consider the following when co-options are decided.
Candidates should essentially
 - a. have an inclusive view of the aims of religious education and collective worship;
 Candidates should ideally:
 - a. have some experience as religious educators
 - b. where possible be representative of specific education phases, to provide a balanced spread across various phases
 - 9.2 SACRE will decide co-options following nominations from members of SACRE or representative groups.
 - 9.3 Co-opted members shall hold office on such terms as may be determined at the time of co-option by the representative members and shall hold office at the pleasure of, and may be removed at any time by, the representative members, through a vote. If a co-opted member leaves SACRE for whatever reason, (such as those in Para 10), the nominating body should re-apply for another co-optee; there is no right of succession.

Term of Office

10. Any member of SACRE may at any time resign his/her office. Members or co-opted members shall remain until such time as they have a) resigned; b) have been removed from membership under the rules dictated by their nominating body, or c) in accordance with the terms specified by SACRE.

Substitution at meetings

11. Any member of SACRE unable to attend a meeting may appoint a named substitute to attend in his/her place.

Failure to attend meetings

12. Members or co-opted members who fail to attend three consecutive meetings without a satisfactory explanation will have their membership reviewed by the SACRE. The Local Authority may remove any representative or co-opted member that has failed to attend three consecutive meetings without valid reason.

Voting Arrangements

13. On any question to be decided by SACRE, only the representative groups (Groups A-D) on SACRE shall be entitled to vote, and each such group shall have a single vote.
14. In the event of an equality of votes on any issue the Chairperson may exercise a casting vote, however, depending on the degree of urgency the presumption will be that no action shall be taken on the issue and the existing position shall continue until it is next considered.

Conduct of Business

15. Subject to the requirement of the voting arrangements above, SACRE and, in relation to any question falling to be decided by members of SACRE of any particular category, the members of that category may regulate their own proceedings.
16. The validity of proceedings of SACRE or of the members of SACRE of any particular category shall not be affected:
 - (a) by a vacancy in the office of any member of SACRE required by Section 390(4); or
 - (b) on the ground that a member of SACRE appointed to represent any religion, denomination or association does not at the time of the proceedings represent the denomination or associations in question.
17. The representative groups on SACRE, other than that consisting of persons appointed to represent the LEA, may at any time require a review of any agreed syllabus for the time being adopted by The Herefordshire Council.
18. Meetings of SACRE may be convened at the request of the Chairperson or any one of the Groups.

Quorum

19. No business shall be transacted at the meeting unless all representative groups are represented at that meeting. If the meeting is not quorate, the meeting could continue but decisions would have to be ratified at the next SACRE meeting.

Chairperson and Vice-Chairperson

20. The Chairperson and Vice-Chairperson of SACRE is appointed by the membership of SACRE in accordance with the voting arrangements under 13 above. In the absence of the Chairperson and Vice-Chairperson from a meeting, a Chairperson pro tem shall be appointed from amongst the LA representatives there present.

Clerk

21. The Assistant Director Communities (or their successor) of The Herefordshire Council shall be the Clerk of SACRE. The Clerk may nominate an officer from Democratic Services to represent them at meetings.

Rights of Press and Public to attend meetings

22. In accordance with the statutory requirements of the Religious Education (Meetings of Local Conferences and Councils) Regulations 1994 (SI1994 No 1304), the Education Act 1996 and associated regulations, the press and public will be entitled to attend meetings of the Council, but may be excluded from the meeting during the consideration of items containing information capable of being treated as exempt information if meetings of SACRE were meetings of a local Authority. At the beginning of each meeting, for up to half an hour, members of the public will have an opportunity to receive answers to any pre-received written questions they have submitted to the Clerk.

Further Guidance

- 23 Further guidance on the constitution and administration of a SACRE can be found in the Department for Children, schools and families publication 'Religious education in English schools: Non-statutory guidance 2010' or any subsequent publication.

Herefordshire Primary RE Conference 4 July 2023
EVALUATIONS
26 delegates, 24 evaluation forms

	excellent	good	satisfactory
Ways in through art Adam Robertson	75%	25%	
Building knowledge and progression Adam Robertson	100%		
RE and Early Years Tracy Westlake and Adam Robertson	96%	4%	
Multidisciplinary RE Adam Robertson	96%	4%	
Venue	54%	38%	8%
Overall value of the conference	79%	21%	
<p>Comments on the conference:</p> <ul style="list-style-type: none"> a. Always very useful for both subject and pedagogical knowledge. Lots of practical ideas to take back to classes. b. Very well paced – not overloaded with info. Lots of great inspiring ideas to deepen learning. Mart Myatt would be proud! Less to do but done better. Super food! c. Very informative, full of information, food for thought and interactive, usable ideas for the classroom. d. A large number of ideas that can be taken back to school. Some good discussions too. e. Very useful – full of practical ideas that will be transferable to class. Great knowledge of what is needed in schools. Thank you to all who spoke. f. Very interesting day with lots of ideas and practical tips for RE across the school. It was so good to hear some EYFS ideas and to consider the importance of that good start. Both presenters were engaging – thank you. g. Great content – well pitched to all. Toilets and getting in made it harder to start session on time. h. Really useful. Lots of good ideas and things to think about. i. Well-thought-out and well-led. Very useful as well as challenging. Loved the link to OFSTED as school leader. Thank you! j. Fantastic. Lots of practical ideas that can be adapted across the key stages. Thank you to all involved. k. Wide ranging and useful content l. Good range of practical applications and subject specific knowledge m. Very useful, practical ideas. Lots to think about (in a good way!) n. Very interesting and informative. Lots of ideas to take away o. Very informative and lots of ideas to take away p. Very informative – all of the sessions linked together. Good practical ideas. q. Full of inspirational ideas to use in my class, and across the school. I attended with a colleague from my federation which was great as we could reflect and share r. Good variety of topics. Lots of practical ideas. Engaging speakers. s. Really useful and made me reflect on things we could do better in school as well as things we already do. t. Lots of ‘take-aways’ that look at wider perspectives – invite wider worldviews u. Much appreciated. A variety of thinking during the day. v. Lots of useful takeaways 			
<p>Actions you will take to follow up from this conference</p> <ul style="list-style-type: none"> a. Looking at RE offer in EYFS. Looking more closely at progression in key concepts. b. Sharing ideas with staff. Exploring British Library images c. Check progression maps, vocab lists, challenge children and staff view through artwork. 			

- d. More up to date links on video clips about celebrations/practices of other religions. Use information to support EYFS RE and KS2 RE
- e. To share ideas back at school and re-look at RE curriculum.
- f. Thinking about progression and vocabulary.
- g. Integrating question techniques into all subjects
- h. Use some of the ideas.
- i. Look at long-term curriculum
- j. Look at vocab progression throughout the school
- k. Feed back to staff – implement ideas, look at long-term plan, more art and drama
- l. More use of art alongside stories
- m. Use art to support teaching of RE – talk to EYs staff to share ideas
- n. Share highlights with school staff. Look at our whole school RE vocabulary. Purchase light resources.
- o. Art into RE – across all year groups. Light for EYFS – LOVE the lights! ‘The box’ with the mirror. Use of ‘some’ and ‘many’. Building ‘non-religious’ worldviews into our diversity curriculum.
- p. Think like a theologian, philosopher etc. Quizzing throughout lessons. EYFS names to illustrate diversity. Art from contexts.
- q. Art – use of resources shared, really useful. Progressive religions and ensuring children see this through resources an stories – great resources shared.
- r. Looking at RE resources in school. Using w different images – what do you see? What do you wonder?
- s. Looking at ways of thinking in RE and how these relate to the questions in our curriculum
- t. All the ideas to spark conversation in the EYFS

Suggestions/requests for future support in Herefordshire

- a. Assessment, Up to date video resources.
- b. List of videos/clips that are modern and diverse for key traditions, festivals, places of worship etc.
- c. Updated video lists to help show more modern perspective
- d. Up to date video links from other religions
- e. Add more art/drama to lessons. Feed back to other staff. Will definitely be using these ideas.
- f. Workshop on curriculum, especially for schools with mixed age classes.
- g. More information /resources for teaching about the Catholic faith and how to fit that in with the syllabus as we have a growing number of Eastern European Catholics in school that we want to make sure are represented.
- h. People encouraged to bring examples of what they do to meetings. Possible a shared OneDrive for uploading resources to share
- i. Suitable contacts/specialists to lead workshops or visit school
- j. Links to useful videos and audio clips of real people explaining beliefs and practices.
- k. Updated videos on different religious people – progressive
- l. Signposted videos to help with teaching KS1 – more than 1 voice.
- m. It would have been good to have met more members of SACRE – only three present
- n. A workshop to help sequencing the RE curriculum and vocabulary lists in a mixed-year group school

Three Counties Secondary RE Conference

Tuesday 25 June 2024

Puckrup Hall Hotel, Tewkesbury, GL20 6EL

This will be a practical conference to explore theory and practice, from enriching provision at KS3 to enhance GCSE results, through to research on worldviews and being non-religious.

8.30	Registration and refreshments
9.00-10.00	Explaining atheism: getting to grips with non-religion <i>Stephen Pett, RE Today</i> Research scientists are examining 29 possible causes of atheism – you’ll be amazed at no. 7..! Using the latest, cutting-edge research to explore non-religion at KS3
10.15-11.15	Rich study of Islam at KS3 for exam excellence at GCSE and beyond... <i>Ian Nicholson, RE Today</i> Loosening the straitjacket of the GCSE specs on your KS3! Lay the foundation for exam success by planning wide-ranging encounters with Muslims and Islam, including developing sophisticated interpretive skills, at KS3.
11.30-12.30	Worldviews: current research, excellent practice <i>Chris Hancock, Wycliff School</i> Drawing on his PhD research, Chris will set out the current picture of worldviews research and offer practical ideas for handling them in the classroom, particularly looking at students’ personal worldviews.
	Lunch
1.15-2.15	Beyond the spec: developing a coherent GCSE curriculum <i>Ian Nicholson</i> Instead of using the specification as a curriculum – walking through each module and unit a line at a time – take an overview and find engaging ways for students to understand the field of study <i>and</i> be able to write great exam answers.
2.20-3.20	Encountering Jews, Hindus, Christians and Sikhs at KS3: real lives, real living <i>Stephen Pett</i> Getting beyond the text book, hear from a wide range of adherents to enrich your students’ encounters, appreciating and appraising a range of voices from within religious communities.
3.20-3.30	Evaluations

You will receive an electronic copy of all resources used on the day to take away, with additional material available to download afterwards. A wide range of resources from RE Today Services will be available to purchase or order on the day at discounted prices.

Fee: £110 per delegate; £175 for two delegates from the same school.

Booking details attached. Please email to mark@retoday.org.uk or post to **RE Today Services, 5/6 Imperial Court, 12 Sovereign Road, Birmingham, B30 3FH**

Why should I attend this conference?

- An opportunity to meet colleagues and share ideas
- Receive a rich variety of resources for classroom use
- Receive up-to-date, creative and inspiring training on things that matter in RE

But don't just take our word for it!

100% of attendees in 2023 rated the conference excellent!

- An excellent opportunity to consider and develop practice as usual!!
- Great ideas, great refresher, great to network just great! Thank you so much
- The variety of discussion and practical advice was stimulating and thought provoking. It has provided me with much to take back to both department and school. 'Letters and papers from prison' (Bonhoeffer) - the reason I have done this job for nearly 30 years!!
- Excellent resource ideas - great presenters - all very engaging and enthusiastic
- As always a great conference, jam packed with ideas and practical strategies for the classroom.
- Just excellent, so many points made throughout that I hadn't thought of before.
- As always, a great day! I always learn so much at the conference and this year is no different. Especially the practical help with lesson ideas.
- Excellent, really thought provoking, lots of practical ideas, takeaways.
- Some really interesting and practical ideas on how to bring diversity and world views into the classroom! Already planning mentally how I am going to add the resources used into our curriculum!

100% of attendees in 2022 rated the conference excellent!

- Thank you so much for giving up your time. Really enjoy/interested in research behind worldviews and how to explore worldviews. Practical examples modelled by Lat - thank you! Loved how we explored ideas and turned methods upside down.
- This is my annual 'plugin'! I love meeting other RE teachers and gaining such amazing knowledge and understanding.
- Excellent day with amazing resource is that can be adapted and taken into the classroom. Great to see some different approaches to how to deliver resources to students.
- Superb as usual. Inspirational and directly relevant to RE now. Lovely update on current dialogue and looking ahead.
- Excellent day full of useful ideas and links to learning. Good to be able to plan in some more up to date ideas. Good to share with others, making links.
- Fantastic day to really 'hone in' on key skills. Great content on both pedagogy and faith / worldview. World views was great to get to grips with. I liked the practical suggestions for use in the classroom.
- So good to be able to work collectively and in the real world again. I met some stimulating and supportive colleagues which is vital.
- Really enjoyed the segment on world views and excited to see how this develops. The venue was excellent! Really enjoyed the depth of the content on Sikhi.

90% of 2021 online attendees rated the day as excellent!

- Although very different - zoom! - still a fantastic day. As always I feel refreshed and positive about the future of RE. The ideas and topics were excellent and I will definitely be using many of the activities.
- I was surprised how close it came to the joy of attending a face to face conference. Lots of fantastic and inspiring ideas. Thank you both.
- As always, fantastic resources, ideas and new perspectives to explore. This conference reinvigorates me and at the end of this year, that has been especially needed! I particularly enjoyed the Anti-racist RS session. Thanks to all involved, brilliant.
- I can actually use all the ideas and resources in the classroom!
- Inspiring- it made me rethink my plans and critically examine my thinking on Islam

Herefordshire SACRE News – Autumn Term 2023

The role of SACRE is to create and monitor the agreed syllabus for RE in our local area, and to advise the local authority on matters relating to the provision and quality of RE and school collective worship. SACRE is eager to respond to teacher-needs and school requests for RE help.

National RE news for teachers and SACRE members

This paper is a short digest of some useful items of interest about RE in the autumn term 2023. Wherever possible we have provided hotlinks to additional web-based resources.

Open letter from over 30 Parliamentarians

An Open Letter was published on the 18th September by the Daily Telegraph. More than 30 MPs and peers have written to the Education Secretary, highlighting that school pupils receive tokenistic religious education or none. The MPs are blaming this on a lack of trained teachers and funding for the poor quality of religious education. They argue that this lack of education leaves children ill-prepared to understand their own and others' worldviews, hindering their ability to participate in society. Link to the [letter](#)

NATRE provide evidence at Education Select committee enquiry session

NATRE, along with 3 other subject associations, were invited to speak to a session of the Education Select Committee to support their enquiry into Recruitment and retention of teachers. Deborah Weston, NATRE Research Officer and Chair of the RE policy unit (Joint group made up of NATRE, REC, RE Today), gave evidence in the two hour session.

The session can be viewed [here](#)

The TES wrote about the session in which [D&T teachers 'rummage in skips' for materials, MPs told | Tes](#) Deborah Weston is quoted:

‘Deborah Weston, research officer at the National Association of Teachers of Religious Education, told MPs that “schools are very inflexible places”. She said that the “pressures on headteachers are so significant in terms of accountability...that there’s a nervousness about taking people on part time”. Ms Weston also argued for an increase in the provision of part-time training to become a teacher, arguing that this could boost recruitment and retention.’

Recruitment crisis in teaching and especially in secondary RE

London, 6th March, 2023: A campaign to attract a new generation of RE teachers has kicked off with teaching groups, religious organisations and parliamentarians stressing the importance of the subject for preparing students for life in modern Britain.

As of January, UCAS data show that teacher recruitment for all subjects is down 22% from last year. However RE stands out, being down a third of applicants from the last recruitment cycle.

Government inaction over recruiting teachers to RE has been blamed. The Department for Education (DfE) has so far missed its target for the recruitment of RE teachers in nine of the last ten years.

Despite this year’s fall in applicants, the subject continues to grow in popularity. Over the last five years entries to the GCSE have stood around an average of 250,000 with entries to the full course GCSE rising by 30% over the last decade.

The recruitment campaign – entitled ‘Beyond the Ordinary’ - draws attention to the academic and knowledge rich approach of the subject to life’s big questions, and will seek to attract a set of talented graduates up to the task of getting young people to grips with the complex nature of modern belief.

Kathryn Wright, Chief Executive Officer of Culham St Gabriel's Trust, which is supporting the campaign, said: "Religious education is an important curriculum subject enabling children and young people to navigate our complex multi religious, multi secular society. Everyone has a worldview, and it's important we prepare young people to become free thinking, critical participants in public discourse, who can make informed judgements about matters of religion or belief and reflect meaningfully on the big questions in life."

We are looking for ambitious graduates from a range of humanities and social science subjects who can deliver an academic and rigorous curriculum aimed at getting young people to think critically about their own beliefs and those of others."

Anyone looking for more information about training to be a RE teacher should visit <https://www.cstg.org.uk/campaigns/teacher-recruitment/becoming-a-teacher>

DfE announce bursary for secondary RE PGCE

After much lobbying from the RE Policy Unit (RE Council, NATRE, RE Today, supported by Culham St Gabriel's) and others in the RE community, the DfE have reinstated a £10,000 bursary for trainee RE teachers, for 2024-2025.

<https://www.gov.uk/government/publications/funding-initial-teacher-training-itt/funding-initial-teacher-training-itt-academic-year-2024-to-2025>

NATRE analysis of GCSE and A level Religious Studies data: National and regional variations

The reports linked to below cover GCSE and A level RS in both England and Wales and reveal many similarities and some differences between the two nations in relation to trends over time. It is clear that the removal of the short course from performance tables has had a devastating impact on the number of children leaving school with a qualification in Religious Studies. In many cases, the loss of the short course has coincided with an increase in the number of schools reporting zero hours of timetable time for RE in year 11 in the school workforce data. At A level, entries have remained fairly stable over recent years in England but in Wales, there is a step decline, of around 33% since 2020. The reasons for this need further investigation.

- A level West Midlands % A*-C 2023 76.7 % (Nat 79%)
- Uptake in West Midlands 2.4% (Nat 1.88%)
- GCSE West Midlands % Grade 9-4 2023 69.9% (Nat 72.2%)
- GCSE Uptake West Midlands 27.2% (National Average 25.7%)



Table 2

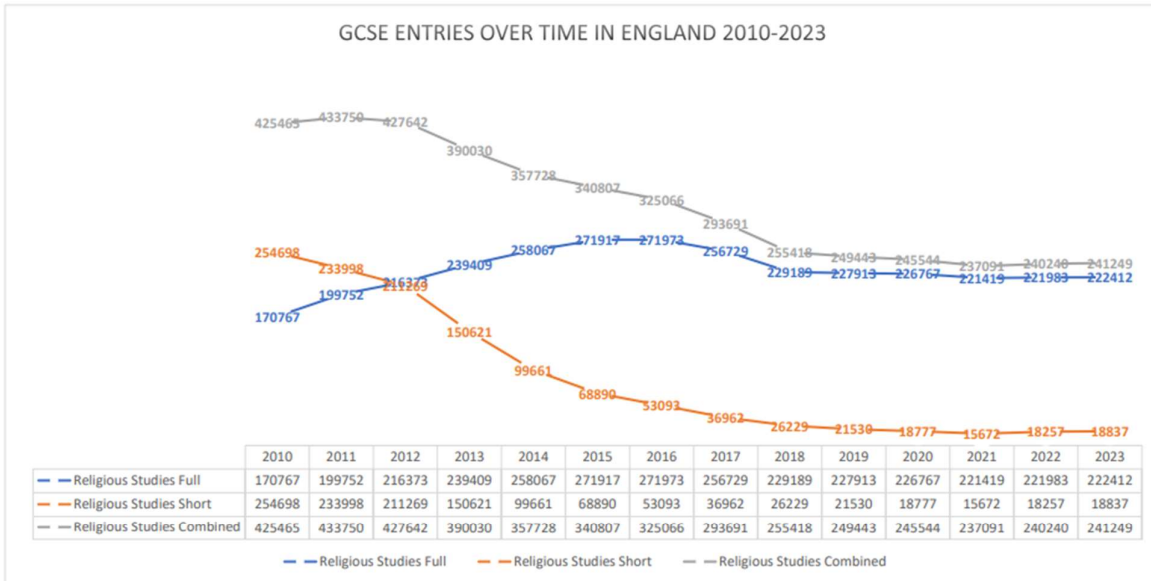
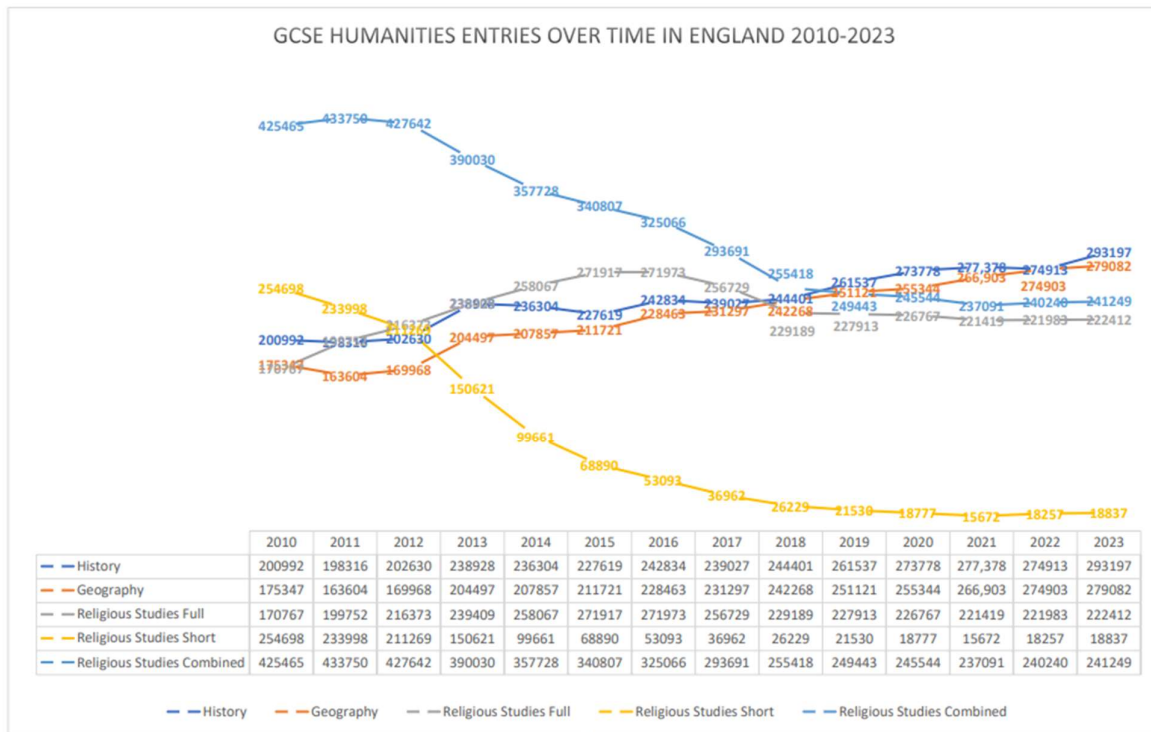


Table 3 :



[NATRE analysis of GCSE and A level examination data for Religious Studies reveals interesting variations between nations and regions](#)

RE at the Party Political conferences

In late September and Early October, teams of teachers from NATRE joined representatives from the Religious Education Council of England and Wales (REC), Culham St Gabriel's and RE Today in attending the Labour, Conservative and Liberal Democrat party conferences.

NATRE says: This lobbying work that NATRE do on your behalf is really important because it enables us to take the voices of teachers and pupils to policy makers. At the party conferences, we shared the importance of high-quality RE for all pupils in all schools, talking about the need for a national standard in the subject, sharing constituency data related to RE with MPs, SACRE members, local councillors and party members and talking about what high-quality RE looks like in Primary and Secondary classrooms.

As an election comes round, please talk to your candidates when they come to your door and write to them about supporting RE. [Your Voice Matters: NATRE's Call to Action to ask your MP to meet us now!](#)

Westhill Awards 2024-25

NASACRE is once again joining with Westhill to offer awards of up to £4000 for innovative and enduring projects. Any project should offer young people meaningful opportunities to engage in compelling learning experiences in RE (or Collective Worship), within the broad theme of “education into diversity”.

Any SACRE wishing to submit an application is strongly advised to review the briefing notes which accompany the application form. There is a webinar on **16th October** which will look at the application process and give interested SACREs an opportunity to hear from past winners. The application form and the notes can be found and downloaded [here](#).

Training, networking, and other support

Global Neighbours: school awards from Christian Aid

The Global Neighbours accreditation scheme is an award scheme for schools run by the charity Christian Aid, in partnership with the Church of England Education Office. It is open to all primary schools and has recently expanded into secondary schools too. The scheme has been running for five years and celebrates the development of global citizenship and courageous advocacy in schools. Its aim is to encourage a deeper understanding of the world and for young people to be empowered to engage with and respond to global issues.

Schools can apply for a bronze, silver or gold award. To achieve accreditation, schools must demonstrate how they are fulfilling criteria relating to:

- Leadership, vision and values
- Teaching and learning
- Collective worship and spiritual development
- Pupil participation in active global citizenship
- Community engagement

For more information please contact Alison Brown (Global Neighbours Schools Programme Officer): abrown@christian-aid.org

RE Hubs – Website now live!



RE Hubs website is now live at www.re-hubs.uk. RE Hubs aim to connect those who can provide resources with those who need them and create a neutral platform being RE professionals together.

Many organisations serve RE/RVE/R&W education in the UK, from places of worship and school speakers to CPD partnerships and resource providers. However, until now, there hasn't been a single place to equip, enable, and signpost everyone within the community.

The West Midlands hub is led by Chris Giles.

Culham St Gabriel's launch FREE new self-study course

Digging Deeper: Subject Knowledge, this short, self-study course builds on the introduction level course and is available for FREE. Find out more here: [Culham St Gabriel's Trust Moodle \(cstg.org.uk\)](https://cstg.org.uk)

Understanding Humanism launches new animation and free resources

Understanding Humanism has launched a **NEW animation** 'One Life, live it well' voiced by author and presenter, Alice Roberts. Accompanied by classroom activities, this simple but beautiful animation illustrates how humanists try to approach life: [One Life, Live It Well: watch our new animation narrated by Alice Roberts » Understanding Humanism](#) They also have available new FREE resources for children in early years, and the stories of four amazing humanist women who changed the world.

Free webinars for primary and secondary ECTs – a taster for NATRE ECT membership

Early Career Teachers have access to a range of free support through a series of online sessions. 'Café' sessions give you a chance to talk with experienced teachers and experts from different worldview backgrounds. The taught sessions offer expert input with a focus on practical classroom strategies.

Date – All Mondays 4.00-5.30pm	Speaker	Topic
11 September 2023	Deborah Weston plus an expert panel	Café NATRE: Subject knowledge: Hindu Dharma
9 October 2023	Lat Blaylock	Progressive teaching about Islam and Muslims
13 November 2023	Deborah Weston plus an expert panel	Café NATRE: Subject knowledge Humanism
11 December 2023	Stephen Pett	Exploring Buddhist worldviews
8 January 2024	Lat Blaylock	Teaching Sikh worldviews
5 February 2024	Deborah Weston plus an expert panel	Café NATRE: Curriculum Design
11 March 2024	Stephen Pett	Exploring Jewish worldviews
8 April 2024	Deborah Weston plus an expert panel	Café NATRE: Pagan traditions
13 May 2024	Lat Blaylock	Using film to deepen learning in RE
10 June 2024	Fiona Moss	Café NATRE: Getting the most from your NATRE membership
8 July 2024	Stephen Pett	Using a worldviews approach in RE

ECT webinars booking link <https://www.natre.org.uk/membership/early-careers-teachers/ect-free-monthly-webinar/>

NATRE: new membership packages!

NATRE is the largest membership organisation that promotes, defends and supports RE teachers and RE teaching. It does this through producing high-quality resources and CPD, lobbying government, being involved in conversations with the DfE and Ofsted, Local Authorities and SACREs, telling teachers' stories and experiences and being a voice for all teachers.

Membership packages for students, ECTs, teachers, schools, RE professionals and RE enthusiasts!

Details: www.natre.org.uk/membership



BBC expands early years RE resources

There are new resources for 4- and 5-year-olds for RE / RME and RVE from BBC Bitesize Reception. These include some simple craft activities and some recipes for festive food with clear and simple ideas to bring the world of religion alive for small children.

The subject is connected to work in the fields of expressive arts and design, helping pupils with their understanding of the world particularly in the field of religion and belief.

These new materials cover Christmas, Easter, Eid Al Adha, Vaisakhi, Divali and more and have now gone live. They include video clips made for the age group, activity sheets and information for teacher-use.

Lat Blaylock, who contributed to the work says: 'I'm really pleased to see that BBC have made such a diverse and well thought out contribution to Early Years learning about religion and belief. Teachers will find this is a little treasure trove.'

Here is a link: www.bbc.co.uk/bitesize/topics/z24kqyc Religions, festivals and celebrations

*News update curated by RE Today Services
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