



Shropshire Council
Legal and Democratic Services
Shirehall
Abbey Foregate
Shrewsbury
SY2 6ND

Date:

Committee:
SACRE

Date: Thursday, 10 November 2022

Time: 6.15 pm

Venue: The Lantern, Meadow Farm Drive, Harlescott, Shrewsbury, SY1 4NG

You are requested to attend the above meeting.
The Agenda is attached

Tim Collard
Assistant Director - Legal and Governance

Members of SACRE

Your Committee Officer is:

Tel: 01743 254556

Email: helen.woodbridge@shropshire.gov.uk

AGENDA

1 **Welcome from chair** (Pages 1 - 22)

A welcome from the chair.

Standing Advisory Council On Religious Education



Shropshire Annual Report September 2021 - August 2022



September 2021 – August 2022

Introduction

Shropshire SACRE continues to find new and creative ways to support teachers and schools in their delivery of high quality Religious Education. Through promoting our Collective Worship videos available on YouTube, and through our work creating a visits and visitors booklet, we hope that more and more young people have the opportunity to interact with the diverse and exciting range of views we have here in Shropshire and the surrounding areas.

SACRE members continue to use their contacts, links and skills to reach out a hand of inclusion; we want to have different voices and contrasting views to come together and enrich our SACRE, our discussions and our schools. We continue to work hard every year to get people involved with our lively and active projects to provide a relevant and robust resource to our amazing schools. We will continue our push to find new members who will support us in our aims.

We also continue to monitor compliance and deliver of RE and are looking for positive ways to both challenge and support schools to deliver a broad and balanced curriculum. RE is a unique subject for analysing big questions of life, and we want all young people to be able to engage in those discussions to inform their own decisions in the wide world in which they live.

I am also indebted to the superb support I receive, both from our professional advisors and fellow SACRE members. I am proud of the work we do, and it would only be possible with their drive and commitment.

Adrian Black

Chair of Shropshire SACRE

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Overview of the work of SACRE

Since 1988, it has been a requirement that every local authority establish a Standing Advisory Council on Religious Education (SACRE).

Though legislation sets out both the structure and the remit of a local SACRE - principally, overseeing religious education (RE) and collective worship - in practice every SACRE has developed its own particular style and character.

It is a legislative requirement that each SACRE produces an annual report of its work and that this is published, sent to the local authority, to NASACRE and to other interested parties such as the Department for Education.

The Chair of SACRE has met regularly with senior officers of the local authority to monitor and discuss future relationships and the work of SACRE. These have been productive meetings and have maintained the local authority's awareness and continuing commitment to fulfil its statutory role in supporting SACRE.

Discussions with the local authority have been positive throughout the year, and feedback from them have been agenda items for all termly meetings so that all members have been kept fully informed of developments. The attendance of the SACRE teacher representatives at the termly network meetings supports the link between SACRE and schools.

SACRE met on three occasions during the academic year 2021/22. Due to the changing status of the COVID- 19 Pandemic the first two of these meetings were held online. The management, access to and broadcast of these meetings has been in line with all regulations. The online meeting was held on Microsoft teams.

The Summer meeting was held in person at different locations in Shropshire. It was good to be able to get together face to face as whilst online communications are very successful a chat over a cup of tea can also mean connections are made and ideas can be moved forward.

All of the meeting in 2021-22 were quorate with members of each of the four constituent groups in attendance. Detailed information on attendance at meetings can be found in Appendix D.

The agendas and minutes for these meetings are available on the Shropshire Council website.

A brief overview of each meeting can be found below:

Wednesday 17 November 2021

Election of Chair and Vice Chair

The election of chair and vice chair for a one year term of office (ending on the date of the next Autumn term meeting) took place. Adrian Black was unanimously elected as chair. Steph Shirra was unanimously elected as vice chair.

Membership

Resignations were noted, new members and observers were noted and welcomed

Syllabus launch feedback

The in person pre syllabus launch art exhibition was discussed and photographs shared. The full day online Agreed Syllabus launch had been a success and feedback was shared. The online conference had attracted 80+ attendees

Further details were discussed of the non-religious and religious worldviews covered in the syllabus and those that were spoken about on the syllabus training.

One member of SACRE expressed his concerns strongly that the Understanding Christianity resource supports the syllabus and that it was promoted. Another member of SACRE who attended the training expressed the opposite view and noted that other resources were also promoted.

It was confirmed that schools can collect their hard copy syllabus from the Schools Library Service at Shirehall.

Support from SACRE

The RE adviser suggested SACRE should think about long term plans for supporting schools over the next few years and asked for suggestions/ideas. Various suggestions were discussed including updating the visits and visitors booklet and providing materials for the Shropshire Learning grids.

Westhill Project

The vice chair advised that the chair had thanked Westhill and confirmed completion of the project. The resources/link to YouTube are to be put onto the Shropshire Learning Gateway (SLG).

NASACRE Annual Report Writing

The RE Adviser spoke to this and explained the background. There had always been a requirement to report on the workings of SACRE to DfE. QCA used to analyse annual reports but now the DfE don't. NASACRE have offered to do this and therefore there is a new framework.

He advised that a draft report is being produced by the chair and will be brought to the next meeting for approval.

RE Advisory Support

The RE Adviser gave national and local updates

- Survey re education of world views was positive.
- GCSE numbers are reducing but A level increasing.
- Interfaith week this week. Opportunities for schools to explore wider communities.
- Spirited Arts. Thousands of pupils involved.
- Holocaust Memorial work

It was agreed that this National update could go onto the SLG when it is up and running. School workforce data for Shropshire was discussed. The adviser offered to support schools who were not compliant.

Wednesday 9 March 2022

Annual Report

The new template which had been completed by Fiona Moss and Adrian Black was shared. This is a public document and will go on the website as well as being sent to DfE and NASACRE.

A member thought this an impressive report and was pleased to see how much is being done.

The annual report was approved. It will be circulated to all members as well as Committee Services, DFE and NASACRE.

Update on Shropshire Learning Gateway

A new version of this is to be created and ideas were shared on what would feature on the RE pages

Ideas of what to include were discussed:

- Visits and visitors
- Links to the films
- The transcripts that support the films
- Short video clips (as per Berkshire SACRE) – could use mobile phones or via Zoom.
- Shrewsbury Interfaith Group. (Also add to Visits booklet)
- South Shropshire Interfaith Group. (Also add to Visits booklet)
- URLS provided at network meetings.

RE hub meetings

Primary and secondary newly formed groups were discussed. These are separate to the training networks offered each term.

Visits/information booklet

A reminder was given to all to ensure this is up to date. It will be sent out again. The chair agreed to send this to the clerk.

KS4 Compliance

The chair advised that the local syllabus had reminded heads that all pupils needed to be taught RE. He advised that some schools have option groups at KS4 but no other provision. He was hoping to advise schools that as long as they are starting to put in some KS4 provision (this could be short course, extended project qualification (but they can't do this immediately) that SACRE would approve.

SACRE members agreed this – but were keen that schools move towards an accreditation for all.

Fiona Moss advised that nationally, Ofsted have been making this clear and are asking more questions.

Ofsted Reports

Fiona Moss had circulated a report on recent OFSTED inspections in Shropshire. This demonstrated that RE can be covered in Quality of Education or in Personal Development. There had been fewer inspections in Shropshire than usual.

- Two mentioned Islam in personal development.
- One school was critiqued for putting subjects together (and this may have included RE).

- An RE deep dive took place at the fourth school. It found that teachers had not mapped out precise knowledge they want children to learn or had a clear overview. The progression map is key.

National Update

Fiona Moss provided an overview of her report.

Some items that were discussed in more detail were

- SACRE may choose to write to MP about the fact that no money has been spent on RE.
- An in-person NASACRE conference is coming up in Birmingham.
- Next week on 15th there is a free NASACRE online training evening on SACRE self-evaluation which Steph Shirra is attending.
- There is a project around religion and world views to write a guidebook that will be given to SACREs to support new syllabuses – groups will be needed to test this.

RE Advisory Support

Fiona Moss summarised the support that had been provided:

- Early December - syllabus drop in
- Also offered support on RE deep dives – two part session
- Primary and secondary network sessions

Nobody Stands no-where film

The RE Adviser shared the context of the worldviews work of the REC and others. The film was shared.

Wednesday 29 June 2022

Membership and training

It was confirmed that new training is available from NASACRE and that links have been sent to new members.

Vacancies were discussed and plans for further recruitment were made.

Members with expired/expiring terms of office were re-appointed.

The terms of reference were updated to reflect that quoracy requires at least one member from each committee and one third of the total membership.

Visits and Visitor Booklet

Arrangements for updating and circulating the booklet were made.

Shropshire Learning Gateway

Members received an update regarding the Shropshire Learning Gateway.

They discussed linking further support materials for the Agreed Syllabus in the form of responses to specific thematic questions – there would be short videos hosted on YouTube.

RE Hub Meeting

Members received feedback from the Primary Hub where recorded/evidence and assessment have been highlighted as a concern.

Education Bill

Fiona Moss had provided an update on the Education Bill. SACRE were concerned about where SACREs will sit.

National Update

Fiona Moss presented her report which covered:
Draft handbook for Religion and World Views in the Classroom
RE Report Card
Updates re NASACRE
NATRE's annual primary survey
Signposting to new resources/training

Schools Round Up

Feedback from primary and secondary meetings was received.
There had only been five Ofsted inspections.

Overview of the Agreed Syllabus conference 2021-22

The Agreed Syllabus Conference did not meet in 2021-22.
The new Agreed Syllabus for Shropshire was launched to all school types in Autumn 2021.

Section 2: Religious Education

RE in schools

Virtual termly briefing meetings and the RE Consultant's virtual visits to schools continued in the year 2021-22. Evidence from teachers attending the syllabus launch, briefing meetings and the RE Consultant's virtual visits to and conversations with schools suggested that:

Primary teachers receive on average 0-3 hours of training about RE in their initial teacher training and the majority receive no training each year in teaching the subject. The subject does not always focus in ECT programmes- although we are early in this new system and the ECT is a two year programme so we hope year 2 will change this. This means it is a subject that ECTs and teachers further on in their career need support to deliver. The primary networks and new syllabus support units provide some support but we are still not sure of the local picture on support for ECTs in RE.

Schools began implement and to teach RE using the new Locally Agreed Syllabus and were pleased to be consulted through survey and online meetings about the plans for a new RE Agreed Syllabus. The new agreed syllabus was launched in November 2021 and the year 21-22 is an implementation year with the revised syllabus to be fully implemented by September 2022. Feedback from teachers at the drop in session and in both Primary and secondary networks have been very positive about the new syllabus.

The Locally Agreed Syllabus

Subject leaders, heads of RE, teachers and senior leaders were consulted over options for the new agreed syllabus for September 2021-September 2026. Consultations were done through survey monkey, online meetings and in regular network meetings. The results of these were fed back to the working group.

The new syllabus was launched with a full day of online training in November 2021. Over 80 delegates attended the full day virtual launch from a mixture of Infant, Junior, Primary, Secondary and special schools. This training was delivered by Fiona Moss and

Stephen Pett, Senior National RE advisers for RE Today. It was pleasing to have input from members of SACRE at the launch.

The first half of the day was spent as one group with breakout rooms and jamboards to allow for discussion. The second half of the day was spent in Phase groups with secondary and primary meeting separately.

There will be a series of further optional paid for support materials for the new RE Agreed Syllabus.

Training continued during the year 2021-22 in termly primary and secondary network meetings. Other optional units of work for all the key questions were offered to schools. Individual schools were responsible for paying for these if they took up the offer. Other optional training was also offered.

The academic year 2021-22 is an implementation year and schools are gradually bringing in the new syllabus with schools expected to have it in place by September 2022.

Standards and monitoring of RE

The new OFSTED inspection framework and RE research review is bringing a renewed focus on RE in schools where RE was struggling to get sufficient curriculum time. This is the first year since 2019 that SACRE can monitor the standards in schools by reviewing GCSE and A level results. However, the new timing of this report means that the verified results from GCSE and A level are not available at the time of writing the report. Also, the results are not going to be published school by school nationally. From next year's annual report we hope to be able to comment on results. However, SACRE would like to congratulate students who, in difficult circumstances, sat their exams and achieved grades reflecting their hard work at both GCSE and A level. SACRE would also like to thank teachers who have supported students and taught them in extremely difficult circumstances.

SACRE is also internally using the information from the School workforce survey that NATRE sourced from the DfE, together with a review of information on school websites but will not be publishing commentary on this.

OFSTED reports also provide a way of monitoring RE. We have been pleased to consider evidence from OFSTED reports regularly in our meetings. See a sample of anonymised comments from primary schools below;

- Pupils are respectful of other faiths and cultures. They know about different faiths they have studied. Pupils understand about equality and accept and value others' differences. One pupil said, 'Equality is about being treated the same. We are all human and we are all just as great as each other.'
- Pupils are thoughtful and talk about learning from one another. In this way, they learn about other faiths and cultures, which prepares them well for life in modern Britain.
- Leaders promote pupils' personal development well. For example, pupils in upper key stage 2 are developing links with a school in Blackburn. This will help them to understand the living experiences of the Muslim community.

- Pupils understand the values of respect and tolerance. They are aware of different cultures and religions. One pupil summed up views when they said, 'No one should be treated less favourably because they belong to a specific group.'
- Leaders work closely with the local mosque, the local church, support services and businesses in the area.
- There is more to do to improve pupils' learning across the curriculum. Leaders have not clearly mapped out the precise knowledge that they want children to learn. Teachers do not yet have a clear overview of what they want pupils to know and remember. This means that pupils do not remember key information and have gaps in their knowledge. For example, pupils remember learning about Rangoli patterns, but not the reason why they learned them. In addition, staff are not using assessment well enough to check that the pupils are remembering the right things.

No Secondary School reports explicitly mentioned RE.

School Improvement Advisers and associate headteachers have been prompted to explore with maintained schools (where appropriate) the scope, sequence and organisation of the broader school curriculum including RE and consider development work by schools to deliver the agreed syllabus for RE. Website audits completed by SIAs will also include checks on the extent to which the school reports the content of the school curriculum in each academic year for every subject, including Religious Education.

Teacher training materials and advice for schools

Primary and secondary training organised through Chester University provided a regular input of professional support and development for those who attend subject leaders, heads of department, teachers with other specialisms, class teachers and HLTAs delivering RE and those in their own school to who they disseminate learning.

These briefings remained virtual in 2021-22 with a hope to have mixed model of face to face and virtual in 22-23.

This year primary training has taken place on

- Anti-racist RE
- Drop in sessions for questions and answers on the syllabus
- Preparing for a Deep dive in RE
- OFSTED, using your new syllabus and worldviews in RE
- Multi-disciplinary RE

The number of teachers attending has remained stable at between 25-35 registered for each session.

This year, we have had three secondary network meetings, two online and one face to face (June). Sessions include updates from schools on revision strategies, how teachers are catching up after the challenges of lockdowns during the COVID pandemic, and on national resources and developments. Sessions have explored the following training and discussion themes:

- Unit 3.12 on Sikhs – sociological and theological approaches

- The OfSTED Research Review
- Making progress in ways of knowing
- Using data on religious and non-religious worldviews
- Planning KS3 units and auditing your curriculum
- Sharing lesson plans and resources

The network events ensure that subject leaders, teachers and heads of RE get to hear of best practice both within and beyond Shropshire.

Evaluations of the usefulness of these meetings have been very positive.

These networks are also an essential window for SACRE into the needs and opinions of teachers in the classroom. There are standing agenda items on all SACRE agendas for update information on the work of schools be exchanged and discussed. Within the networks the work of SACRE is also shared where relevant.

Fiona Moss also ran 2 sessions of governor training on RE and also on the new Agreed Syllabus.

Other information

There were no formal complaints to SACRE about RE during the year.

Advice given to the Local Authority

Advice was given to the local authority around the new RE agreed syllabus and to ensure that schools were aware of what would be in place for September 2021-2026.

Section 3: Collective worship

Standards and monitoring of Collective Worship

The SACRE has found it hard to monitor collective worship over the past few years. It is noted that schools found different ways of delivering Collective worship virtually during the last difficult year.

SACRE have worked closely with members of local religion and belief communities supported by a grant from the Westhill trust to provide a series of resources for use in both collective worship and to support pupil subject knowledge around several different religions and worldviews.

These were launched along with the RE Agreed Syllabus in November 2021. The films can be found here: <https://www.youtube.com/@shropshiresacre9284>

Determinations

No determinations have been requested in the year 2021-22.

Teacher training provided

The collective worship resources will be launched at the SACRE art exhibition and Syllabus launch in November 2021.

Other information

There were no formal complaints to SACRE about collective worship during the year.

Advice to the Local Authority

No advice was given to the local authority around the provision of collective worship.

Section 4: Links with other bodies

National Bodies

NASACRE provide an invaluable link to national events for SACRE and attendance at the conference is seen as essential for at least one SACRE member.

Shropshire SACRE are pleased to be linked with national bodies and receive useful national updates from Fiona Moss our RE adviser.

Reports from NATRE, including the School Workforce Data have proved useful to SACRE when monitoring schools. Further resources, such as those from NATRE have been shared with schools.

Information from the REC has been used in meetings and shared with schools where appropriate.

Local bodies

Hereford and Lichfield Dioceses provide excellent support to SACRE.

Shrewsbury Interfaith Forum meet once a month for interfaith dialogue with discussions, talks by members or guest speakers and friendly socialising, Each year we organise a popular Multicultural Fun Day. They have set up a Shrewsbury Interfaith Climate Action group. The forum is committed to good religious education and several members are also members of SACRE and/or volunteer in schools to support Religious Education or Collective Worship. Further information can be obtained from Tim Harwood (eebygumtim@aol.com)

South Shropshire Inter Faith meets regularly in Craven Arms for Round Table lunch time discussions with an introduction on the topic of the day and for meetings of a women only discussion group. SSIF also holds periodic meetings with a guest speaker in Ludlow, Craven Arms and Church Stretton, including Holocaust Memorial Day. Speakers from a number of faith backgrounds are available to schools. Participation is welcomed by all who are respectful of and interested in conversation with those from a variety of faiths and world views. Some members are also members of SACRE.

Contact: markjichaels@googlemail.com davidwiseman50@gmail.com

Section 5: SACRE involvement in the Local Area

Governor and headteacher links

Information has been shared to headteacher briefings and to clerks and chairs of governors. Training on RE and the new agreed syllabus was offered to governors.

Advice on community issues

The SACRE has created guidance and links on visits and visitors that has been updated and shared with schools. This was also be shared with the new RE Agreed Syllabus. Information from SACRE members was also shared at the launch of the agreed syllabus and shared with all schools in Shropshire.

Section 6: Managing the SACRE and partnership with the Local Authority (LA) Professional and administrative support

The Local Authority provided funding to support SACRE activity 2021 -22 by contracting with RE Today Services of an RE Consultant for 3 days during the year to support SACRE and a further 3 days through Chester University to support RE training. These combined days include servicing SACRE, working with schools, providing primary and secondary networks and training and first response consultancy.

Fiona Moss and Stephen Pett from RE Today continued in the role of RE consultants. RE Today Services, Imperial Court, Sovereign Road, Birmingham, B30 3FH

The clerking services are provided by Helen Woodbridge
Shropshire Council, Shirehall, Abbey Foregate, Shrewsbury, Shropshire, SY2 6ND

Sue Round from the Local authority holds responsibility for SACRE, supports SACRE and attends meetings.

Shropshire Council, Shirehall, Abbey Foregate, Shrewsbury, Shropshire, SY2 6ND

Membership

Membership as of June 2022 can be found at Appendix C.

There have been no issues re quoracy and all committees are represented.

Recruitment of more members representing other faiths continues.

Training and Development

It is important to note that through the various roles SACRE members have in their day to day lives, plus their links and contributions to network meetings, school visits and wider community groups Shropshire SACRE has a good working knowledge of its schools. There is a regular update from all those that work in schools or visit schools on every SACRE agenda.

Membership remains strong and representative of the local community, well supported by the respective diocese and the local authority in challenging circumstances. New members have an induction process consisting of information relating to the work of SACREs and a copy of the latest annual report to illustrate the work of the local SACRE, and usually a meeting with the SACRE chair to talk through the above documents and outline procedures and work practices.

NASACREs annual conference is always attended by at least one SACRE member. NASACRE updates are promptly shared with all SACRE members and referenced/discussed at meetings.

Finance

The LA provides sufficient resource to enable the effective operation of SACRE.

SACRE's contribution to the LA's public sector equality duty

Of the three aims of the General Equality Duty, namely eliminating discrimination, harassment and victimisation; advancing equality of opportunity and fostering good relations SACRE's work has offered most to eliminating discrimination with work on portraying Religions and worldviews appropriately.

Appendix A – Terms of Reference for SACRE

Appendix B – Circulation details of the Annual Report

Appendix C – Shropshire SACRE Membership 2021-22 (June 22)

Appendix D – Meeting attendance/quoracy

Appendix A – Terms of Reference for SACRE

Standing Advisory Council on Religious Education in Shropshire

Terms of Reference

1. PREAMBLE.

- 1.1. This document explains the duties and responsibilities of the Standing Advisory Council on Religious Education in Shropshire, which shall be called the SACRE.
- 1.2. The SACRE shall, in line with the law and guidance issued by Parliament, the Courts, the Department for Education (DfE) and Shropshire Council as the Local Authority (LA), advise on such matters connected with the provision of religious education and collective worship in schools and other educational establishments in the LA's area, excluding religious education and collective worship in Voluntary Aided schools, collective worship in Voluntary Controlled schools and schools with a trust deed which specifies alternative provision.
- 1.3. If there is a conflict between these Terms of Reference and the law, the SACRE shall comply with the law.

2. AIMS AND OBJECTIVES.

2.1. The SACRE aims to:

- (a) keep under review provision for religious education and collective worship in all the LA's schools and to make recommendations to the LA as necessary; and
- (b) ensure that religious education has equal standing in relation to the core and other subjects within a school's curriculum;
- (c) make recommendations to the LA relating to appropriate training, materials and other resources in the context of the relevant law and guidance;
- (d) advise the LA of the need to review the Agreed Syllabus as required by law.

2.2. In order to achieve the above, the SACRE has set itself the following objectives:

- (a) to monitor the provision of religious education and collective worship in schools; and
- (b) to prepare and make recommendations on methods and resources to support good classroom practice and collective worship;
- (c) to review training needs of teachers and monitor training programmes
- (d) to consider and decide upon applications for determinations in relation to collective worship,
- (e) to arrange presentations to SACRE on methods and resources for religious education and collective worship;
- (f) to consider the content of the LA's Agreed Syllabus and advise whether a new or modified Agreed Syllabus is required;
- (g) to undertake any other activities necessary to achieve the SACRE's aims and comply with its legal duties.

3. RESPONSIBILITIES OF THE SACRE

3.1. In line with the law and current guidance, the SACRE shall:

- (a) offer advice to the LA on matters connected with collective worship in its schools and religious

education in accordance with the agreed syllabus; this can include methods of teaching, the choice of materials and the provision of training for teachers;

- (b) when requested by a majority of its representative groups, not including that group representing the LA, instruct the LA to review its agreed syllabus and to convene a conference for that purpose. Such a review shall **begin not later than five years after the completion of the previous review**. An Agreed Syllabus Conference, established for this purpose, may recommend the inclusion of attainment targets, programmes of study and assessment arrangements in locally determined form. Any new agreed syllabus must reflect the fact that the religious traditions in this country are in the main Christian, whilst taking account of the teaching and practices of the other principal religions represented here.
- (c) inform schools of any amendments to the agreed syllabus and provide guidance to schools on matters relating to the implementation of the law with respect to religious education and collective worship;
- (d) inform schools of arrangements for seeking a “determination” with respect to collective worship. Upon receipt of a written application from a Headteacher of a community school or any foundation school which has not been designated as having a religious character, to determine whether it is appropriate to disapply the requirement for broadly Christian collective worship in the case of that school, or of a class or other description of pupils at the school. Due regard must be given to any circumstances relating to the ages, aptitudes and family backgrounds of the pupils. The ‘determination’ must be reviewed after five years, or earlier if requested by the school;
- (e) publish an annual report on the SACRE’s work, specifying those matters on which advice has been given to the LA, the nature of such advice, and the reasons for offering advice on matters not referred to it by the LA. The report should be sent to schools, and an annual return should be submitted to the DfE by no later than 30 September each year giving the number and effect of any ‘determinations’ with respect to collective worship made by the SACRE;
- (f) consider complaints referred by the LA to the SACRE with respect to provision for religious education or collective worship.

3.2 Budgetary management

a) The SACRE shall:

- (i) monitor the use of the funds provided by the LA for its activities; and
- (ii) recommend how revenue, if any, generated by its activities should be managed and used.

4. MEMBERSHIP.

Representative Members

4.1. In line with the relevant legislation, the SACRE ‘will include members appointed by the LA from the following four representative groups:

- (a) such Christian and other religious denominations not including the Church of England, as in the opinion of the LA, broadly reflect the proportion of those denominations or religions represented in the area;
- (b) the Church of England;
- (c) associations representing teachers, as in the opinion of the LA, ought to be represented, having regard to the circumstances of the area; and
- (d) the LA’.

The constitution confirms the number for each as follows:

- Christian and other religious denominations not including the Church of England – 14
- Church of England – 5
- Associations representing teachers – 6
- The Local Authority – 3

4.2. In relation to the LA representative group, one Humanist representative would be appointed by the LA as a LA representative from 2019.

Co-opted Members

4.3 The SACRE may include co-opted members, who are persons appointed by its own members for a time limited clear purpose.

4.4 The relevant appointing body must notify the SACRE Clerk in writing of any representative and co-opted member appointments, prior to the new Member's first meeting.

Vacancies.

4.5 In the event of a vacancy on the SACRE the Clerk shall:

- (a) advise the relevant appointing body of the vacancy;
- (b) where appropriate, refer any nomination to the LA; and
- (c) where such nominations are agreed, record the person as a member of SACRE.

4.6 In the absence of nominees from a representative group, the LA may, with the approval of SACRE, nominate and appoint any person that it considers to be representative of that group and it deems appropriate, to fill the vacancy.

Term of Office

4.7 Appointments to SACRE shall generally be for a **term of five years** from the date that the new Member should have attended their first meeting.

4.8 The SACRE shall review the membership annually at the autumn term meeting on receipt of the Annual Report.

End of Membership

4.9 A Member shall be removed by the SACRE if:

- (a) they reach the end of their term of office, unless reappointed;
- (b) they write to the SACRE or the Clerk and tender their resignation;
- (c) they were appointed by virtue of being representative of the religion, denomination or associations which they were appointed to represent, but in the opinion of the LA, they cease to be such a representative, or to be representative of the authority;
- (d) the other members of their representative group notify the LA that the Member should no longer act as one of its representative on the SACRE, and the LA agrees to their removal;
- (d) the LA determine, on reasonable grounds, that the Member is unable, unwilling or an unsuitable person to continue these duties.
- (e) non-attendance at meetings results in them being an unsuitable person to continue in post.

Officers of the SACRE.

- 4.10 The Chair of the SACRE shall be appointed either by the LA or, if the choice is made not to exercise this right, by Members in attendance at the relevant meeting, at:
- (a) the first meeting of each academic year, or
 - (b) any meeting during the year when the position becomes vacant.
- 4.11 Where the Chair is appointed by the voting members this will be by a simple majority.
- 4.12 The Chair shall be responsible for:
- (a) the management of meetings, e.g. providing a clear lead in managing and organising the work of SACRE, delegating roles to ensure all members of SACRE are fully involved;
 - (b) representing the SACRE to other bodies;
 - (c) such other duties as the SACRE considers appropriate.
- 4.13 The Vice-chair shall be appointed by a simple majority of the voting members, at:
- (a) the first meeting each Academic Year; or
 - (b) any meeting during the year when the position is vacant
- 4.14 The Vice-chair shall be responsible for
- (a) deputising for the Chair as required
 - (b) representing the SACRE to other bodies in the absence of the Chair or by agreement with the Chair
 - (c) such other duties as the SACRE considers appropriate

The Clerk.

- 4.15 The LA shall appoint and supervise a Clerk to:
- (a) attend the meetings of the SACRE;
 - (b) take appropriate minutes and notes at the meetings;
 - (c) maintain and update the records of SACRE and its meetings;
 - (d) carry out other duties as set out in Appendix A; and
 - (e) perform any other necessary administrative duties.

5 CONDUCT OF MEETINGS.

Arrangements for Meetings

- 5.1 Meetings will be called by the Clerk in consultation with the Chair and will generally be open to the press or the public, as outlined in a Public Notice.
- 5.2 SACRE must meet at least once in each academic term, unless otherwise agreed in writing by the Chair.
- 5.3 Special meetings may be called by the Chair and the LA acting jointly.

- 5.4 Details of the business to be considered at the meeting, which will be included in the agenda, must reach the Clerk not later than fifteen school days before the meeting.
- 5.5 The Clerk, in consultation with the Chair, shall, no later than five working days before the meeting;
- (a) prepare the agenda; and
 - (b) circulate the agenda to those Members and bodies entitled to receive a copy of the minutes.
- 5.6 Each agenda shall, amongst other matters, include:
- (a) an invitation to the SACRE to approve the minutes of the previous meeting; and
 - (b) any applications for a determination

Voting

- 5.7 On any question to be decided by SACRE only the representative groups shall be entitled to vote and each representative group shall have a single vote.
- 5.8 Each representative group shall determine its own internal voting processes
- 5.9 A proposal shall not be deemed to be carried unless it has been approved by at least three representative groups unless otherwise required by the law or guidance issued by Parliament, the Department for Education or the LA.

Quorum

- 5.10 For the purposes of meetings, SACRE will be deemed quorate **when three representative groups are represented.**
- 5.11 For the purposes of taking a decision and voting, SACRE will be deemed quorate when at least one member of **each of four Committees and** not less than a third of the total membership are present.

Report of Proceedings

- 5.12 A copy of the minutes of each meeting shall be supplied by the Clerk, as soon as possible after the meeting, to:
- (a) the Chair and vice-Chair of the SACRE; and
 - (b) the LA for a factual accuracy check

Exclusion of the Public

- 5.13 SACRE meetings are public meetings, however SACRE can determine to conduct business in a closed session for a specific meeting or for the rest of the Academic Year, at:
- (a) the first meeting each Academic Year: or
 - (b) any meeting during the year at which the issue is raised by a representative group of the SACRE or LA officers.

The members of SACRE acknowledge and agree to comply with the content of these Terms of Reference.

Appendix B - Circulation Details for the Annual Report

- NASACRE
- Shropshire Council Website
- Shropshire Learning Gateway (for schools)

Appendix C – Membership as at June 2022

	Name	Representing
Teacher association places - 6		
1	Adrian Black	Secondary
2	Steph Shirra	NASUWT
3	Vacancy	
4	Amanda Skidmore	Primary
5	Rachel Parsonage	Secondary
6	Kate Linnell	Primary

C of E places - 5		
1	Fiona Iddon	Lichfield Diocese
2	Jane Crouch	Lichfield Diocese
3	Mark Harrington	Hereford Diocese
4	Garry Ward	Hereford Diocese
5	Ruth Gittins	Hereford Diocese

Christian and other places - 14		
1	Denise Samari	Baha'i
2	Bill Morris	Greek Orthodox
3	Sohayb Peerbhai	Islam
4	David Bowgett	Religious Soc of Friends
5	Vacancy	Hinduism
6	Jacqui Osmund-Smith	Baptist
7	Vacancy - Methodist	Methodist
8	Mark Michaels	Judaism
9	Sue Michaels	Judaism
10	Akasharaja Bruton	Buddhism
11	Vacancy - Sikhism	Sikhism
12	Vacancy - Catholicism	Catholicism
13	Vacancy - United Reformed Church	United Reformed Church
14	Vacancy - Charismatic/ Pentecostal/ Independent/ Evangelical	Charismatic/ Pentecostal/Independent/Evangelical

LA places - 3		
1	Mike Isherwood	Shropshire Council
2	Roger Evans	Shropshire Council
3	Simon Nightingale	Appointed by LA to represent Humanism in 2019

Support and advice		
	Sue Round	Shropshire Council
	Helen Woodbridge	Shropshire Council
	Fiona Moss / Stephen Pett	RE Today
	John Rowe	Shropshire Council

Appendix D - Meeting attendance/quoracy

All committees were represented at each meeting and all meetings were quorate with at least one third of the members present.

Name	Representing	Autumn 21	Spring 22	Summer 22
Adrian Black	Secondary	Apologies	✓	✓
Steph Shirra	NASUWT	✓	Apologies	✓
Amanda Skidmore	Primary	Apologies	Apologies	Apologies
Rachel Parsonage	Secondary	Apologies	Apologies	
Kate Linnell	Primary	✓	Apologies	Apologies
Fiona Iddon	Lichfield Diocese	✓	Apologies	✓
Jane Crouch	Lichfield Diocese	✓	✓	Apologies
Mark Harrington	Hereford Diocese	✓	✓	✓
Garry Ward	Hereford Diocese			✓
Ruth Gittins	Hereford Diocese			Apologies
Denise Samari	Baha'i	✓	✓	Apologies
Bill Morris	Greek Orthodox		Apologies	
Sohayb Peerbhai	Islam	Apologies	Apologies	✓
David Bowgett	Religious Soc of Friends	✓	✓	✓
Jacqui Osmund-Smith	Baptist			
Mark Michaels	Judaism	✓	Apologies	Apologies
Sue Michaels	Judaism	✓	✓	Apologies
Akasharaja Bruton	Buddhism		Apologies	Apologies
Mike Isherwood	Shropshire Council	Apologies	Apologies	Apologies
Roger Evans	Shropshire Council	✓		
Simon Nightingale	Humanism	✓	✓	✓