

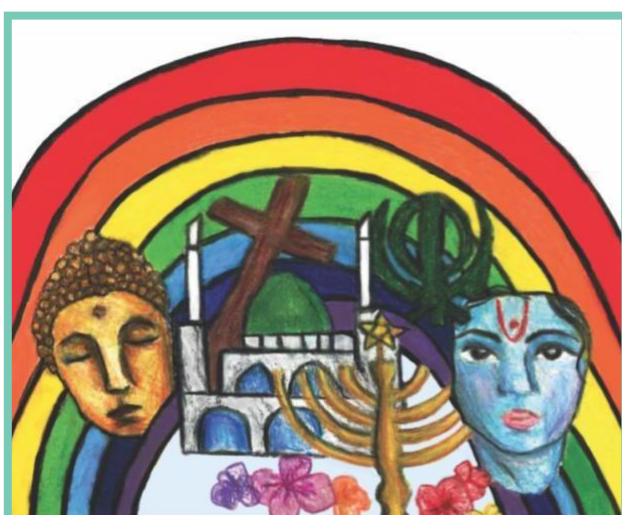


Hertfordshire
SACRE

Enhancing collective worship and RE

Herts
for Learning

The Annual Report of the Hertfordshire Standing Advisory Council on Religious Education (SACRE) 2019-20

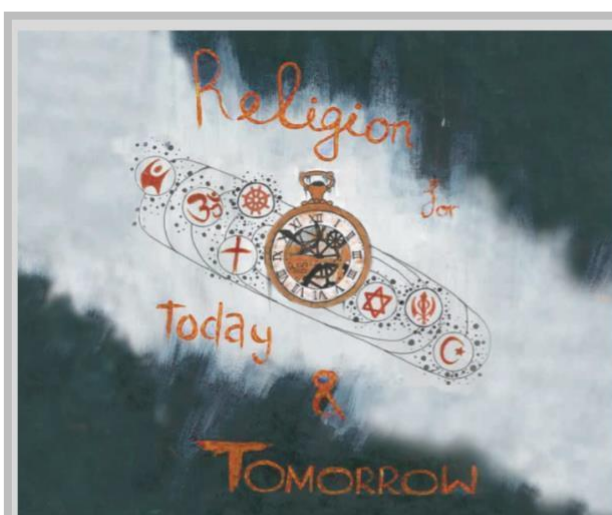


Hertfordshire Agreed Syllabus of Religious Education 2017–2022

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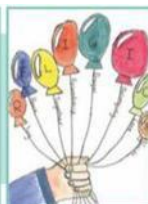
Religion for Today and Tomorrow

Non-statutory guidance supporting the Hertfordshire
Agreed Syllabus of Religious Education 2017–2022

Herts
for Learning



Hertfordshire
SACRE



Hertfordshire SACRE is a member of the National Association of SACREs

nasacre
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Standing Advisory Councils

Hertfordshire SACRE Annual Report 2019-20 Chair's Introduction

I have much pleasure in presenting the Annual Report of the Hertfordshire SACRE for the 2019/20 year. I am delighted to report that thanks to the great team supporting your Council, SACRE made great strides during the year, in spite of the later impact of COVID teaching us how to adapt to the restrictions of virtual meetings. But as you will read, COVID impact on this Council was as nothing compared to its impact on schools and the education they provide.

Last year, I reported that we were to review our ways of working and as a result we established a Vision and Strategy (V&S) Group who oversee our day-to-day working arrangements and ensure that continue to grow and develop the effectiveness of Hertfordshire SACRE. We have also established an Equalities, Diversity and Community Cohesion group to take our work on taking the HMD agenda forward and broaden it to include wider equalities issues.

It's been a desperately difficult time for schools and their pupils. Due to the impact of Covid-19, no examinations for GCSE and A-Level were taken nationally in 2020 so we are unable to report on or monitor their outcomes.

Conscious of the pressure schools experienced, we held off our normal monitoring of secondary schools teaching of RE. We will need to return to this as soon as circumstances allow. For similar reasons we deferred planning our next Agreed Syllabus review until 2021.

However, SACRE was well represented at the Hertfordshire Governors' Conference on 16th November 2019 and our table was very popular and many valuable conversations held. Thank you to the team who helped plan and deliver this.

I would like to particularly thank Bill Moore who joined us as our Special Advisor during the year along with Juliet Whitehead our Local Authority officer who have both worked tirelessly to enable SACRE to flourish and grow. Similarly, I would like to thank all the Council members for their support and contributions during what has been another challenging year.

I am delighted that the Council is in good heart and is looking ahead to how we can extend awareness of our work in supporting schools as they prepare their pupils for the ethical and moral challenges life will present them and faces the stimulating challenge of developing our next Agreed Syllabus.

In 2019/20 we said farewell to Hilary Davies, one of our teacher representatives, and I would like to extend my gratitude to her and indeed to all members of SACRE for their contributions which make our deliberations so stimulating.

With the help of our dedicated staff and Council Members I am confident that Hertfordshire SACRE will continue to provide excellent support and advice to all Hertfordshire Schools.

Cllr. Mark Watkin

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1. SACRE Statutory Duties

The Education Reform Act 1988 required Local Education Authorities to convene a SACRE consisting of members appointed by the Authority to represent:

Group A Christian denominations and other religions and religious denominations

Group B The Church of England

Group C Teachers' Associations

Group D The Authority

After considerable consultation and discussion with interested bodies throughout Hertfordshire to ensure the SACRE would be representative, the Authority appointed the members as required by legislation.

Membership is for a period of four years and full members of the SACRE may co-opt non-voting members to the Council. **Membership for the period 2019-20 can be found in Appendix 1.** SACRE meetings are open to the public and Hertfordshire SACRE usually meets three times a year in County Hall, a school and a place of worship/community centre. In June 2020, SACRE for the first time met on-line due to the lockdown for Covid-19.

The SACRE can advise the Authority upon matters connected with RE and collective worship in county schools; matters such as teaching methods, materials and teacher training are mentioned in the Act. The advice offered by the SACRE carries no statutory force. In Hertfordshire, SACRE also works closely with many Academies and Free Schools to try to ensure that all children and young people in the County receive high quality RE and schools provide appropriate acts of collective worship.

SACRE has two functions; it can require the LA to review its current Agreed Syllabus and it may determine, on application by a head teacher, 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 the pupils in a school. Each SACRE must publish an annual report on its work.

Purpose of the Report

The Education Act 1996, Section 391 (6) and (7) requires that each year the Standing Advisory Council for Religious Education (SACRE) of each local education authority will 'publish a report as to the exercise of its functions and any action taken by representative groups on the Council during the last preceding year.'

In particular, the report shall:

- specify any matters in respect of which the Council has given advice to the Authority;
- broadly describe the nature of the advice given; and
- where any matter was not referred to the Council by the Authority, give the Council's reason for offering advice on the matter.

This report deals with these matters in summary, for the academic year September 2019 to August 2020. The full Hertfordshire SACRE met three times during the year and considered a diverse range of topics.

Types of schools in Hertfordshire 2019-20

	Maintained	Academy	Free
Primary	363	51	7
Secondary	19	62	2
Special	20	5	
ESC	7	1	

Note: a glossary of educational terms can be found in Appendix 3

2. Standards, the quality of provision in RE

2a) Public examinations (see Appendix 2)

Due to the impact of Covid-19, no examinations for GCSE and A-Level were taken nationally in 2020. As a consequence, there are no public data available for SACRE to report or monitor. SACRE wishes to congratulate and thank pupils in and teachers of Year 11 and Year 13 for the hard work they put into their examination courses and the way they have dealt with such uniquely challenging circumstances.

2b) Attainment in RE not covered by public examination

It is difficult to establish how strong attainment and achievement (progression) are in non-examination RE from KS1 – 4. Our survey sent out to schools in October 2018 was able to establish provision of RE in schools, but outcomes are more challenging for a variety of reasons. The Hertfordshire Agreed Syllabus provides a framework for assessing attainment and progress. However, schools use different systems for measuring and recording whole school assessment and it makes sense for RE to be included within that rather than being different from other subjects. SACRE will consider how, if at all, collaboration with and through the growing local networks of Hertfordshire schools might help us gain some picture of attainment in RE.

2c) The quality of RE provision in schools

We continued to celebrate areas of best practice in Hertfordshire schools. Hertfordshire teachers use a range of recommended web-based guidance and CPD resources. Teachers reported through local networks and the most recent extensive questionnaire from November 2018, that the Agreed Syllabus 2017-2022 is being delivered in the majority of primary schools. More primary schools are now using the 2017-22 non-statutory guidance, 'Religion for Today and Tomorrow', to implement the Agreed Syllabus and SACRE continues to support and promote the use of this resource rather than the previous support materials from the 2012-17 Agreed Syllabus.

Hertfordshire SACRE is proud of its local networks of RE teachers (5 primary and 1 secondary), which provide regular opportunities to support and develop RE teachers. These groups are affiliated to NATRE (National Association of Teachers of RE) and are self-funded. We have been exploring how SACRE can best support all of them in the joint venture of supporting teachers in schools.

2d) Withdrawal from RE

SACRE provides guidance on the statutory 'right of withdrawal' of pupils from Religious Education.

2e) Complaints concerning RE

SACRE received one complaint regarding the lack of provision of RE in a secondary Academy in 2019-20. SACRE has responded and is pursuing the matter further, using material from NASACRE and NATRE. The school closures have delayed progress in this matter.

3. Evaluating the effectiveness of the locally Agreed Syllabus 2017-22

The Agreed Syllabus launched in April 2017 is embedding well in our schools according to the survey sent out to schools in the Autumn term 2018. In all, 115 schools (96 primary and 19 secondary) out of a total of 627 schools in the county responded. Of these only eight are not using the agreed syllabus for planning their provision of RE. The new non-statutory guidance 'Religion Today and Tomorrow', is used by 56% of schools, a significant increase from the previous year. Support for the Agreed Syllabus from SACRE members and local teacher networks continues, with the development of schemes of work, assessment ideas and planning. We are due to review the syllabus in 2021-22 and the process will begin with a detailed survey in late 2020-21. The pandemic has meant that SACRE held back from a further survey of secondary schools, recognising the necessary priorities that schools are having to address regarding on-line learning and arrangements for examination classes. We plan to alternate between Secondary and Primary schools on a two-year rolling programme to ascertain both the provision and the quality of RE in schools.

4. Collective Worship

4a) Compliance with the statutory requirement

The SACRE model collective worship policy is published online on the Hertfordshire Grid for Learning and was due for review in 2017-2018. It was agreed in development planning to delay this review and that the Agreed Syllabus writing and implementation would take precedence.

4b) Collective worship

The local 'Faith Communities Directory' continues to support schools by signposting volunteers who are willing to visit school RE lessons or to help lead collective worship. SACRE members are involved with this aspect, either by providing names of representatives of their faith or belief, or through offering their services. It is recognised that this directory is in need of up-dating and the Equalities, Diversity and Inclusive Communities group could look into this once fully established.

4c) Determinations

The adviser to SACRE made contact with two schools to support in their consideration of renewing their determination. Again, this work was interrupted by Covid.

4d) Complaints about collective worship

There have been no official complaints concerning collective worship in 2019 - 2020.

5. Management of SACRE

In April 2019, SACRE came under the direct management of the Local Authority through the Education Leadership Team. The LA officer, Juliet Whitehead, has given enormous time and energy to support us over the year, instigating closer relationships and links with school leaders, governors and County Councillors. In October 2019 SACRE appointed a new specialist RE adviser, Bill Moore, who has wide experience nationally and as adviser to two other SACREs.

As part of the on-going work and the changes in arrangements, SACRE established its Vision and Strategy (V&S) Group to ensure the continuation of its work, and an Equalities, Diversity and Community Cohesion group to take our work on taking the HMD agenda forward and broaden it to include wider equalities issues.

5a) SACRE meetings

There were three full SACRE meetings in the academic year 2019-2020 each lasting 2 – 2.5 hours. All host venues were provided without charge and SACRE would like to thank Fearnhill School for their hospitality in February 2020. Unfortunately, our planned visit to St Albans Abbey in June 2020 had to be abandoned due to Covid.

Thursday 10th October 2019 Hertfordshire County Hall, Pegs Lane, Hertford SG13 8DQ
Wednesday 26th February 2020 Fearnhill Secondary School, Icknield Way, Letchworth Garden City, SG6 4BA
Tuesday 16th June 2020 Microsoft Teams on-line

Agendas and minutes of these meetings are available on the [SACRE page of the GfL](#).

Additional SACRE subcommittee meetings:

Vision and Strategy 3rd March 2020 County Hall
 29th April 2020 Teams
 4th June 2020 Teams

Equalities, Diversity and Inclusive Communities meeting in next academic year

Meetings were well attended. During the year SACRE welcomed several observers in attendance at meetings. Meetings were chaired Cllr. Mark Watkin and Reverend John Fellows worked as Vice Chair. The following matters were discussed and actions carried out in 2019-2020:

- Review of all work carried out during 2018-19 to aid transition into new arrangements
- Monitoring RE and CW
- How to move the HMD agenda forward
- The Constitution
- Promoting the work of SACRE
- Non-compliance issues
- Vision and Strategy
- The RE Ambassador and the role of local networks of teachers
- Supporting schools through Lockdown
- Budget and work plans in the light of lockdown

SACRE's work in the period September 2019 to August 2020 was driven by both national and local issues. In addition to the termly main meetings we had a number of other meetings including a welcoming meeting for the new adviser in which he shared his vision for RE and the Vision and Strategy Group.

Key matters were:

Standards and quality of provision of RE and Collective Worship

SACRE agreed to repeat and build on the survey of teachers from 2018, though in a more simplified form. We will do so on an annual basis, alternating between primary and secondary schools. It was agreed to start with secondary schools and we drew up a questionnaire. However, it was agreed that it would not be appropriate or fruitful to send this out whilst schools were having to deal with remote learning and lockdown, so this was postponed for the time being.

The returns from the survey of school websites had been a helpful activity, though the process had been interrupted by the transition period of the last two years. It was agreed to repeat this in the next academic year, 2020-21.

The new Ofsted framework 2019 will provide some opportunity to monitor the quality of RE when reports mention how RE contributes to the school curriculum. HfL has been commissioned to provide any references to RE from inspection reports.

SACRE work, priorities and funding

The new arrangements for the management and running of SACRE were embedded over the course of the year. The direct support from an officer of the Education Leadership Team, Children's Services at Hertfordshire County Council has meant that stronger links and involvement have been built between

the work of the Local Authority and of schools. The officer and the new adviser work closely with the Chair and vice-chair to consider issues pertinent to SACRE and the regular meetings of the Vision and Strategy Group ensure that SACRE's work is developed appropriately.



A major priority in the workplan is the promotion of SACRE amongst key local stake-holders such as County Councillors and schools. In the light of this, SACRE was well represented at the Hertfordshire Governors' Conference on 16th November 2019. Documentation about SACRE was produced and made available at the conference and also up-loaded onto the Herts Grid for Learning (see appendices).

A similar involvement at the Headteacher and Governor was also planned, but was postponed due to Lockdown.

There was much discussion about the work SACRE has done in the past for HMD. Changes in arrangements for the running of SACRE and the allocation and sources of funding for its work necessitated revisiting this in the wider context of Community Cohesion and Inclusion. SACRE agreed to support the production of a video for the Welwyn and Hatfield HMD event, which was shared with SACRE members in the June 2020 meeting. Further work on Community Cohesion etc will be taken forward in 2020-21 with the development of the Equalities and Inclusive Communities group.

The strength and importance of local teacher networks was discussed and SACRE receives regular feedback at each meeting on these. In the latter part of the year these shifted to online meetings and whilst something is lost with the physical meeting in a school, this did enable more teachers to attend. We had a presentation from the Regional RE Ambassador, Sarah Payne, at our February 2020 meeting and this included some discussion of the work of NATRE and challenging non-compliant schools. Closer links between SACRE and these local networks would help to strengthen their impact across the County.

Preparations were begun in terms of planning a time-line and budget for the Agreed Syllabus review. However, it was agreed that this be postponed for a year as schools had more than enough to do with Covid and additional surveys etc would only interfere with this. A statement was sent out to schools that the review would be postponed and that the current syllabus would be extended by one year. The next syllabus will run from 2023 – 2028.

The constitution was updated (see appendices) to help clarify membership and the election of a Chair. This was approved by the LA legal services in August 2020.

Membership

SACRE members include those from academies and higher education. Members of all groups regularly attend and participate in meetings, sharing their experience, expertise and insights. Outreach to academies, MATs and faith schools is ongoing through provision of guidance, training and active involvement of all schools as representatives in national and local RE events. SACRE membership benefits from teachers who are passionate about RE and are skilled writers and trainers. These teachers play a key role in writing the Agreed Syllabus and supporting curriculum documents, ensuring high quality provision for Hertfordshire pupils.

Partnerships with key stakeholders and links with other bodies

Hertfordshire SACRE continues to offer a comprehensive continued professional development programme through HfL. Hertfordshire SACRE is affiliated to The National Association of SACREs (NASACRE).

In May 2020, SACRE distributed support materials from NASACRE to help schools with on-line teaching and resources through Lockdown, with some localised amendments.

6. Contributing to cohesion across the community and the promotion of social and racial harmony

6a) Representative nature of SACRE

SACRE continues to consider the representation of faith and belief groups in Hertfordshire. The new Constitution and the forth-coming Census will help us better to ensure that appropriate representation is maintained, reflecting local, but also, where deemed necessary, national communities.

6b) Knowledge and understanding of the local religious, cultural and ethnic minority communities

Hertfordshire SACRE regularly holds its meetings in schools or faith community buildings. In 2020 SACRE met in a local Secondary School, Fearnhill School, and had planned to meet at St Albans Abbey in June, but was unable to do so due to Lockdown.

6c) A new working group was established to develop our work in this area.

Appendix 1: SACRE membership and attendance 2019-20

GROUP A Christian denominations and other religions and religious denominations	GROUP B The Church of England	GROUP C Teachers' Associations	GROUP D The Authority	Co-opted Members
Buddhist Julian Wall Amaravati Buddhist Monastery Nov 2015	Diocese of St Albans Ryan Parker September 2018	Junior Teacher (ALT) Ali Mackintosh June 2004	County Councillor (Con) Alan Plancey May 2013	Bahá'í National Spiritual Assembly of the Bahá'í Roya Taidi April 2017
Catholic - Diocese of Westminster Carol-Anne Chandler Bishop of Westminster May 1991	Diocese of St Albans Andrew Wellbeloved June 2004	Primary Headteacher (NAHT) Emma Fenn Feb 2014	County Councillor (Lib Dem) Mark Watkin May 2013	Humanist Pete Bennett British Humanists Association June 2014
Catholic- Diocese of Westminster Maggie Wright Bishop of Westminster Feb 2014	Diocese of St Albans Shirley Whales Oct 2013	Secondary Headteacher (ASCL) LizEllis Oct 2014	County Councillor (Con) Tim Hutchings May 2017 –Nov 2018	Jewish- Reformed Michael Shaw Reform synagogue November 2001
Free Church- Baptist Angharad Griffiths The Free Church Federal Council Dec 2010		University of Hertfordshire Janet Monahan June 2005	County Councillor (Con) Terry Douris May 2017	CoRE and NATRE Juliet Lyal November 2008
Free Church – Methodist The Free Church Federal Council Reverend John Fellows June 2005		Infant teacher (NUT) Helen Venn June 2017	County Councillor (Con) Jeff Jones Sept 2017	Shia Muslim Alim Saqalain Abbas Alavi Al Zahra Centre June 2018
Free Church– Salvation Army The Free Church Federal Council Jackie Roberts Oct 2014		Secondary Teacher and NATRE (NASUWT) Laura Passmore June 2017	County Councillor (Lab) Margaret Eames-Petersen May 2017	
Sikh Kavaljit Kaur Dev Sikh Council UK Feb 2014				
Muslim Sadiq Haq Watford Jamia Mosque July 2001				
Jewish– Orthodox Ellie Olmer The Board of Deputies of British Jews February 2014				
Hindu Tulsi Seva Dasi The International Society for Krishna Consciousness 2019				

Group	Member	10/10/2019	26/2/2020	16/6/2020
Group A	Angharad Griffiths	Y	Y	Y
Group A	Kavaljit Kaur Dev	N	Y	Y
Group A	John Fellows	Y	N	Y
Group A	Sadiq Haq	Y	Y	Y
Group A	Julian Wall	N	Y	Y
Group A	Maggie Wright	Y	Y	Y
Group A	Jackie Roberts	Y	Y	N
Group A	Carol-Anne Chandler	Y	Y	Y
Group A	Ellie Olmer	N	N	Y
Group A	Tulsi Seva Dasi	Y	N	NS
Group B	Ryan Parker	Y	Y	N
Group B	Andrew Wellbeloved	Y	N	Y
Group B	Shirley Whales	N	Y	Y
Group C	Ali Mackintosh	Y	N	Y
Group C	Janet Monahan	Y	N	Y
Group C	Helen Venn	Y	Y	Y
Group C	Emma Fenn	NS	Y	N
Group C	Liz Ellis	Y	Y	Y
Group C	Laura Passmore	Y	NS	Y
Group D	Alan Plancey	N	NS	Y
Group D	Mark Watkin	Y	Y	Y
Group D	Tim Hutchings			
Group D	Terry Douris	Y	Y	Y
Group D	Jeff Jones	N	N	N
Group D	Margaret Eames-Petersen	Y	Y	Y
Co-opted	Pete Bennett	Y	Y	Y
Co-opted	Juliet Lyal	N	Y	N
Co-opted	Roya Taidi	Y	NS	NS
Co-opted	Alim Saqalain Abbas Alavi	NS	NS	NS
Servicing Officer	Juliet Whitehead	Y	Y	Y
RE Adviser	Bill Moore	N	Y	Y

Appendix 2: Public Examinations in Religious Education 2019-20. (The latest examination results available)

Hertfordshire RS Examination Results

2019 Full GCSE Results 2018 - 2019

(NB: GCSEs changed from first examination in 2018 and comparisons with results prior to this date are not valid. However, we note a significant drop in entries between 2017 and 2018 of just over 900, or approximately 16.8%)

	2018	2019	2020
% 9-7	33	32.7	No data available
% 9-5	63.6	64.3	
% 9-4	74	75.9	
% 9-1	98.5	98.9	
Total Entries	4477	4516	

National Results 2019:

9-7: 31%

9-5: 61%

9-1: 98%

A Level Results 2013 – 2019 (New A Level from 2018)

	2014	2015	2016	2017	2018	2019	2020
% A* - A	25	24.6	23.1	26.3%	21.5	23	No data available
% A* - C	78	78.3	80.9	83.3	79.4	77.9	
% A* - E					98.2	98.3	
Total Entries	667	631	752	678	544	525	

National Results 2019:

A* - A: 22%

A* - C: 76%

A* - E: 98%

AS Level Results 2013 – 2019 (new A Level from 2018 2-year course so drop in entries)

	2014	2015	2016	2017	2018	2019	2020
% A* - A	12	20.9	24.6	30.2	17.4	9.7	No data available
% A* - C	57	94.3	70.8	78.7	54	53.2	
% A* - E					86.2	85.5	
Total Entries	227	1107	1184	1107	224	62	

National Results 2019:

A* - A: 19%

A* - C: 64%

A* - E: 91%

Appendix 3: Glossary of Educational Terms

Academy	Academies are state-maintained but independently run schools in England which have more freedom to control their own budgets and curriculum. They are, however, still required to deliver RE and follow the locally Agreed Syllabus unless they have a religious character
Agreed Syllabus	A non-denominational syllabus of religious education required to be used in Community and Voluntary Controlled schools and drawn up by a SACRE (see below)
Agreed Syllabus Conference	An occasional body convened to review the LA's Agreed Syllabus for Religious Education
AS Level ATL	Advanced Supplementary Level (Year 12 exams) Association of Teachers and Lecturers
Community Schools/Community Special Schools CoRE	Terms used to describe former LA-maintained schools and Special Schools or Grant Maintained schools and Special schools which opted to become Community schools and Special Schools Commission on Religious Education
CPD	Continuing professional development - staff training
DfE	Department for Education
Differentiation	The organisation of teaching programmes and methods specifically to suit the age, ability and aptitudes of individual children
E Bacc	English Baccalaureate: a new performance measure for good GCSE or accredited Certificate passes in English, mathematics, history or geography, two sciences (including computing science) and an ancient or modern foreign language
ESC	Education Support Centre
EYFS	Early years foundation stage
Foundation Special Schools	Name now given to former Grant Maintained Special schools
Foundation schools	New Category of schools, usually former Grant Maintained schools
GCSE	General Certificate of Secondary Education
HCC	Hertfordshire County Council
HfL	Herts for Learning
HLTA	Higher Level Teaching Assistant
HMD	Holocaust Memorial Day
HMI	Her Majesty's Inspector
I(C)T	Information (and Communication) Technology
KS1-4	Key Stages the four stages of the National Curriculum: KS1 for pupils aged 5-7; KS2 for 7-11; KS3 for 11-14; KS4 for 14-16
INSET	In-Service Education and Training courses for practicing teachers
LA	Local Authority
LSA	Learning Support Assistant
NAHT	National Association of Headteachers
NASACRE	National Association of SACREs
NATRE	National Association of teachers of RE
National Curriculum	This was established by the 1988 Education Reform Act to ensure that all pupils receive a broad and balanced education which is relevant to their needs
NAS/UWT	National Association of Schoolmasters/Union of Women Teachers
NLE	National Leader of Education
NQT	Newly Qualified Teacher
NUT/NEU	National Union of Teachers now National Education Union

OFSTED	Office of Standards in Education. The body which arranges and sets standards for school inspections
PPA	Planning preparation and assessment
Programme of Study (PoS)	The subject matter, skills and processes which must be taught to pupils during each Key Stage in order that they may meet the objectives set out in attainment targets
QCDA	Qualifications and Curriculum Development Authority
QTS	Qualified teacher status: usually attained by completing a Post Graduate Certificate in Education (PGCE) or a Bachelor of Education (BEd) degree or a Bachelor of Arts/Science degree with Qualified teacher status (BA / BSc(QTS)) or the Graduate teacher programme (GTP)
RE	Religious Education
REC	Religious Education Council for England and Wales
REQM	Religious Education Quality Mark
SACRE	Standing Advisory Council on Religious Education. Local statutory body which advises on religious education and collective worship
SARETT	St Albans RE Teachers Together
SEF	Self Evaluation Form
SEND	Special Educational Needs and Disability. Learning difficulties for which special educational provision has to be made. May include children with physical disabilities or emotional and behaviour disorders
SHA	Secondary Heads Association
Short Course	A course in a National Curriculum Foundation subject such as RE, which is worth half a full GCSE
SIP	School Improvement Partner
SLE	Specialist Leader in Education
SMSC	Social moral spiritual and cultural
Special School	A school for children whose special educational needs cannot be met within a mainstream school
Subject Leaders	A teacher responsible for leading and co-ordinating the teaching and learning within a subject, curricular or Key Stage. Chiefly primary though some secondary schools have co-ordinators for cross-curricular elements
TA	Teaching assistant
TDA	Teacher Development agency
VA	Voluntary Aided. School maintained by the LA except for some particular aspects, such as paying 15% towards some building costs. Usually a denominational school in which the governors have particular religious rights and also responsibilities
VC	Voluntary Controlled. A denominational school wholly maintained by the LA but with certain residual rights regarding religious worship
WHISPER	Welwyn Hatfield Interfaith Schools Peace Education Resource. The project which provides students and faith speakers to visit Hertfordshire primary schools. The classroom-based work is provided by a local Interfaith group and has received funding and support from SACRE

Appendix 4: Constitution 2020

HERTFORDSHIRE STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)

CONSTITUTION

1. PREAMBLE

1.1 Hertfordshire County Council is as a result of Chapter III of Part V and Schedule 31 of the Education Act 1996 (as amended) under a duty to constitute a standing advisory council on religious education. In addition to the legislation noted above other responsibilities of this standing advisory council are outlined in, but are not limited to, the Religious Education in English Schools; Non-statutory guidance 2010, SACRE and Self Evaluation: A guide to OFSTED 2005 and Circular 1/94 Religious Education and Collective Worship.

2. NAME

2.1 The name of the name of the Hertfordshire standing advisory council is the 'Standing Advisory Council on Religious Education' (SACRE) and is established by Hertfordshire County Council (the "Local Authority") under the provisions of section 390 of the Education Act 1996.

3. SUPPORT

3.1 The Local Authority has a statutory duty to establish and support the SACRE and will do this through the appointment of an appropriate Servicing Officer or representative responsible for liaison, clerking SACRE meetings, business support and the support of a subject specialist advisor.

4. MEMBERSHIP

4.1 The SACRE, will consist of the members appointed by the Local Authority to represent respectively:

- a. Christian dominations (other than the Church of England) and other religions and denominations as in the opinion of the Local Authority reflect the principal religious traditions in Hertfordshire and in Great Britain. The number of representatives approved under the category shall, so far as consistent with the efficient discharge of this group's functions, reflect broadly the proportionate strength of that denomination or religion in Hertfordshire.
- b. The Church of England.
- c. Associations representing teachers.
- d. The Local Authority.

4.2 The list attached as Appendix 1 outlines the composition of the SACRE in Hertfordshire. The Servicing Officer will review Appendix 1 in accordance with census data and will update SACRE at the annual constitution review if any changes need to be made.

4.3 The length of membership as determined by the Local Authority is 4 years following the County Council cycle.

4.4 Each constituent group should be given the opportunity to be represented on any working parties that SACRE establishes.

4.5 In accordance with its statutory duties, meetings of the full SACRE will be open to members of the public except when items of a confidential nature are to be discussed.

5. DUTIES

5.1 The broad role of SACRE is to develop a supportive partnership with schools within Hertfordshire in order to raise standards and achievement in Religious Education (RE) and collective worship. The Local Authority will work with its SACRE to review existing provision for RE and Collective Worship and consider any action which might be taken.

5.2 The statutory duties of SACRE are:

- a. To require the Local Authority to set up a statutory conference to review the Agreed Syllabus if, in the opinion of the SACRE, this becomes necessary. The Agreed Syllabus must be reviewed and updated every five years but a majority of representative groups on the SACRE, other than that consisting of persons chosen to represent the Local Authority (Group D), may at any time require a review of the Agreed Syllabus which is currently being used by the Local Authority ;
- b. To receive and determine whether applications from head teachers, that the requirement for collective worship in community or foundation 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. SACRE will give the head teacher written notification of their decision on the application, the determination order;
- c. To publish an annual report on its work and on actions taken by its representative groups, specifying any matters on which it has advised the Local Authority, broadly describing the nature of that advice, and setting reasons for offering advice on matters which were not referred to it by the Local Authority. This report will be presented to the Local Authority's County Councilor's, schools, MPs in Hertfordshire and neighboring Local Authorities and is to be delivered to the National Association for SACREs and the DfE. This report will also be made available to the public. Responsibility for the production of the annual report will be the Servicing Officers', who may delegate the task to an Independent Advisor.

5.3 The additional functions of SACRE in support of its statutory duties are:

- a. To advise the Local Authority on such matters connected with RE and collective worship in Hertfordshire community schools and foundation schools without a religious character;
- b. To monitor the provision and quality of RE taught according to its Agreed Syllabus together with the overall effectiveness of the syllabus;
- c. To provide advice and support on the effective teaching of the Agreed Syllabus;

- d. To provide advice to the Local Authority and its schools on methods of teaching, the choice of teaching material and the provision of teacher training;
- e. In partnership with the Local Authority, consider whether any changes need to be made to the Agreed Syllabus or in the support offered to schools in the implementation of the Agreed Syllabus, to improve the quality of RE and the learning of pupils;
- f. Offer schools and the Local Authority advice concerning how an existing syllabus can be interpreted so as to fit in with wider changes in education;
- g. To seek to develop its own role working with inter-religious bodies such as local Inter-Faith groups, to demonstrate that the study of religion and belief can be an important contribution to community cohesion and to the combating of religious prejudice and discrimination;
- h. To offer advice to the Local Authority on any matters related to SACRE's function as it sees fit*.

5.4. SACRE can also advise the Local Authority upon matters concerned with collective worship in community and foundation schools and RE to be given in accordance with an agreed syllabus. These matters (which the Education Act 1996 provides can include teaching methods, teaching materials and teacher training) can be referred by the Local Authority or may be determined by SACRE*.

5.5. SACRE can also exercise its powers to discuss any matter related to its functions as it sees fit including and not limited to the provision of RE in Academies and Free Schools where these use the Hertfordshire Agreed Syllabus for RE.

6. FREQUENCY OF MEETINGS

6.1 SACRE will meet as a full body each term. The date of each meeting shall as a rule be fixed during the previous meeting. The agenda shall inform members of proposed dates in advance of every two meetings.

6.2 Meetings may be called by the Local Authority, the Chair or by the agreement of members of SACRE by way of vote. Special meetings may be further meetings of the full SACRE, representative groups or sub – committees.

6.3 Details of the business to be considered by the meeting, which will be included in the agenda, must be received by the Clerk to the SACRE no later than 10 working days before the meeting.

6.4 The Clerk will, no later than 5 working days before the meeting, circulate the agenda and supporting papers to the members.

6.5 The Clerk will share the first draft of minutes with the Chair and servicing officers within 5 days of the meeting. Once these have been checked and amended, the clerk will distribute a final draft to members no later than 15 working days following the meeting.

6.6 The draft minutes shall be agreed at the following meeting and then published for public access.

7. QUORUM

7.1 In order for the SACRE to be a quorate a minimum of one-third of the membership must be in attendance, with at least one representative from each constituent group.

8. VOTING

8.1 Only the representative groups listed in Appendix 1 have a vote and each such group has a single vote.

8.2 Representatives of the Local Authority appointed under group 3.1 (d) above cannot vote on the question of whether to require the County Council to review the Agreed Syllabus

8.3 Decisions within a group about how that vote is to be cast do not require unanimity. Each group is to regulate its own proceedings.

8.4 In the event of an equality of votes on any issue the Chair will have a casting vote. In the absence of the Chair, the Vice-Chair will have a casting vote.

8.5 Any motion or amendment which would have the same effect as any motion that has been rejected at a meeting of SACRE within the previous calendar year may not be brought before SACRE.

9. CHAIR AND VICE-CHAIR

9.1 The Local Authority, in consultation with SACRE, will appoint the Chair of SACRE whose term of office will be for a period of 4 years.

9.2 The Chair is eligible for re-election at the discretion of the Local Authority, in consultation with SACRE.

9.3 The Vice-Chair of SACRE, whose term will be for a period of 4 years, will be appointed by SACRE by way of a vote at the mid-point of the term of Office of the Chair. The vote will be determined by a simple majority with each representative group being assigned one vote. In the event that the Vice-Chair wishes to resign within the period of their tenure, they should give at least a term's written notice so that a new Vice-Chair may be elected.

9.4 The Vice-Chair is eligible for re-election by a vote of a simple majority with each representative group being assigned one vote.

9.5 In the absence of both the Chair and the Vice-Chair at any meeting SACRE shall elect one of its members to act as the Chair for that meeting.

9.6 The Chair will be responsible for:

- a. the management of meetings;
- b. representing the SACRE to other bodies;
- c. such other duties as the County Council or SACRE considers appropriate.

9.7 The Vice-Chair will be responsible for:

- a. deputising for the Chair as required;
- b. representing SACRE to other bodies in the absence of the Chair or in agreement with the Chair;
- c. such other duties as SACRE considers appropriate.

10. CO-OPTED MEMBERS

10.1 Members of the SACRE or representative groups may, if they wish, suggest persons to be co-opted onto the SACRE in order to help it fulfil its duties and function.

10.2 SACRE will decide co-options following nominations from members of SACRE or representative groups. In making their decision, the SACRE should give consideration to the contribution that the co-opted person would bring to professional expertise, and/or breadth of representation of the community and religious and beliefs perspectives.

10.3 In accordance with 7.1 above, co-opted members will have no voting rights.

10.4 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.

11. END OF MEMBERSHIP

11.1 A member shall be removed from SACRE if:

- a. they write to SACRE or the Clerk and tender their resignation;
- b. they reach the end of their term of office and have not been re-nominated by their representative group;
- c. they were appointed by virtue of holding a particular office and they no longer hold that office;
- d. they are absent for 3 or more consecutive meetings for any reason not acceptable to the Local Authority or SACRE and if they failed to send an appropriate representative. In this situation it shall be deemed that there is a vacancy to be filled by the Group responsible.
- e. their representative group states, in writing that the member should no longer act as one of its representatives on SACRE, where the member was nominated by the representative group;
- f. in the opinion of the Local Authority they cease to be representative of the denomination or association they were appointed to represent;
- g. in the opinion of the Local Authority, on reasonable grounds, the member is unable, unwilling or an unsuitable person to continue these duties.

11.2 A sub-group within one of the four committees shall be removed from SACRE if in the opinion of the Local Authority they cease to be representative of the religious or cultural structure of Hertfordshire.

11.3 If SACRE have concerns regarding the Servicing Officer or the Independent Advisor then SACRE may raise these concerns with the Commissioner of Schools Services.

12. GENERAL

12.1 In addition to the Clerk other Local Authority Officers may attend SACRE meetings at the discretion of the Operations Director, Education (or equivalent Director), the Servicing Officer and/or SACRE. These persons may speak but can not vote.

12.2 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; or
- b. on the grounds that a member of SACRE appointed to represent any denomination or association does not at the time of the proceedings represent the denomination or association in question.

13. THE CONSTITUTION

13.1 This Constitution will be reviewed every four years by SACRE at a normal or special meeting.

13.2 Any member of SACRE may contribute to the review under 12.1 above and submit a proposal for change to the Constitution for consideration by the Local Authority. Any such proposal must be in accordance with the statutory provisions that apply to SACRE.

14. STANDARDS

Members of SACRE shall comply with any code of conduct which is applicable to their professional body and/or the organisation that they represent.

June 2020

To be reviewed Spring 2024

Appendix 5: The Hertfordshire SACRE Development Plan

Hertfordshire SACRE development plan 2019 – 20

To gather and respond to information about the impact of and effectiveness of the Agreed Syllabus and standards in schools, plan and implement appropriate action.

To inform the wider community including schools, the LA, faith communities and other organisations about the role of SACRE and its contribution to wider community issues.

To ensure best value including exploring other funding streams and committees to advise SACRE.

This draft development plan aims to address the issues raised in the recent meetings. In order to meet the needs of applying for funding it includes ongoing costs

Hertfordshire SACRE – Strategic Plan for academic year 2019-20

WORKSTREAM	RESPONSIBILITY	EXPECTED ACTIONS	EXPECTED OUTCOMES	Progress
ANNUAL REPORT				
Annual Report	BM in consultation with SACRE members	<p>Draft and produce the SACRE Annual Report (workforce and exam data and information will be provided by Herts for Learning). Draft shared with SACRE Working Party for comment.</p> <p>Final copy produced and shared with full SACRE Spring meeting before presented to the County Councillors and published on-line.</p>	<ul style="list-style-type: none"> A clear analysis and report on SACRE's work and on actions taken by its representative groups, specifying any matters on which it has advised the LA has been produced within the agreed timescale. This report to be made available to schools and County Councillors including via the Grid and delivered to the National Association for SACREs in Spring 2020. 	2017/18 and 2018/19 Annual Reports finalised and ready to be published, to be sent to County councilors and to the DfE and NATRE.
SACRE CONSTITUTION				
SACRE Constitution is upheld.	Please note that HCC through Herts for Learning will provide all the administrative and clerking requirements for the 3 SACRE meetings that take place each	<p>Hold 3 full SACRE meetings per year:</p> <ul style="list-style-type: none"> ensure agendas are appropriate and address the core functions of SACRE and agendas and papers are sent out at least one working week in advance of the meetings. 	<ul style="list-style-type: none"> 3 full SACRE meetings held per year. Any agreed follow-up actions are undertaken following the meetings. Members are confident in 	<p>October 2019 and February 2020 meetings have taken place. Feb meeting invited speaker from NATRE for update on local groups. JL/LP provide updates on local/national picture regarding RE.</p> <p>Actions have been followed up.</p> <p>October 2019 and February 2020</p>

WORKSTREAM	RESPONSIBILITY	EXPECTED ACTIONS	EXPECTED OUTCOMES	Progress
	<p>year).</p> <p>JW/MW to ensure that HfL fulfil the admin requirements.</p>	<ul style="list-style-type: none"> SACRE is up to date with local, regional and national initiatives and issues related to RE and collective worship e.g. DfE funded initiatives. <p>Membership meets the SACRE constitution's requirements. Any vacancies are filled and when memberships are coming to the end of their term the process is set up to reappoint or to fill.</p>	<p>their knowledge & understanding of the national & local situation regarding RE.</p> <ul style="list-style-type: none"> SACRE Constitution is reviewed and agreed by SACRE at its June 2020 meeting. 	<p>meetings were held.</p> <p>June 2020 meeting has been organized as an on-line meeting because of Covid 19. Dates for the next academic year have been agreed and shared with members.</p> <p>Vision and Strategy sub-group has been established and they meet in-between full SACRE meetings to discuss and provide guidance and support to the Chair, RE Specialist Adviser and LA Servicing Officer regarding SACRE work e.g. updating the Grid, the Constitution etc.</p> <p>Reviewed and updated/amended SACRE Constitution agreed by full SACRE meeting in June 2020.</p> <p>The constitution is in the process of being reviewed. BM and MW have made some suggested amendments as have the Vision and Strategy Group. JW is to consult with HCC Legal Department about a couple of queries that have emerged.</p> <p>There are vacancies for teacher representatives from the following sectors: special and academies.</p>
Advise LA on all matters to do with RE and collective worship including determination orders				

WORKSTREAM	RESPONSIBILITY	EXPECTED ACTIONS	EXPECTED OUTCOMES	Progress
Monitoring the standard and quality of Religious Education	BM	To work with Herts for Learning on developing on-line questionnaires (secondary one in Year 1 and primary in Year 2) and evaluating the analysis that Herts for Learning produce.	Report and results to be presented to SACRE at its Spring 2020 meeting for secondary and Spring 2021 for primary.	<p>Secondary questionnaire has been delayed because of Covid 19. Put back until Autumn 2020. This will ask for information about the curriculum, teaching and workforce. HfL has been commissioned to work with us on this and to follow-up those secondaries that do not respond to the initial questionnaire.</p> <p>Also advice and guidance sought by and given to the Head of RE at St Albans Girls' School about how to encourage more girls' participation in RE March 2020.</p>
	BM	<p>To provide advice and guidance on non-compliance complaints.</p> <p>Clear guidance and process established regarding concerns that a school(s) may not be complying with RE requirements for collective worship and the curriculum as set out in the LAS.</p> <p>Advice and support are provided to the Chair following initial analysis of information provided by the school e.g. through its website or information received externally on the RE/RS curriculum and/or collective worship on next steps. These next steps may</p>	Chair is confident about what to do where instances or complaints of non-compliance are identified/have been received.	Letter has been sent to Barclay School about their RE offer and this has been followed up with a request to meet the head and head of RE. No response as of May 2020.

WORKSTREAM	RESPONSIBILITY	EXPECTED ACTIONS	EXPECTED OUTCOMES	Progress
		include for example: corresponding in writing with the school; the RE Specialist Advisor visiting the school or raising the concern with the LA.		
To provide advice and guidance on collective worship including determination orders				
Determination orders	BM	To receive and determine whether applications from head teachers, that the requirement for collective worship in community or foundation 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. SACRE will give the head teacher written notification of their decision on the application, the determination order;	Schools are provided with a response on the determination order within a suitable framework (i.e. no longer than 2/3 weeks).	Only 2 schools are due to have their determination orders reviewed. BM has been in discussion with both heads and was due to meet with them before the Covid 19 crisis. He will make contact with the schools once they are opened up and in a position to meet with him.
Raising the profile of SACRE				
Disseminating information about the role of SACRE and requirements placed on schools	BM together with wider members of SACRE	To develop partnerships with faith and belief communities and the wider community Relate SACRE's work to wider community issues and link with and support local RE Groups	SACRE is informed about RE work in Hertfordshire and supports the sharing of good quality RE across the county.	Verbal reports at full SACRE meetings have been provided to update on community work undertaken. There is now a link to information about the NATRE local teaching groups operating in Hertfordshire on the Grid. Any information provided by these groups e.g. agendas are also added to the Grid.

WORKSTREAM	RESPONSIBILITY	EXPECTED ACTIONS	EXPECTED OUTCOMES	Progress
				<p>In addition, although not in the original strategic plan, SACRE had a stall at the October Governor Conference and this led to approximately 50 separate interactions with governors.</p> <p>In addition, RE Specialist Adviser was due to do a presentation at HCC Headteacher Updates (this has been put on hold due to Covid 19) and is due to also do presentation at Autumn Clerk update.</p>
	BM/JW/Vision and Strategy Group	To review the way SACRE's material is presented, and to update and if appropriate extend its content on the Hertfordshire Grid for Learning	Website is up-to-date	<p>The SACRE section of the Grid has been updated and new information added as and when it's needed. The news and events box is constantly updated with any information about events and conferences etc. New pamphlets have been produced for the Governor's conference and these have been uploaded onto the website i.e. what is SACR; collective worship; FAQ etc.</p>
Locally Agreed Syllabus				
To set up a statutory conference to review the Agreed Syllabus.	MW/CAC/BM	To review the existing Agreed Syllabus and produce an Agreed Syllabus which meets statutory requirements and is fit for purpose in Hertfordshire schools.	<ul style="list-style-type: none"> SACRE meeting formally constitutes the Agreed Syllabus Conference. A questionnaire is sent out to all schools asking for their views and comments and suggestions for changes for the existing LAS during 	The Vision and Strategy Group has made the decision in consultation with the Chair and RE Specialist Adviser that the Review of the LAS will be put back in year in light of the Covid 19 crisis. It was felt that schools had enough to cope with and wouldn't be in a position to answer a survey and provide valuable guidance and help

WORKSTREAM	RESPONSIBILITY	EXPECTED ACTIONS	EXPECTED OUTCOMES	Progress
			<p>summer 2020. Analysis is undertaken and findings shared with Conference in autumn term.</p> <ul style="list-style-type: none"> • Further consultation with SACRE members and faith community representatives and questionnaires inviting comments and suggestions from inter-faith organisations represented in Hertfordshire. 	during the review.

Appendix 6

SCARE information for Headteachers and Governors, 'Enhancing Collective Worship and RE', can be accessed from the [Herts Grid for Learning](#)

