

Herefordshire Standing Advisory Council for Religious Education

ANNUAL REPORT 2004/2005

This is the seventh full Annual Report of the Herefordshire Standing Advisory Council for Religious Education (SACRE) which provides information about Herefordshire SACREs current constitution, the membership and its deliberations during the academic year comprising the period September 2004 to July 2005, as required by Section 391 (6) of the Education Act 1996.

Function of SACRE

SACRE's main function, as set out in the Education Act 1996, is:-

“To advise the local education authority upon such matters connected with religious worship in county schools and the religious education to be given in accordance with the agreed syllabus as the authority may refer to the council or as the council may see fit”

Contents:-

Section.		Page
1	Overview.	2
2	Main Subjects Discussed.	3
2.3	Monitoring Ofsted Inspections (Section 10 and 23 reports)	4
3	Locally Agreed Syllabus.	9
4	Training.	10
5	Finance.	11
6	Examination Results.	12
7	Standards in RE.	12
8	Collective Worship.	12
9	Links with other Agencies.	13
10	SACRE arrangements.	13
11	Contact details	14
APPENDIX A	SACRE Constitution.	15
APPENDIX B	Current SACRE Membership.	19
APPENDIX C	SACRE Development Plan 2004-07	21
APPENDIX D	Distribution of Annual Report	33

1. OVERVIEW

- 1.1 Under Section 390 of the Education Act 1996 The Herefordshire Local Education Authority (the LEA) is required to set up a Standing Advisory Council for Religious Education (SACRE)
- 1.2 At the meeting of the Herefordshire Council's Education Committee held on 7th April 1998, the constitution of the Standing Advisory Council for Religious Education (SACRE) was approved.
- 1.3 While statistically Herefordshire has a small number of 'Other Faiths', SACRE considered the wider-faith communities represented in the County as a whole. SACRE agreed that it should lead by example and encourage racial harmony and promote inter-faith dialogue. To reflect this wish on 1st July 2003 the original constitution was amended to include Bahá'í and Muslim representatives. The LEA and SACRE continue to seek further representatives of religions, denominations or associations represented in the County to serve on SACRE.

A copy of the constitution (as amended) is attached at Appendix A

A list of the membership as at 31st July 2004, is attached at Appendix B.

- 1.4 Since the last Annual Report, SACRE have met on the following occasions:-
 - 29th November, 2004
 - 7th March, 2005

Following a general principal agreed by SACRE, meetings will normally be held approximately two weeks before the end of school term. Further meetings are therefore scheduled to take place at the Herefordshire Council's offices at Brockington, Hafod Road, Hereford on:

- 28th November, 2005
- 20th March, 2006

- 1.5 Herefordshire is the 21st largest non-metropolitan unitary authority in England, in terms of population, out of 46. In terms of area Herefordshire is the 2nd largest non-metropolitan unitary authority in England. The LEA serves an area with a mixed urban and rural economy where small schools and geographical isolation are a common feature. There are 105 school settings with a school population of approximately 23,500. While the school population across all phases is declining there has been an increase in the number of transient and settled population from the European Union. On the Government's ranking of social deprivation Herefordshire is close to the average of all authorities. The County's economy has a limited industrial and technological base. Data from the 2001 national census indicated that of those who completed the census form 79% declared that they were Christian.

'Religion Not stated' accounted for 7.7% with 'Other' accounting for 0.7%. This made Christianity the principal religion in the County. The next recognised religion was Buddhism with 0.2%.

2. MAIN SUBJECTS DISCUSSED

2.1 Non Statutory National Framework For Religious Education

SACRE have been kept apprised of developments concerning the Non-statutory National Framework for Religious Education. Members have been issued with copies of the published work and noted that Schemes of Work to accompany the Framework would be issued in due course.

At a local level SACRE expressed concern that schools may see the Framework as a successor to the Locally Agreed Syllabus and instructed the LEA that schools be informed in clear terms what the position was. This was accomplished by a joint letter being sent from the Chairman of SACRE and the Head of Inspection, Advice and School Performance Service (IASPS). Schools wishing to access the Framework have been advised how to find it on the QCA website.

The arrival of the national guidance was, however, very timely for Herefordshire as the LEA has made arrangements to review the existing Agreed Syllabus and the national non-statutory guidance will be influential in this review process.

2.2 Ofsted Consultation paper on the New Inspection Framework

In recent years a raft of changes had been made to school inspections. The current framework 'Inspecting Schools' was published by Ofsted in May 2003 to implement refinements in the approach to inspections. The consultation document 'Framework for Inspecting Schools' issued by Ofsted, and setting out the requirements for school inspections in England from September 2005 was considered by SACRE. It was noted that the main features of the new inspections would be: shorter, sharper inspections; shorter notice of inspections; smaller inspection teams; more frequent inspections and more emphasis placed on the school's own self evaluation evidence.

While currently there is a requirement for inspection reports to provide commentary on the provision of RE in the school, under the new method of inspection SACRE felt that RE was unlikely to be mentioned. This would make it hard for SACRE, to gauge the performance of RE in the school.

While most of the consultation document concerned other aspects of education, SACRE felt that a response, questioning how the new framework would ensure that the provision and quality of RE was evaluated, should be submitted.

The Chairman duly responded to the consultation in such terms.

2.3 SACRE Monitoring of Ofsted Inspections (Section 10 reports and

Section 23 reports)

SACRE have continued to debate the problem of how to monitor RE in schools when the Ofsted inspection reports fail to report on the subject.

Currently a composite report is compiled by the RE Consultant based on the RE performance reported in the Ofsted inspection reports (Section 10 reports). In view of the changes to the Ofsted inspection monitoring mentioned previously, this method of reporting is unlikely to continue.

In an attempt to widen the collection of information on RE in schools, SACRE commissioned the LEA to undertake a series of discussion visits to schools. The discussion visits are reported upon at section 2.5.

During the reporting period SACRE received a report by the Consultant for RE following her review of the Ofsted inspection reports (**Section 10 reports**) for 2 Community High Schools and 1 Community Primary School. It was noted that it had been difficult to obtain meaningful results from such a small sample of schools. However, her report highlighted that while both secondary schools had very good RE teaching and learning in KS3, having the benefit of excellent specialist teachers, neither school met the statutory requirements for RE provision in KS4. One of the schools was also failing to meet statutory requirements for RE in the 6th Form. The report on the primary school indicated that the standards of the Agreed Syllabus were being met.

SACRE noted that evidence from the previous Ofsted inspection reports, including the previous years report on the discussion visits, indicated that, overall, Herefordshire schools were performing well in the subject. The two secondary schools identified as lacking RE provision in KS4 were, in overall terms, good schools. SACRE acknowledged that it would be challenging for the Local Education Authority to impose any sanctions against the school, particularly in view of the degree of budget delegation to schools. SACRE have requested that the LEA monitor the situation.

With the approval of the Diocesan Authorities, **Section 23** inspection reports are also considered by SACRE. Section 23 Inspections look at Collective Worship (CW) and Spiritual, Moral Social and Cultural education of pupils (SMSC) in Voluntary Controlled Schools and look at Religious Education, CW and SMSC in Voluntary Aided Schools. While Section 23 reports do not officially fall within SACRE's brief both authorities agree there are sensible overlaps between SMSC and CW and it is important to see RE in schools as a whole. Recommendations identified in Section 23 inspection reports indicate key issues for School Governors and staff to consider. During this reporting period no Section 23 inspection reports have been considered by SACRE.

2.4 Presentations

As part of SACRE's wish to understand the wider religious view, particularly from faiths not directly represented, and to appreciate the teachers point of view, SACRE continue to receive presentations from a range of speakers representing the different aspects of RE teaching in schools.

During the reporting period SACRE received a presentation on Religious Education in Special Schools given by Mr Nigel Roberts, Barrs Court School, Hereford, and Mrs Janet Brown, Blackmarston School, Hereford, and discussed issues of concern and their implications for pupils and teachers in schools.

Both spoke about their experiences of teaching pupils of between 2½ and 11 years of age who had profound or multiple learning difficulties. SACRE noted that there were many definitions of 'special' pupils as there were many variations of learning difficulties. Due to the range of pupil abilities a lot of teaching was on a one to one basis, however, some group work was provided. Circulated at the meeting were examples of RE teaching plans for KS1 and KS2. It was explained that these had been based on the Agreed Syllabus and P-Level Attainment Descriptors. SACRE appreciated the informative presentation on this difficult and challenging area of teaching.

2.5 Monitoring of Religious Education – Discussion Visits

Over the last few years the Ofsted inspection reports on individual schools (see Section 2.3 for 'Section 10' inspections) have provided considerable re-assurance to SACRE on the quality of provision of teaching and judgements on the standards attained by pupils.

As reported in previous Annual Reports these Ofsted Inspection reports have become less comprehensive as the Ofsted inspection process has been refined. Herefordshire SACRE felt that, as a result of Ofsted changing the inspection method, the resultant inspection report no longer provided sufficient detail on RE in many schools.

Following a successful trial, first reported in the 2003/4 SACRE Annual Report, the Education Directorate, on behalf of SACRE and in accordance with the SACRE Development Plan, contracted both Joyce Mackley (RE Consultant) and Mike Carter (retired Primary School Inspector and Headteacher) to undertake a sampling exercise in around 10% of Herefordshire schools to establish, by means of a 'discussion visit', what was happening in the subject.

Following the success of the trial SACRE decided to again commission the LEA to undertake further discussion visits to schools.

It was emphasised to schools from the outset that a discussion visit was designed to gather further local information, without subjecting schools to additional inspection pressures. In many cases, by engaging in the exchange of information, schools have found the

exercise to be of great benefit.

During this reporting period SACRE noted that the Consultant for RE had so far undertaken 3 out of 4 planned discussion visits to secondary schools. Anecdotal evidence received during discussions indicated some concern at secondary school level about the limited amount of time allocated by some primary schools for RE and the impact this had on the progression of learning into secondary school. SACRE noted this anecdotal evidence and requested the LEA to investigate the issue.

Unfortunately due to illness similar discussion visits to the primary schools could not be undertaken during the reporting period. It is hoped that these primary school visits will be programmed for later in 2005.

While acknowledging that this method of monitoring is an expensive undertaking, SACRE have reaffirmed its recommendation to the LEA that these discussion visits be continued in future years.

2.6 Chairman's Letter to Schools

Currently the Chairman writes to the school following the reporting of a school's Ofsted inspection result affirming the role of the RE teacher(s) and the subject in the school. While acknowledging that this practice would be difficult to continue due to changes in the Ofsted inspection process, SACRE have expressed a wish that an annual letter of appreciation by the Chairman to schools concerning their teaching of RE be continued.

2.7 Herefordshire SACRE Annual Conference 2005

29th September, 2005 will see the 7th Annual SACRE day conference for governors, heads, teachers, SACRE members and LEA officers. The theme of the conference will be "Many Religions, Many Beliefs – Developing Respect for All". It is hoped that, following the great success of previous conferences, this will also be a challenging, practical and forward thinking conference. It will provide an opportunity to hear from speakers from around the country and explore the role and challenge facing RE in the development of positive attitudes towards other people, and respecting their right to hold different beliefs in a society of diverse religions.

In a change from previous formats, a number of leading speakers have been invited to take part including: Marian Agombar (Chair of NASACRE 2000-2004), Jane Brooke (Chair of NASACRE), Julia Igrave (Senior Lecturer in Education, Oxford Brookes University), Marilyn Bowles (Primary RE Coordinator and AST, Leicester), Jonathan Rendall (Diocesan Schools Advisor) and Kate Mayglothing (AST, Wigmore High School).

Workshops have been planned on the themes of:

- “Developing empathy & respect in Islam”,
- “Building e-bridges: interfaith dialogue by e-mail”,
- “Inspired Learning from Christian Visitors in the classroom”
- “A practical look at using persona dolls in RE to introduce young children to religions (R/KS1)”.

Plans are also underway to hold an “Open Forum” to be Chaired by Tristram Jenkins, member of NASACRE and, until his retirement, a member of Herefordshire SACRE.

It is also planned to have the Kingsland Primary School Steel Band provide music during the lunchtime interlude.

It is intended to use the conference event to launch the “Finding Treasure” Collective Worship guidance for primary schools.

2.8 Area Wide Inspection of 14 – 19 year old provision and other Inspections

SACRE have been informed that nationally 70 Area Wide inspections of 14-19 provision had been carried. Herefordshire was one of the areas inspected. In Herefordshire an intense inspection of the provision for 14-19 year olds had commenced in September 2004 and had included the Council’s partners in the Connexions Service and the Learning and Skills Council (LSC). As part of the inspection process the Chairman of SACRE, Councillor J Stone, had been interviewed. While the results of the inspection would not be known for some time, the Head of IASPS was cautiously optimistic about the outcome.

SACRE also heard that Herefordshire Council would be subject to the new Comprehensive Performance Assessment scheme (CPA 2005), to be undertaken in Herefordshire between 26th September to 7th October, 2005. Alongside the CPA inspection a Joint Area Review of Services (JARS) for Children and Young People would also be undertaken. SACRE await the inspection results with interest.

2.9 Officer Support to SACRE

SACRE received a report from the Head of Inspection, Advice and School Performance Service (IASPS) concerning the level of support to SACRE by the LEA.

Prompted by the Council’s establishment of a new Children’s Services Directorate, which now includes the functions of the former Education Directorate, a number of workload commitments within the Directorate had been reviewed. Unfortunately proposals for additional administrative assistance to SACRE had not come to fruition and therefore the current level of support would continue.

No change had been proposed to the level of legal and administrative

support provided by the staff of the County Secretary and Solicitor's Department.

2.10 Education Budget for 2005/6 – Implications for SACRE

SACRE have been informed that despite pressures on the overall education budget, the existing budget for SACRE had been maintained. SACRE did however, acknowledge that a shift in its expenditure priorities would be needed to accommodate the expected increase in activity due to the review of the Agreed Syllabus. This may have further budgetary implications for 2006/7 as activity on the review increases and methods of monitoring RE in schools (other than by Ofsted report) is further established.

2.11 LEA Guidance on a Collective Worship Policy

SACRE have been kept up to date on the activities of the Working Party in drafting the Collective Worship Policy and Guidelines entitled "Finding Treasure". SACRE received a timetable for action to progress the drafting including a proposal, which was subsequently agreed, that a Working Party be formed to oversee both the publication and its launch at the SACRE Annual Conference. The Guidance had been produced for primary schools and separate guidance would be produced in the near future for secondary schools.

2.12 Representation of Other Faiths on SACRE

While a number of enquiries have been received from 'Other faith' groups, notably from the Hindu faith, concerning representation on SACRE the groups concerned had not been forthcoming in proposing local representatives. SACRE continues to seek further representation from religious denominations or associations represented in the County to serve on SACRE.

2.13 Examination Results in Religious Studies 1999 to 2004

To assist SACRE in its monitoring role, a graph was presented to the March 2005 meeting indicating Herefordshire's examination performance in Religious Studies compared to the national performance. Unfortunately the lack available of statistics precluded a comprehensive report. However, SACRE considered that the information indicated a satisfactory position, particularly since the introduction of the revised Agreed Syllabus in September, 2001. As further data becomes available it will be added to the database for future reports.

2.14 OfSTED – “An Evaluation of the Work of SACREs” and QCA – “SACREs and Self-evaluation: A Guide”.

Members have been issued with the OfSTED publication “An Evaluation of the Work of SACREs” and the QCA publication “SACREs and Self-evaluation: A Guide”. Both publications had been referred to at the QCA SACRE Annual Conference.

The “Evaluation of the work of SACREs”, had been produced at the request of Her Majesty’s Chief Inspector to inform his advice about the future policy for religious education and collective worship and inform the continuing debate about the role of SACREs. The SACRE self-evaluation guide, was designed to help individual SACREs evaluate their role and in particular to consider their impact on pupil’s learning

During debate on the self-evaluation guide SACRE were cautioned that regard needed to be had as to the size and type of LEA and the resources available to both the LEA and SACRE. SACRE noted that while Herefordshire was in the bottom quartile for funding, it was in the top 20% of the educational system, a situation which made it difficult for the Government to justify awarding further funding to Herefordshire.

SACRE agreed that members would study the Ofsted publication and use the self-evaluation tool to undertake their own evaluation of SACRE in preparation for a further debate on how, and in what areas, further development should take place.

2.15 Key Stage 3 Strategy

SACRE heard that a great deal of good work was being undertaken by the Key Stage 3 Group to collate and develop areas of good practice. Thanks to ‘Beacon School’ funding and the pooling of other funding, training events to further the roll-out of aspects of the KS3 strategy had been held. The events had been well attended, chiefly because supply teacher costs had been covered. The events had also been an excellent opportunity for participants to share examples of good practice. Work on developing an ICT theme to the strategy is being progressed.

2.16 Response to written public questions.

No written questions from members of the public were received during the reporting period.

3. LOCALLY AGREED SYLLABUS

3.1 Herefordshire schools started using the current Herefordshire Agreed Syllabus for Religious Education at the commencement of the Autumn term 2001. Since then schools have been sent a questionnaire concerning the introduction of the Agreed Syllabus. Over half of the schools (approximately 64%) in the County responded to the

questionnaire. In general the schools response to the introduction of the RE Syllabus had been very encouraging.

3.2 The non-statutory guidance attached to the Herefordshire Agreed Syllabus had also been widely welcomed and it was recognised as a model of good practice both within and beyond the County of Herefordshire.

3.3 With this in mind SACRE do not anticipate that a major review of the Syllabus will be needed. However, the review will be guided by, and incorporate elements from the Non-statutory National Framework for RE.

SACRE were aware that time would be needed to undertake consultation and redrafting, particularly following the publication of the Non-statutory National Framework, and therefore requested that the LEA re-establish the Herefordshire Agreed Syllabus Conference to start the review process.

The Herefordshire Agreed Syllabus Conference met on Friday 24th June 2005 and agreed key principals and a timetable for the review. A new Agreed Syllabus for RE will be introduced from Autumn term 2006.

4 TRAINING

4.1 The 6th SACRE Annual Conference 2004 was held on 24th September at Hedley Lodge, Belmont, Hereford. The Conference was attended by approximately 55 delegates comprised of Heads, teachers, School Governors, Members of SACRE and the Local Education Authority. The Keynote speaker was Graham Langtree, QCA Officer for RE, on the theme "Developing Religious Education". He also facilitated one of the workshop sessions. Feed back from the delegates has been very positive.

SACRE see these annual events as an excellent opportunity for Herefordshire RE teachers, headteachers and governors to hear national speakers talk on important religious issues. Proposals for the 2005 conference were mentioned earlier at section 2.7.

SACRE gratefully acknowledge the time and effort of Mrs. Joyce Mackley, Consultant for RE, in organising yet another highly successful SACRE Annual Conference.

4.2 The SACRE Annual Conference also furthered the development of inter-personal networks that bring RE teachers together for subject development.

4.3 SACRE are delighted that trainees from the Marches Consortium continue to attend meetings on an ad-hoc basis as part of their teacher-training course.

- 4.4 Termly teachers meetings (Swap-Shops) – These continue to be held and have been very positive events. These are seen as an excellent means for primary and secondary RE teachers to share good practice and discuss issues of common concern.
- 4.5 The LEA's Religious Education Consultant, Mrs. J. Mackley, from RE Today Professional Service Team, has continued to take a major role in delivering In-service Education Training (INSET) within the LEA and has acted as advisor to many schools on a range of RE issues.
- 4.6 Members of SACRE have received information produced by a number of organisations, including QCA, and have received reports on national RE conferences. As part of the ongoing programme of Member development, Members have received presentations on religious education issues. (further reported at section 2.4)

5 FINANCE

- 5.1 The LEA has established a base budget of £10,000 to fund the work of SACRE which included administration i.e. postage and printing, within the Education Directorate. This figure also included supply cover for teachers attending SACRE meetings and supporting SACRE related issues.
- 5.2 As reported in section 2.10 – Education Budget – SACRE have acknowledged that the priorities governing the SACRE budget may need to be reviewed in light of expenditure arising from the Syllabus review and RE monitoring.
- 5.3 The KS3 project also received limited funding to support its work. Funding was also made available to support the development of Collective Worship Guidance.
- 5.4 Separate funding has been used to meet the cost of the work of the Religious Education Consultant (the County does not employ an RE advisor). The RE Consultant, Mrs Joyce Mackley, is contracted for as many days as is considered necessary per year on a daily basis.
- 5.5 The Council's budgetary system does not identify the additional cost incurred by officers of the Council who advise, administer or clerk SACRE.

6 EXAMINATION RESULTS

6.1 As in previous years the national RE examination results are not published until after the period covered by this Annual Report. The results usually come out in the November following the academic year. Therefore SACRE have not had an opportunity to fully debate the RE exam results for 2005. At its meeting on 28th November, 2005 SACRE received a preliminary report on the results for 2005 and noted a number of anomalies. However, the preliminary report indicated a continuation in the overall pattern of improvement. SACRE have requested that a comprehensive report on RE examination statistics be presented to a future meeting.

7. STANDARDS IN RE

7.1 A number of matters have been commented upon by SACRE arising from discussion of Ofsted reports, discussion visits and other subject specific reports. These comments have been noted by the LEA for consideration when future resource planning or funding is considered. However, no specific policy advice has been issued to the Local Education Authority on raising standards in RE.

7.2 No formal complaint has been made about standards in RE in Herefordshire schools under the local statutory complaints procedure during the reporting period.

8. COLLECTIVE WORSHIP

8.1 SACRE have acknowledged that schools already undertake a great deal of good practice in the area of Collective Worship. While the majority of Primary Schools are meeting the statutory requirements for Collective Worship this still remains problematical at some High Schools due to issues of accommodation and timetabling.

8.2 As reported at Section 2.11, SACRE are pleased that the Collective Worship Policy and Guidelines entitled "Finding Treasure" is nearing completion and is scheduled to be launched at the SACRE Annual Conference 2005. SACRE gratefully acknowledge the work undertaken by the Working Group to bring this project to fruition.

8.3 Consideration of the developing relationship between the areas of SACRE concerning RE and Collective Worship, with other whole school related subjects and aspects of school life, with particular reference to Citizenship, Personal, Social and Health Education (PSHE) and Values Development will be monitored through Ofsted and LEA review in accordance with the SACRE Development Plan.

8.4 No application for a Collective Worship determination under the Education Act 1996 has been made during this reporting period.

- 8.5 No formal complaint has been made about Collective Worship in Herefordshire schools under the local statutory complaints procedure during the reporting period.

9. LINKS WITH OTHER AGENCIES

- 9.1 SACRE continues to develop its links with other agencies such as RE Today; through its membership of The National Association of Standing Advisory Councils on Religious Education (NASACRE), and other local organisations.
- 9.2 The RE Adviser, Mrs Joyce Mackley, provides consultancy to SACRE. SACRE are also able to benefit from her experience as an inspector for Ofsted.
- 9.3 Valuable links are being established through the appointment of further 'Other Faith' Members to SACRE.
- 9.4 Representatives have attended the QCA SACRE Conference and the NASACRE Annual Conference.
- 9.5 Important links continue to be established via the local Herefordshire SACRE Annual Conference.
- 9.6 SACRE meetings have been attended on an ad-hoc basis by trainees from the Marches Consortium. SACRE members were pleased to hear that the trainees had found it extremely interesting to hear debate on the broader issues of RE in schools and the wider strategic aims of SACRE, the Diocesan Authorities and the LEA.

10. SACRE ARRANGEMENTS

- 10.1 Mr. Ted St. George, the Head of Inspection, Advice and School Performance, and the Religious Education Consultant attend SACRE meetings in an advisory capacity. Meetings have been clerked and professionally serviced by representatives of the County Secretary and Solicitor for Herefordshire Council.
- 10.2 No members of the public have attended meetings. This is disappointing given the availability of agendas at Council offices and public libraries and the notification of meetings via the Council's public notice of meetings and the Council's web site. Trainee teachers from the Marches Consortium have attended meetings as described at Section 4.3 & 9.6.
- 10.3 Attendance at meetings by Members and Co-opted Members has, on the whole, been extremely good, particularly considering the distance, and other commitments, many of the Members and Co-opted Members have.

- 10.4 Agendas for SACRE meetings and a copy of this annual report are available on the Internet by visiting the Herefordshire Council Web Site home page at www.herefordshire.gov.uk. Clicking on the quick link 'Committee Meetings' will enable you to browse the published agendas and minutes for Herefordshire Council committee meetings dating back to June 2003. By selecting SACRE from the committee list you will be offered a selection of meeting dates to choose from. This is where you will find the agenda, reports and minutes of meetings. Meetings of the RE Syllabus Conference can be viewed in a similar way.

11 CONTACT DETAILS

- 11.1 The Lead Officer for the Local Education Authority (LEA) is Mr Ted St. George who is contactable at the following address:

Mr. Ted St. George,
Head of IASPS,
Herefordshire Council,
Education and Conference Centre,
4 Blackfriars Street,
Hereford.
HR4 9HS
Tel: (01432) 260803
or
e-mail tedsg@herefordshire.gov.uk

- 11.2 Mrs Joyce Mackley, Consultant for RE attends in an advisory capacity for the LEA and is contactable via Mr. Ted St George as above.

- 11.3 The County Secretary and Solicitors representative at meetings is Mr Paul. James who clerks the meetings. Mr James is contactable at the following address:

Mr. Paul James,
Committee Officer (Scrutiny),
Members Services,
Herefordshire Council,
Brockington,
35 Hafod Road,
Hereford.
HR1 1ZT

Tel: (01432) 260460
or
e-mail: pjames@herefordshire.gov.uk

THE HEREFORDSHIRE COUNCIL STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION CONSTITUTION (as amended 1st July 2003)

Introduction

1. Section 390 of the Education Act 1996 requires The Herefordshire LEA 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 LEA 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 LEA may refer to the SACRE or as the LEA may see fit.
3. SACRE can also require the LEA 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 LEA to represent respectively -
 - A. such Christian denominations and other religions and denominations of such religions as, in the opinion of the LEA, 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 LEA, ought, having regard to the circumstances of the area, to be represented;
 - D. the Local Education Authority (LEA)
6. The SACRE may also include co-opted members.
7. 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.
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

8. 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.
9. The members of SACRE, who have not been co-opted themselves, may co-opt a person, and a person so co-opted shall hold office on such terms as may be determined by the members co-opting them. When considering using their powers of co-option, the members of SACRE should bear in mind the range of Christian denominations and world faiths in the County.
10. Any member of SACRE may at any time resign his/her office.
11. Any member of SACRE unable to attend a meeting may appoint a named substitute to attend in his/her place.

Voting Arrangements

12. On any question to be decided by SACRE, only the representative groups on SACRE shall be entitled to vote, and each such group shall have a single vote.

Conduct of Business

13. 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.
14. 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.
15. 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.
16. Meetings of SACRE may be convened at the request of the Chairman or any one of the Groups.
17. No business shall be transacted at the meeting unless all representative groups are represented at that meeting.

Chairman and Vice-Chairman

18. The Chairman of SACRE is appointed by The Herefordshire Council. In the absence of the Chairman from a meeting, a Chairman pro tem shall be appointed from amongst the LEA representatives there present.

Secretary

19. The County Secretary and Solicitor of The Herefordshire Council shall be the Secretary of SACRE.

Rights of Press and Public to attend meetings

20. In accordance with the statutory requirements of 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 Secretary.

**MEMBERSHIP OF THE STANDING ADVISORY
COUNCIL FOR RELIGIOUS EDUCATION**

The constitution of SACRE was formally approved by the Education Committee in April 1998. To reflect the wishes of SACRE at their meeting held 1st July 2003 the Constitution has been amended to provide for further representatives to be appointed to Committee A (Other Faiths). The composition of SACRE is as follows:

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)
Other faith representatives - one Bahá'í, one Muslim and one representative of other faiths as a whole. |
| 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 |

THE CURRENT MEMBERSHIP OF SACRE (as at 31st July 2004)

- Group (A): Mrs C. Ault, Father M. Donnelly, Mrs. A. Mundy, Mr. Z. Pandor, Mr. M. Rollnick.
 - Group (B): Rev. P. Barlow, Mr. J. Rendall, Rev I Terry.
 - Group (C): Mrs. J. Brown, Mrs. S. McCamley, Dr. M. Goodman,
 - Group (D): Cllr Mrs W.U. Attfield, Cllr. P.E. Harling, Cllr. J. Stone
 - Co-opted member: Ms. K. Mayglothling (AST)
 - Co-opted member for the Academic Community: Mrs. G. Morris.
- ❖ It is intended that further representatives will be appointed to serve on Group A "Other Faiths". Representatives from other belief systems may be considered for co-option.

||

||

Standing Advisory Council for Religious Education (S.A.C.R.E)

Draft Development Plan 2004-07

Mission Statement:

To assist schools to raise standards in Religious Education and Collective worship by providing high quality, informed advice to the Herefordshire LEA.

MARCH 2004



Key Functions of SACRE (Circular 1/94)

- ◆ advising the LEA on matters connected with Religious Education and Collective Worship in accordance with the Agreed Syllabus;
- ◆ requiring the review of the Agreed Syllabus for Religious Education adopted by the LEA;
- ◆ supporting the effective provision of Religious Education and Collective Worship in schools
- ◆ advising on
 - methods of teaching
 - choice of materials
 - provision of teacher training
 - other matters the LEA wishes to refer to SACRE
- ◆ dealing with applications from head teachers of county schools for a total or partial exemption from providing Christian worship. Criteria for such 'determinations' relating to family backgrounds, ages and aptitudes of pupils.
- ◆ publishing an annual report of its work and sending it to the Qualifications and Curriculum Authority (QCA)

The purposes of this development plan are to.....

1. Support, develop and monitor provision, teaching and learning in Religious Education in County and VC schools (VA in partnership with the diocese)

2. Support, develop and monitor collective worship in county schools and church schools in partnership with the diocese- both Anglican and Roman Catholic

3. Review/revise and monitor the Agreed Syllabus

4. Develop effective partnerships with schools, the faith communities and the LEA

5. Prepare and circulate an annual SACRE report

6. Liaise with national bodies to inform, support and disseminate the work of SACRE

7. Consider and advise on the developing relationship between Religious Education, Collective Worship and spiritual development with other subjects, national and Herefordshire strategies

8. Make appropriate use of ICT to communicate more effectively with schools

9. Communicate with the local media through a publicity officer to inform about multi faith and multi cultural activities arising from Religious Education, Collective Worship and Citizenship

A key principle underpinning this development plan is the active partnership between the LEA and the diocesan authorities in the promotion and development of Religious Education and Collective worship in *all* schools.

It is essentially, a working document designed to focus attention on, and clarify, key aspects of the work of SACRE in Herefordshire

SACRE Draft Development Plan 2004-07

1. Support, develop and monitor provision, teaching and learning in RE in County and VC schools (VA in partnership with Diocesan Authorities)

<i>Action</i>	Timescale	Lead Responsibility:	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ◆ Annual programme of inset provided in partnership with Hereford Diocese and Cardiff Archdiocese ◆ Offer school based support and training for RE ◆ Analysis of school inspection reports ◆ To monitor RE in schools through SACRE monitoring visits (including diocesan schools in partnership) ◆ To provide an annual SACRE day conference ◆ Termly meeting for RE subject leaders (co-ordinators/HoD's) ◆ To appoint a secondary working party to support curriculum development, including the development of ICT to support teaching and learning in RE. ◆ To appoint a primary working party to support curriculum development, including the development of ICT to support teaching and learning in RE. 	<p>Annually – Autumn term SACRE mtg</p> <p>As required</p> <p>Twice yearly SACRE meetings Analysis</p> <p>Biennially</p> <p>Annually</p> <p>Termly</p> <p>As required</p> <p>As required</p>	<p>RE consultant in liaison with Ted St George</p> <p>Ted St George/RE consultant/ AST's</p> <p>Ted St George</p> <p>RE Consultant</p> <p>Consultants</p> <p>RE consultant</p> <p>RE consultant /AST</p> <p>AST/RE consultant</p> <p>RE consultant</p>	<p>Annual SACRE budget</p>	<p>Monitoring and evaluation of all functions described on this development plan will be by means of reports made to SACRE. These are to include:</p> <ul style="list-style-type: none"> ◆ Ofsted inspection reports ◆ In-service evaluation comments ◆ Consultants visits to schools ◆ Diocesan Boards of Education (Cof E and RC) Officers reports e.g. church school Section 23 reports <p>Course evaluation comments</p>

2. Support, develop and monitor collective worship in county schools and church schools in partnership with the diocesan authorities Anglican and Roman Catholic.

<i>Action</i>	Timescale	Responsibility:	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ▪ To publish guidance on collective worship ▪ To provide in-service training to support the development of collective worship across the curriculum ▪ To establish a pattern of SACRE visits to schools to observe CW ▪ Monitor the impact of Collective Worship guidelines 	Autumn 2004	SACRE with Jonathan Rendall and collective worship working party	Working party costs	Monitoring and evaluation of all functions described on this development plan will be by means of reports made to SACRE. These are to include: <ul style="list-style-type: none"> ◆ Ofsted inspection reports ◆ In-service evaluation comments ◆ Consultants visits to schools ◆ Diocesan Boards of Education (Cof E and RC) Officers reports e.g. church school Section 23 reports ◆ Course evaluation comments
	2004-2005	RE consultant	Publication costs	
	Bi-annual	SACRE		
	2005/6	SACRE		

3. Review/revise and monitor the Agreed Syllabus

<i>Action</i>	Timescale	Responsibility:	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ◆ Review and revise Agreed Syllabus - Establish Agreed Syllabus conference 	Spring 2005- Spring 2006 Spring 2005	SACRE SACRE	Build additional costs into the SACRE budget for 2005-2007	Monitoring and evaluation of all functions described on this development plan will be by means of reports made to SACRE. These are to include: <ul style="list-style-type: none"> ◆ Ofsted inspection reports ◆ In-service evaluation comments ◆ Consultants visits to schools ◆ Diocesan Boards of Education (Cof E and RC) Officers reports e.g. church school Section 23 reports Course evaluation comments
<ul style="list-style-type: none"> ◆ Review/develop non statutory guidance to support the Agreed Syllabus 	Autumn 2005- Spring 2006	RE consultant and AST		
<ul style="list-style-type: none"> ◆ Training for revised Agreed Syllabus 	Summer 2006	RE consultant and AST		
<ul style="list-style-type: none"> ◆ Implement revised Agreed Syllabus Sept 2006 	From Autumn 2006	Schools		
<ul style="list-style-type: none"> ◆ To undertake a formal study of the impact of the revised agreed syllabus and non statutory guidance implemented from September 2006 	Autumn 2007	SACRE/ RE consultant		

4. Develop effective partnerships with schools, the faith communities and the LEA

<i>Action</i>	Timescale	Responsibility:	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ◆ To participate (if appropriate) in the development of the Educational Development plan ◆ To advise the LEA on support required by schools on light of inspection findings ◆ To visit a sample of schools to review RE and CW on a voluntary basis (also diocesan schools in partnership) ◆ To continue a programme of presentations to SACRE by teachers exemplifying good practice ◆ To encourage the active partnership of different faith communities in the work of SACRE 	Spring 2005	Ted St George	Build costs into the SACRE budget 2005-7	<p>Monitoring and evaluation of all functions described on this development plan will be by means of reports made to SACRE.</p> <p>These are to include:</p> <ul style="list-style-type: none"> ◆ Reports from SACRE members involved in actions identified on this aspect of the development plan ◆ Ofsted inspection reports ◆ In-service evaluation comments ◆ Consultants visits to schools ◆ Diocesan Boards of Education (Cof E and RC) Officers reports e.g. church school Section 23 reports ◆ Course evaluation comments
	Ongoing	Ted St George to write to schools; RE consultant to support		
	At least annually	SACRE members to advise		
	Ongoing	SACRE members to advise		
	Ongoing	SACRE		

♦ To contribute to inclusion issues particularly interfaith understanding.	Ongoing	SACRE		
♦ To support social cohesion by promoting multi-faith and multi cultural activities in schools and advising the LEA on related issues	Ongoing	SACRE		
♦ To support work of the Marches training consortium in the development of future RE teachers	Ongoing	SACRE		

5. Prepare and circulate an annual SACRE report

<i>Action</i>	Timescale	Responsibility:	Resource implications	<i>Monitoring and evaluation</i>
♦ To use the QCA format for the Herefordshire SACRE report	Autumn annually	Clerk to SACRE	Officer time and publication costs	SACRE to read, discuss and approve report

6. Liaise with national bodies to inform, support and disseminate the work of SACRE

<i>Action</i>	Timescale	Responsibility:	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ◆ NASACRE <ul style="list-style-type: none"> - to support and disseminate the work of NASACRE in raising issues relating to RE & CW at national level 	Ongoing	SACRE members + RE consultant	2004-2005 SACRE budget	Monitoring and evaluation of all functions described on this development plan will be by means of reports made to SACRE.
<ul style="list-style-type: none"> ◆ QCA <ul style="list-style-type: none"> - to communicate matters relating to RE & CW - to respond to requests for information - to submit annual report - to receive report of annual QCA/ SACRE conference 	Ongoing			These are to include: <ul style="list-style-type: none"> ◆ Reports from SACRE members, officers involved in actions and consultant identified on this aspect of the development plan
<ul style="list-style-type: none"> ◆ DfES / TTA / OFSTED / National educational bodies representing different faith communities <ul style="list-style-type: none"> - To draw on developments relating to RE and Collective worship and debate implications 	Spring SACRE meeting annually			

7. Consider and advise on the developing relationship between RE, CW and spiritual development with other subjects and national and Herefordshire strategies

<i>Action</i>	Timescale	Responsibility	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ◆ Sacre to monitor outcomes of Ofsted and LEA inspections or reviews of schools ◆ Opportunity for SACRE to support spiritual development across the curriculum ◆ Opportunity for SACRE to support the Herefordshire Creativity initiative ◆ Consider the relationships between RE and CW and national developments such as Primary National Strategy; Foundation Stage RE Key Stage 3 strategy; 14-19 curriculum; Citizenship and PSHE; and identify areas requiring further development and training 	<p>April 2004 onwards</p> <p>April 2004 onwards</p> <p>April 2004 onwards</p> <p>April 2004 onwards</p>	<p>Lead officers and consultant from LEA and Diocese</p> <p>Lead officers and consultant from LEA and Diocese</p> <p>Lead officers and consultant from LEA and Diocese</p> <p>Lead officers and consultant from LEA and Diocese</p>	<p>SACRE budget</p>	<p>Monitoring and evaluation of all functions described on this development plan will be by means of reports made to SACRE.</p> <p>These are to include:</p> <ul style="list-style-type: none"> ◆ Reports from SACRE members involved in actions identified on this aspect of the development plan ◆ Ofsted inspection reports ◆ In-service evaluation comments ◆ Consultants visits to schools ◆ Diocesan Boards of Education (Cof E and RC) Officers reports e.g. church school Section 23 reports ◆ Course evaluation comments

8. Make appropriate use of ICT to communicate more effectively with schools

<i>Action</i>	Timescale	Responsibility	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ◆ To develop the Herefordshire LEA website to include sections for SACRE and the Agreed Syllabus • Invite ICT Projects Officer to attend a SACRE meeting 	April 2004 onwards	SACRE + ICT Projects Officer		

9. Communicate with the local media through a publicity officer to inform about multi faith and multi cultural activities arising from RE & CW and Citizenship

<i>Action</i>	Timescale	Responsibility	Resource implications	<i>Monitoring and evaluation</i>
<ul style="list-style-type: none"> ◆ nominate and appoint a SACRE officer as publicity officer for SACRE ◆ inform local media e.g. BBC Hereford and Worcester; Hereford times about initiatives to support to inform the public, faith communities and schools about the work of SACRE 	April 2004 onwards	SACRE		

Copies of the Annual Report have been sent to:

QCA

RE teachers and Heads of Department in Herefordshire Schools

Councillor D.W. Rule Cabinet Member - Children's Services, (Formerly Cabinet Member - Education).

Councillor B.F. Ashton – Chairman, Children's Services Scrutiny Committee. (Formerly Education Scrutiny Committee)

Local press / media.

Local Libraries for public inspection.

Council Area Offices for public inspection.

Local representatives of the teaching unions.

Herefordshire County Records Office.

The Director of Children's Services and key officers in the Children's Services Directorate. (Formerly the Education Directorate)

Members and Co-opted Members of SACRE

Copies are also available on the Herefordshire Council Web page.

If you require further information please contact Mr. P. R. James, Committee Officer (Scrutiny),
on (01432) 260460 or pjames@herefordshire.gov.uk
Published by Members' Services, Herefordshire Council, Brockington,
35 Hafod Road, Hereford. HR1 1ZT