

A G E N D A

**STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION
(SACRE)**

Notice is hereby given that a meeting of the Kent Standing Advisory Council on Religious Education will be held in the Medway Room, Sessions House, County Hall, Maidstone on Wednesday, 21st November, 2012 at 9.30 am

NB Group pre-meetings at 9.15am in the meeting room

Refreshments will be available from 9.15am

UNRESTRICTED ITEMS

(During these items the meeting is likely to be open to the public)

1. Membership
To note the appointment of Ann Donnelly (Group 1) Roman Catholic
2. Apologies for Absence/Substitutes
3. Declarations of Interests
4. Minutes (Pages 1 - 6)
 - (i) Minutes – 27 June 2012
 - (ii) Matters Arising
5. Budget (Pages 7 - 8)
6. Annual Report (Pages 9 - 26)
7. Draft Constitution (Pages 27 - 32)
8. Kent Youth SACRE - Working Group Update
9. Development Plan / website Working Party (Pages 33 - 38)
10. Overview of National and Local Developments

11.00am COFFEE

11. Meeting Dates
Meeting Dates
Thurs 7 March 2013 – Darent, County Hall, Maidstone
Wed 26 June 2013 – Gravesend?
Tues 19 Nov 2013 – Darent, County Hall, Maidstone

Briefing Dates : venue : Oakwood House, Maidstone.
Mon 4 Feb 2013
Mon 20 May 2013
Mon 21 Oct 2013

12. Any other items which the Chairman decides are urgent
13. Guest Speaker - Prof Norman - A Humanist Perspective on Religious Education

EXEMPT ITEMS

(At the time of preparing the agenda there were no exempt items. During any such items which may arise the meeting is likely NOT to be open to the public)

Carol Wade
Clerk to SACRE

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Tuesday, 13 November 2012

Please note that any background documents referred to in the accompanying papers maybe inspected by arrangement with the officer responsible for preparing the relevant report.

KENT COUNTY COUNCIL

**STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION
(SACRE)**

MINUTES of a meeting of the Standing Advisory Council on Religious Education (SACRE) held in the Salvation Army Corps and Community Centre 74-80 Union Street Maidstone ME14 1ED on Wednesday, 27 June 2012.

PRESENT: Mr S C Manion (Chairman), Ms K Burke, Mrs S Clark, Rabbi C Cohen, Mrs V Corbyn, Mrs P Fairchild, Mrs J Grant, Miss T Kelvie, Miss S Malone, Mrs T Martin, Mr M J Northey, Mr M Papadopoulos, Mr S Platnauer, Mrs V Thornewell, Mrs J Wigg, Miss J Webb and Mrs N Younosi

ALSO PRESENT: , Mr T Clarke, Mr P Henderson & Prof R Norman

IN ATTENDANCE: Mr A Foster (Consultant), Mrs S Rogers (Director of Communication) and Mrs C Wade (Democratic Services Officer)

UNRESTRICTED ITEMS

8. Membership

(Item 1)

(1) To note the appointment of Mr S Manion as SACRE Chairman following ratification from Mr M Whiting. Mr Manion thanked Mrs Younosi (Vice-Chairman) for taking the Chair prior to his appointment.

(2) To note the renewed appointments of Miss T Kelvie and Miss E Pope, co-opted members to Group 3 (Teacher Associations) Members unanimously agreed their expertise as ATS's and representatives of the secondary Academy sector was invaluable.

9. Welcome

The Chairman welcomed Mr T Clarke, Chairman of Medway SACRE, and Mr P Henderson, Lay Minister as observers to the meeting.

10. Minutes

(Item 4)

The Minutes of the meeting held on 13 March 2012 were approved as a true record and signed by the Chairman.

11. Matters Arising

Minute 3(5) Development Plan

(1) It was Agreed paragraph (2) should start at the beginning of the second sentence and paragraph (2) would become paragraph (3) (Minutes 13.3.12 need changing)

Minute 4 (6) Budget issues including payments to Academies

(2) Mr Foster reported that no members working in Academies had notified him of any specific difficulties and confirmed he understood that Mrs Rogers had written to all Academies to request teachers continue to be released to attend.

(3) Mr Foster agreed to follow up with Mrs Rogers.

Minute 5 Update (4) NASACRE AGM

(4) Mrs Martin advised she had been unable to attend the AGM and Mrs Younosi had attended in her place. A summary of the Keynote speakers address had been circulated with the papers.

12. Budget Issues

(Item 5)

(1) Mr Foster reported that the budget had been reduced for 2012/13 from £7k to £5k. The previous year's spend was £3,500, an underspend of 50%. He agreed to investigate the possibility of clawing back the lost funds. Emma Stone, ELS was now looking after the budget, it was noted that there would no longer be an Officer from ELS in attendance at meetings.

(2) SACRE members expressed grave concern at the recent lack of a written Budget report in the papers and were appalled at the lack of communication which had resulted in the underspend, when there were ongoing projects which could have been funded within the budget if the financial position had been known.

(3) Mr Foster reminded members that the revised Syllabus had been created and published at no cost to the budget, since it was policy to use electronic distribution.

(4) Teacher members were very dissatisfied with the general circulation to Headteachers via the e-bulletin, as they did not personally receive the information they needed and had difficulty accessing it. Ms Burke stated the preferred method would be direct to RE teachers.

(5) Following further debate and in order to ensure that there would never be a repeat of such an unsatisfactory situation, Mr Manion and Mr Foster agreed that accurate budget figures would be produced and available at all future meetings.

13. Youth SACRE

(Item 6)

Westhill Awards-Youth SACRE bids

(1) Mr Foster had submitted a letter of intent to NASACRE. The theme of the bid was Harmony, the aim being to convene a Conference for young people via schools in the autumn and link it in with National Interfaith week in Mid November 2012. The bid had been unsuccessful.

(2) Mrs Martin advised that Mr Tyson had agreed to replace her as Convenor for the Kent SACRE working group and outline plans had been considered via email, dependent on funds becoming available from Westhill. It was noted members had wrongly believed that there were no other funds available.

(3) Mr Platnauer directed members to the Lancashire SACRE website and the resume of their Youth SACRE.

(4) Mrs Corbyn suggested savings could be made by using school venues etc and if members deemed the Youth SACRE a worthy project SACRE should use its own budget.

14. Draft Constitution

(Item 7)

(1) Mr Foster explained that the Steering Group had considered the difficulties of the recent election of Chairmen and concluded it was time for the 2009 Constitution to be reviewed.

(2) He suggested that for Chairman's election only the Council could adopt the system used by many SACRE's across the Country, allowing a free, one member/one vote, thus alleviating the split vote outcome, with no provision for a casting vote.

(3) However, after debate members could not reach a consensus, taking into account the inequality of numbers in the four groups and what method would be used if there were multiple candidates.

(4) The method of election for Vice-Chairman also needed to be considered and written in. Mrs Martin felt there were issues of succession planning which needed to be addressed and it should be noted Circular 1/94 was guidance-not statute.

(5) Mr Foster underlined a number of sections which appeared to need clarification and he agreed to remove the word "preamble", look at the Vision Statement, and possibly the use of more inclusive language.

(6) (A) Membership. Mr Foster agreed to remove reference to the County Council four year cycle and under failure to attend two consecutive meetings, replace the word "will" with "may" be deemed as ceasing to represent the appointing body.

(7) Members debated the requirement to notify their appointing body if they were absent from meetings, and the clerk advised that substitutes could attend.

(8) Co-Option. The method for the appointment of co-opted members needed to be clarified and consideration be given to their voting status.

(9) Miss Webb raised a question about why the Church of England were 6 members classified in Group(2) and Mrs Martin explained this was because they had a statutory responsibility to educate children in church schools. This prompted a discussion about SACRE membership reflecting the principal religious traditions in Kent and the use of out of date Census data.

(10) (B) Proceedings. Specific resources be amended to reflect recent staffing changes. Update the statement regarding each group having a single vote.

(11) Rabbi Cohen stated care needed to be taken in the wording of the document to avoid a constitutional requirement which was incumbent on another ie The Local Authority.

(12) Mr Foster agreed to refer the draft constitution back to the Steering group and present an amended version to the next meeting. The clerk reminded members that the document would need to be referred to the Authorities Legal team and The Selection and Member Services Committee before adoption.

15. Development Plan / Steering Group Report

(Item 8)

(1) Mr Foster presented the Development Plan and members debated its effectiveness.

(2) Mr Platnauer recommended Kent follow the Lancashire model website to try and improve the quality of what was available about RE on kenttrustweb to aid teachers. Mr Foster said teachers should access the Kent Agreed Syllabus for this information.

(3) Mr Platnauer had also discovered that Manchester SACRE had run a poetry competition in Manchester Cathedral, which had probably raised their profile and that of RE. He would send the link to Mr Foster for discussion by the Steering group. Mr Foster advised that he had encouraged the sharing of best practice in schools, which could include lessons plans, but had limited success.

(4) Members debated the value of publishing Lesson Plans on the web, possibly by employing somebody to write them on behalf of SACRE? Mr Foster cautioned there were limited resources and his time was finite.

(5) It was noted the previous Plan had time scales to measure the success criterion against and it was agreed this would benefit from being more defined with achievable aims.

(6) Mrs Corbyn advised that the Medway Church schools had regular networking groups for primary teachers and it was a positive way of monitoring website usage. She suggested the Consultants time could be used in a similar way.

(7) It was agreed a working party would be appointed to look at access to the website with the aim of enhancing the access/provision of RE.

The following members volunteered;-

- (i) Mr Manion
- (ii) Mr Papadopoulos
- (iii) Mr Platnauer
- (iv) Church of England group member to be notified.

16. Overview of National and Local Developments

(Item 9)

All Party Focus Group

(1) Mr Foster advised members that an All Party Focus Group of MP's had met in June and had been well supported by NASACRE, NATRE, AREIAC and other RE bodies.

(2) The group intended to meet three times a year and he urged members to contact their local MP and encourage attendance. Mr Manion asked if there were any Kent PM's on the group and Mr Foster replied he had not seen the membership.

RE Council

(3) Mr Foster reported the RE Council had carried out a scoping exercise on the curriculum review and its initial findings could be viewed on the REC website.

(4) NASACRE

“ about your RE “ flyer to Academies and free schools

Mr Foster agreed to adapt the flyer which had been circulated to members and add it to the kenttrustweb.

New Ofsted Framework –Sept 2012

(5) This would be implemented in schools from Sept 2012, the key feature was to identify if SMSCD was inadequate and standards reached. Mr Foster would discuss with Mrs Rogers the need for SACRE to be notified of the outcomes of school Inspections.

Wolf Report 2014

(6) Mrs Martin was concerned at the lack of information not to be included in the published data. She considered this would further undermine the status of RE. Members also expressed concern at the recent announcement by Mr Gove in regard to the impact on RE of the possible changes to the exam system for Key Stages 4 and 5.

(7) Advanced Skills Teachers(AST)

(8) Miss Kelvie reported she had only been deployed to work in schools falling below the floor targets in Terms 5 and 6, it had been very slow prior to this. Ms Burke had received no work at all from Kent this year. It was agreed the three AST's would meet early 2013 to review the situation, but requested that there be better

communication now between SACRE, The Consultant and the management of the AST scheme in order to achieve much needed support to failing schools.

17. Meeting Dates

(Item 10)

SACRE

Wed 21 Nov 2012 – County Hall

Thurs 7 March 2013 – County Hall

Wed 26 June 2013 – Gravesend?

Tues 19 Nov 2013 – County Hall

Briefing Dates

Mon 15 Oct 2012

Mon 4 Feb 2013

Mon 20 May 2013

Mon 21 Oct 2013

Venue: Oakwood House, Maidstone

Future Speakers

It was noted Prof Norman was willing to give a presentation at the Nov 2012 meeting if Mr Leeson was unavailable to attend.

18. Medway SACRE Chairman- Mr T Clarke

Mr Manion invited Mr Clarke to give a brief overview of his role as SACRE Chairman in Medway during the past two years. Mr Clark advised that Rev Ian Hartland was employed as their Adviser in an authority one fifth the size of Kent with 120 schools.

19. Member Presentation Mrs J Wigg - Salvation Army

(Item 12)

Mr Manion thanked Mrs Wigg for her kind hospitality and she in turn gave a lively and informative brief overview of the history of the Salvation Army and its adaptation/relevance to the modern world. She invited questions and was pleased to share her enthusiasm for her living faith.

COST CENTRE SUMMARY / MONITORING RETURN 2012/13

E 1RN 19069 SACRE

Oracle Code	Description	Ordered	Invoiced	Month Reconciled:			Sep-12		% spent	Forecast Outturn as at:	
				Reconciled (should agree to Oracle)	Total	Cash limit	Left to spend	Forecast Outturn (to be completed by Budget Manager)		Under(-) / Over(+) Spend	
	000000	0.00	0.00	0.00	0.00	0	0	0%		0	
	000000	0.00	0.00	0.00	0.00	0	0	0%		0	
TOTAL EMPLOYEES		0.00	0.00	0.00	0.00	0	0	0%	0	0	
122000	Internal - Room Hire	0.00	0.00	90.00	90.00	1,200	1,110	8%	1,000	-200	
TOTAL PREMISES		0.00	0.00	90.00	90.00	1,200	1,110	8%	1,000	-200	
230000	Public Transport (Officers & Members)	0.00	2.70	7.90	10.60	600	589	2%	1,000	400	
242000	Casual User	80.00	16.00	118.00	214.00	600	386	36%		-600	
TOTAL TRANSPORT		80.00	18.70	125.90	224.60	1,200	975	19%	1,000	-200	
300000	Equipment, Furniture and Materials	0.00	0.00	0.00	0.00	0	0	0%	50	50	
342000	Refreshments	0.00	0.00	0.00	0.00	100	100	0%	100	0	
350000	Printing	0.00	0.00	281.74	281.74	600	318	47%	150	-450	
440000	Conference Expenses	0.00	30.00	365.00	395.00	1,200	805	33%	250	-950	
451000	Subscriptions	95.00	0.00	0.00	95.00	200	105	48%	100	-100	
TOTAL SUPPLIES & SERVICES		95.00	30.00	646.74	771.74	2,100.00	1,328.26	37%	650	-1,450	
646000	Corporate Property, Kent Estate Mngmt	0.00	0.00	24.00	24.00	500	476	5%	350	-150	
TOTAL OTHER		0.00	0.00	24.00	24.00	500	476	5%	2,350	1,850	
GROSS EXPENDITURE		175.00	48.70	886.64	1,110.34	5,000	3,890	22%	5,000	0	
NET EXPENDITURE		175.00	48.70	886.64	1,110.34	5,000	3,890	22%	5,000	0	

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To: All SACRE Members
Members, Kent County Council
Department for Education
NASACRE

STANDING ADVISORY COUNCIL
ON RELIGIOUS EDUCATION

ANNUAL REPORT

2011 - 2012

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Kent Standing Advisory Council on Religious Education (SACRE)

Opening remarks from the Chair of SACRE

I would like to thank all those who serve on Kent SACRE, teachers, faith group representatives, the vice chairman and the previous chairman . The professional support of our consultant / adviser and the democratic support are also gratefully acknowledged.

National changes in the education system continue to provide significant challenges to the provision of religious education in the county. The move to more academies in the county has led to pressures on attendance by teachers to the meetings. The exclusion of RE from the E.Bacc has had a noticeable negative impact on its provision in our secondary schools. We are currently undertaking a survey of schools in order to identify the full picture.

Kent County Council has continued to offer support to its SACRE. We have retained the services of a County Hall based clerk. Importantly, the local authority has continued to fund professional support for SACRE. Allan Foster has been retained to support SACRE meetings and lead on-going reviews of the Locally Agreed Syllabus. We have continued our commitment to hold at least one meeting each year in a Kent place of worship. This year's visit was to the Salvation Army Corps and Community Centre in Maidstone. Mrs Wigg from the Salvation Army gave a lively and informative brief overview of the history of the Salvation Army and its adaptation / relevance to the modern world. She invited questions and was pleased to share her enthusiasm for her living faith. We try to ensure that member presentations are a continuing feature of our meetings.

With the general uncertainty that currently surrounds the place of RE in the curriculum for all schools, we agreed that the review of the Kent Locally Agreed Syllabus would be a revision only and not a re-write. The reviewed Agreed Syllabus was launched in Spring 2012 with the expectation of being implemented in schools from September 2012.

SACRE continues to benefit from its partnership with the different faith groups, the Anglican diocesan education boards of Canterbury and Rochester and with Canterbury Christ Church University. We are also thankful for the support that is provided by our AST colleagues. Not only are they each members or co-opted to SACRE, but they do provide a valuable link between Secondary Schools / Academies and ourselves. These partnerships are of increasing importance at a time when the local authority is no longer able to provide specialist RE support to its schools.

I believe that Kent SACRE is very well placed to face the challenges ahead as we continue to ensure that Religious Education and Collective Worship retain their rightful place at the heart of our schools.

Steven Manion
Chairman, Kent SACRE
November 2012

Annual Report 2011 -12

1. Standards and quality of RE provision

Overview

Introduction

1.1 Kent is a large local authority, with nearly 100 secondary schools and over 450 primary schools. In the 2001 Census 75.13% identified themselves as being Christian. The next largest religious group is Sikh (at 0.6%). 14.9% identified themselves as having no religion. The Kent Agreed Syllabus (KAS) provides a good balance of opportunities for children and young people to study Christianity and other faith traditions. The statutory transition unit has an explicit focus on Sikhism as the second largest religion after Christianity in Kent.

In common with many other local authorities, Kent has seen a large number of secondary schools, and a smaller proportion of primary schools converting to Academies. This situation is causing concerns about how SACRE can monitor the provision of religious education for all children and young people within Kent.

Key area 1a: Compliance and time allocation for RE

1.a.1 'REact: a creative vision for religious education' is the KAS for religious education (RE). It is drawn up on the expectation that schools will provide approximately 5% of curriculum time for its delivery and a minimum of 15 hours per year in the sixth form. SACRE believes this is happening in the majority of our schools.

Some choose to have RE as a separate subject on the timetable whilst others are incorporating it into programmes like the creative curriculum in primary and project based learning in secondary. Some schools, both primary and secondary, are also holding RE days or half days to enable pupils/students to have their entitlement to an RE programme delivered in line with the KAS.

There are issues arising, particularly in some of our secondary schools, where RE is part of project based learning and the theme or project chosen does not enable either the Sikhism transition unit to be adequately developed or the theme or project chosen has tangential links with KAS. SACRE is aware of the need to ensure that RE is adequately taken into account in curriculum developments in line with the secondary curriculum and the primary curriculum as they develop in line with the Department for Education's review of the National Curriculum. We will continue to provide advice to the Local Authority about this.

1.a.2 There have been no formal complaints about RE over the past year.

Key area 1b: Public examination entries in RE

1.b.1 A summary of the GCSE full and short course and of the GCE AS and A level results for 2012 (with comparisons with previous years) is in Appendix 1.

GCE A Level and AS Results 2012

Nationally, the number of entries for GCE at A and AS Levels for Religious Studies (RS) have shown slight increases. This is not reflected in the results obtained from Kent schools. However, levels of achievement in Kent schools have, in the main, reflected the national picture. Discrepancies may be the result of incomplete data collection.

These results and the increase in interest in RS over the last few years illustrate the value and relevance of the subject and is testament to the hard work of both RS students and RS teachers. All deserve congratulations.

GCSE Full Course and GCSE Short Course Results – 2012

Nationally, GCSE Religious studies (full course) saw a slight increase in the overall percentage A*-C grades, with 73.7% of students receiving a C grade or above in the UK. Of the results obtained from Kent schools, 77.6% of students achieved a C grade or better this year. This is a very commendable achievement.

This cohort of students taking the full course GCSE was the last group to begin their studies before the EBacc proposals. The GCSE Full Course results indicate an increase in the number of students taking the subject. This is encouraging given the fact that there is no statutory requirement to take RS GCSE. It is surely testament to the continued interest in the subject displayed by young people, the subject's relevance and vitality, and teachers' dedication and hard work.

However, the GCSE RS short course shows a significant reduction in take up. Results for Kent school for this short course continue to reflect the national picture.

Key area 1c: Standards and achievement

1.c.1 Primary school standards. As far as SACRE is aware, there have been no Ofsted inspection reports during the year that make reference to primary schools not complying with legal requirements as far as RE is concerned and very few specific examples to RE in terms of standards attained.

1.c.2 Key Stage 3 standards. As far as SACRE is aware, there have been no Ofsted inspection reports during the year that make reference to schools not complying in Key Stage Three with legal requirements as far as RE is concerned and no examples of RE being referred to in terms of standards attained. Where RE is being taught as part of project based learning unless the RE learning objectives are clearly laid out (for both staff and students) the quality of learning and standards attained is less rigorous.

1.c.3 Standards public examinations – link with 1b1

Key area 1d: Quality of teaching

1.d.1 As a result of reorganization across the Advisory Service, there has been no specialist advisor for RE in Kent for the past two years. Specialist support to schools and continuing professional development has been very much in the hands of school based AST's (of which there are only 4 across the county) and our partner organisations such as Canterbury Christ Church University and the Dioceses of Rochester and Canterbury. SACRE would like to acknowledge the support provided by the ASTs. SACRE can only report that no issues with the quality of teaching and learning have been drawn to its attention. Currently, a survey of RE in schools is underway. This should inform SACRE of any issues once completed.

1.d.2 The quality of teaching in secondary schools is variable. Where there is a specialist teacher or where teachers with other specialisms are being adequately supported in teaching the curriculum in accordance with the KAS the quality of teaching is at least satisfactory and often good.

Key area 1e: Quality of leadership and management

1.e.1 During the academic year 2011-2012 SACRE has not been informed of any key issues in relation to the quality of leadership and management of RE in Kent schools.

Key area 1f: Teacher recruitment and retention, level of specialist provision

1.f.1 Primary – there are very few subject leaders with RE as a specialism but many committed RE subject leaders who are working hard to support the delivery of the KAS across their school.

1.f.2 Secondary – SACRE does not have current information about the specialist background of RE subject leaders.

2. Managing the SACRE and partnership with the LA and other key Stakeholders

2.a.1 The full SACRE has met on three occasions over the academic year. Group pre-meetings are held from 9:15a.m. with the full meeting beginning at 9:30a.m. Meetings end at 12:30p.m.

(1) 9 November 2011 - County Hall, Maidstone

Members noted the resignation of Mr J Viner (Chairman) and recorded a huge vote of thanks for his outstanding commitment to the role since his appointment in 2008. They received the latest version of the Development Plan, which it was noted would be restructured to focus on evidencing actions. Members were interested in investigating the feasibility of a Kent Youth SACRE. The draft Annual Report was agreed, to be forwarded to NASACRE, presented to the KCC Overview and Scrutiny Committee and published on the web.

It was reported that no Kent schools had been successful in bidding for the Westhill Awards. Mr Foster had attended the London and SE Regional SACRE, themed "Fulfilling responsibilities for RE and CW in uncertain times". Members also heard from the Kent Challenge Lead Advisor on the topic-Kent Challenge-Making Improvement Happen. The meeting concluded with an informative and instructive lecture from the Headteacher of Bromstone Primary School, Broadstairs speaking about creatively interpreting the Kent Agreed Syllabus.

(2) 13 March 2012 – County Hall, Maidstone

The meeting commenced with a vote for the election of Chairman which was tied 2-2. This would be communicated to Mr M Whiting, Cabinet Member for Education Learning and Skills (ELS) for him to confirm the Authority's preferred appointment. Members discussed the Budget Report which advised that it would no longer be possible to fund supply cover for SACRE teacher members employed by Academies.

The ELS Director of Quality and Standards, Mrs Sue Rogers attended the meeting and spoke about the on-going restructuring of ELS. She suggested the newly appointed Corporate Director (ELS), Mr P Leeson be invited to a subsequent meeting, which was agreed. The Member Presentation was from the acting Chair, Mrs N Younosi, who gave an amusing and informative account of her journey to Haj in Mecca, Saudi Arabia. She had felt totally inspired by the visit and concluded her account with the thought: "I am one of all this, and all this is one of me."

(3) 27 June 2012 – The Salvation Army Corps and Community Centre, Maidstone.

Mr S Manion was welcomed as the new SACRE Chairman.

It was reported that the budget had been reduced for 2012/13 and that there had been an underspend on the previous year. Members were concerned about the lack of financial information they had received and it was agreed this would be rectified. Members reviewed the 2009 SACRE constitution and after debate agreed the draft document be referred back to the Steering Group for further consideration.

It was decided a working Group would be appointed to look at access to the website with the aim of enhancing the access/provision of RE materials. The Chairman of the neighbouring Medway SACRE had been invited to attend the meeting and he gave a brief account of his role in the Unitary Authority. This was followed by a presentation from the Salvation Army representative who shared her enthusiasm for her living faith. The meeting concluded with a tour of the Church/building.

2.a.2 All meetings have been well attended. Most members have managed to attend at least two of the three meetings, with only a very small number not attending any of the meetings during the year. Apologies have been received for the majority of non-attendances. All meetings were quorate.

2.a.3 In addition to the full SACRE meetings a steering group met 3 times during the year to guide developments, and a SACRE working party has been established to consider web based resources and access by teachers.

Key area 2b: Membership and training

2.b.1 SACRE has a wide ranging membership (see Appendix 2) in line with legal requirements.

2.b.2 In addition to the membership the Consultant Adviser and 2 other officers from KCC are also in attendance.

2.b.3 Induction – all new members are sent the SACRE handbook which is a free publication from the Free Church Federal Council as well as a copy of the KAS and other SACRE guidance material, e.g. Gathering Together: policy and practice for collective worship.

2.b.4 In at least one meeting during the year a member of SACRE gives a short presentation about their faith or their understanding of Religious Education or a related issue. The Consultant Adviser updated members of SACRE at each meeting on national and local developments in RE and the wider curriculum as applicable. Usually one meeting is held at a local place of worship during which SACRE members have the opportunity to ask questions and find out more about that particular community in Kent.

Key area 2c: SACRE development

2.c.1 The SACRE development plan has been the tool used to guide the work of the SACRE during the year. It is focused on and updated by the steering group at each of its meetings and discussed at each SACRE meeting. **In light of the recent LA restructuring and changes to capacity to support schools, SACRE has decided to rewrite a new Development Plan for 2011-12, to reflect the new working practices and realities of supporting and monitoring RE in Kent schools. This will be reported on in future Annual reports.**

Key area 2d: Financial support

2.d.1 The Local Authority provides support in the following ways:

- a dedicated clerk to support the Committee
- dedicated support and advice from the Consultant Adviser
- an annual budget to support the running costs of Committee meetings and for the SACRE to perform its statutory functions. SACRE is concerned that this budget has been reduced during this financial year, and will be presenting a strong business case for reinstatement to the previous funding level, and to ensure that it can fulfill its responsibilities.

Key area 2e: Information and advice

2.e.1 SACRE receives advice from the Consultant Adviser at each meeting and in the steering group. SACRE is surveying schools within the local authority on matters pertaining to RE and worship to gather more statistical information. This will be followed by some school visits for more detailed investigation. Results from this exercise will be shared with the LA.

Key area 2f: Partnerships with other key stakeholders

2.f.1 SACRE has an annual lecture for its members to which other local SACREs are invited to send representatives. SACRE usually has one meeting in a local place of worship annually.

2.f.2 SACRE ensures its links with the wider RE community through representation at national and regional NASACRE meetings, and other regional events organized by The RE Council and South East England Faith Forum (SEEFF)

3. The effectiveness of the local agreed syllabus

Key area 3a: Review of the agreed syllabus

3.a.1 Cycle of Agreed Syllabus implementation:

- Introduction of new KAS – Information about the Revised syllabus into schools. Electronic version of Syllabus and support materials accessible on the Kenttrustweb RE pages.
- Implementation year of new KAS – over the year: schools to ensure meeting requirements in full;
- Embedding phase of KAS – two year programme of monitoring and evaluation based on KAS requirements.
- Sustaining phase of KAS – monitoring and evaluation based on KAS requirements to ensure continued use of KAS in run up to the review of the syllabus.

All curriculum support materials are now freely available as web based resources from:
http://www.kenttrustweb.org.uk/ask8/ask8_primary_re.cfm
http://www.kenttrustweb.org.uk/ask8/ask8_secondary_re.cfm

3.a.2 The Review of the Agreed Syllabus was commenced during the academic year 2010-2011. Due to the uncertainty of the future requirements for RE as a result of the DfE's review of the National Curriculum, it was decided that this review would be an updating of the existing LAS, without making any major structural changes. The Working Group completed this review in Spring 2012 for implementing in schools from September 2012.

Key area 3b: Using the non-statutory national framework

3.b.1 The non-statutory national framework was taken into account in the review of the KAS which led to the publication of this syllabus. For example much of the wording of the aims and balance of religions owes its origin to the non-statutory national framework.

Key area 3c: Developing the revised agreed syllabus

3.c.1 The revision of the KAS began in September 2010 with the aim of having the revised syllabus ready to go into schools in September 2012 in order to begin the cycle again. The review took into account developments in curriculum design and delivery in the light of the review of the National Curriculum currently taking place. It includes

models of development and delivery that will support schools in meeting the academic and personal development of all pupils/students and considers how it supports their well-being.

3.c.2 The Consultant Adviser led the review drawing on members of SACRE (at least one from each group) plus a representative group of teachers, including ASTs for RE, to review and rewrite the syllabus.

Key area 3d: Additional guidance, monitoring and evaluation of the agreed Syllabus

3.d.1 The latest Review was only an update of the previous KAS, and did not contain substantial changes to the structure or content, an outline of the changes that are contained has been published for schools.

3.d.2 Some additional materials have been produced to help schools deliver the statutory transition unit on Sikhism and to support teaching Hinduism at Key Stage 1.

4. Collective worship

Key area 4a: Practice and provision for collective worship

4.a.1 Support for the provision of collective worship has been the Kent SACRE guidance: Gathering Together: policy and practice for collective worship. This was sent free into all Kent schools.

Key area 4b: Monitoring the provision of collective worship

4.b.1 There have been no Ofsted inspections over the academic year indicating that any school in Kent is not meeting statutory requirements. However, it is believed that a number of secondary schools do not, particularly in relation to the daily requirement. It is very likely that Kent schools mirror national trends and the majority of schools do not have an opportunity for collective worship daily for all students (especially for those in the sixth form). SACRE is aware of the need to ascertain more information with regards to collective worship – both provision and quality.

4.b.2 There have been no applications for determinations for collective worship over the past year.

4.b.3 There have been no formal complaints about collective worship over the past year.

5. Contribution of the SACRE to the community cohesion agenda

Key area 5a: representative nature of the SACRE

5.a.1 SACRE reflects the religious diversity of Kent well. Its membership, particularly of the Christian and other world faiths group, includes one representative from Sikhism, Islam, Judaism, Hinduism and Buddhism with a Bah'ai representative co-opted to the group. A range of Christian denominations are represented on that group. The Church of

England group is fully represented and within the teachers and local authority group there are some who have religious faith backgrounds.

5.a.2 To ensure that SACRE membership reflects the religious and ethnic diversity of Kent, SACRE vigorously pursues vacancies as they arise.

Key area 5b: Knowledge and understanding of the local religious, cultural and ethnic minority

5.b.1 Many SACRE members (particularly in the Church of England and the Christian and other religious denominations groups) are also members of local interfaith groups and networks around the county. They are proactive in raising awareness of SACRE and in bringing issues to SACRE from the local interfaith groups as appropriate.

Key area 5c: Understanding the intrinsic contribution which RE can make to social, racial and religious harmony and to community cohesion

5.c.1 Currently SACRE is not engaged in monitoring RE's contribution to social, racial and religious harmony and to community cohesion in Kent. We are however engaging with these issues through, for example, ensuring that the balance between religions focused on in the KAS reflects the religious makeup of Kent whilst also taking into account national trends. SACRE is also invited to attend events for example like those around Black History Month. SACRE has issued guidance about Ramadan and Eid and Muslim pupils in schools which schools are reminded of annually prior to Ramadan beginning when it is made available on the RE pages of the Kent website.

Summary

1 Good practice – distinctive features

- The way our steering group has worked to ensure that the SACRE meetings are focused on the key elements from our development plan has improved the efficiency and effectiveness of the meetings
- Positive working relationship between the Authority and the SACRE – active involvement and support from KCC Members in Group 4, provision of officer time, reporting to the Learning and Development Policy Overview and Scrutiny Committee, links with the Cabinet member for Education, Learning and Skills.

2 Sense of community – ethos

- Meetings are well attended and purposeful
- Usually one meeting per year at a place of worship
- Member presentations on their faith – well received by other members
- Annual lecture for SACRE members to which other SACREs in the area are invited to send representatives

3. Advice on RE and Collective Worship to DfE to inform National Policy

- Kent SACRE has campaigned for RE to be included in the Humanities subjects within the E. Bacc; There are real anxieties concerning the future security of RE within the secondary curriculum, and the provision of specialist RE teachers in years to come. Kent SACRE will continue to raise awareness of these issues.
- Kent SACRE would wish to express concern about a downward spiral which is taking place in the supply of qualified teachers of religious education. It is widely acknowledged that RE is a challenging subject which helps to prepare young people for the experiences of life in a rapidly changing plural society and world; however many students are taught by people without adequate training and their experience of RE suffers as a result.

Evidence for this downward spiral is as follows:

- The most recent DfE Workforce Survey shows that in RE more teachers than in most other subjects are without a relevant post A level qualification – 55.3% (compared for example with 27.7% for History or 33.7% for Physics). This shows there is a shortage of qualified teachers of RE.
- Current GTTR statistics show that applications for secondary PGCE courses in RE are down 23.8% on last year. This compares with an average decline across all subjects of 12.1%. The shortage of qualified teachers which already exists looks set to get much worse.

It would be expected, given this shortage, that the government would make every effort to encourage graduates to train as teachers of RE. On the contrary, training bursaries for RE have actually been removed.

It could seem to some people that it is government policy to generate a situation where RE is increasingly taught by people who are unqualified to do the job. The current lack of support for RE's contribution to the curriculum in our schools is a matter of urgent concern. We ask that the bursary for the year 2013/14 and beyond is reinstated so as to reflect the value that schools and society place on this academically rigorous subject.

- Local determination of RE through the Agreed Syllabus is a major and driving force of the work of SACRE and provides a real focus for enhancing community cohesion as well as providing a relevant and helpful Syllabus which reflects local needs within the national and indeed international context.
- Changes to Ofsted inspections, and structural and staffing changes within KCC have resulted in SACRE facing a challenge in monitoring the quality of RE and collective worship in schools. This is further exacerbated with increasing numbers of schools becoming academies and outside of LA influence. More support at a national level would be welcomed.

- Collective worship remains an area for development in many schools, particularly secondary schools. It is the daily requirement that is often a cause of concern. Whilst not suggesting that legislation should be changed we are suggesting that DfE should be proactive in supporting collective worship and its importance for schools in promoting the schools' ethos, spiritual, moral, social and cultural development, as well as contributing to personal development and well-being.

Allan Foster
Consultant Adviser to Kent SACRE
14th October 2012

Appendix 1

Year	Exam type	Boys entries	Girls entries	Total entries	Kent % A*-G	Nat % A*-G	Kent % A*-C	Nat % A*-C
2008	GCSE Full Course	1355	1863	3218			81.8	76.6
2009	GCSE Full Course	1632	2023	3655			78.1	73.4
2010	GCSE Full Course	1653	1960	3613	99.2	98.6	77.4	73.1
2011	GCSE Full Course	1703	2160	3863	98.4	98.4	77.7	73.2
2012	GCSE Full Course	1760	2181	3941	98.7	98.5	77.6	73.6
2008	GCSE Short Course	3189	3512	6701			53.5	52.9
2009	GCSE Short Course	3266	3642	6912			51.2	54.3
2010	GCSE Short Course	3538	3782	7320	96.2	96.0	53.8	54.6
2011	GCSE Short Course	2907	3018	5925	94.8	94.9	50.9	51.8
2012	GCSE Short Course	2688	2876	5564	94.2	95.6	51.2	52.8
					Kent % A*-E	Nat % A*-E	Kent % A*-B	Nat % A*-B
2008	GCE AS	210	471	681			70.2	69.1
2009	GCE AS	168	280	448			51.8	46.8
2010	GCE AS	176	290	466	88.5	90.5	50.0	46.7
2011	GCE AS	76	129	205	89.3	92	35.1	45
2012	GCE AS	80	132	212	94.2	92.5	44.6	44.8
2008	GCE A (A2)	195	297	561			81.8	64.4
2009	GCE A (A2)	206	344	550			57.6	57.4
2010	GCE A (A2)	196	331	527	99.2	98.3	58.0	56.0
2011	GCE A (A2)	192	349	541	99.6	98	59.5	56.9
2012	GCE A (A2)	182	309	491	99.8	98.6	56.4	55.9

Appendix 2

MEMBERSHIP OF SACRE

GROUP 1 : CHRISTIAN AND OTHER RELIGIOUS DENOMINATIONS REFLECTING THE PRINCIPAL RELIGIOUS TRADITIONS OF THE AREA (13)

1.1 Free Church (4)

Miss J Webb – (Baptist) – serves until 31 August 2014

Mrs V Thornewell (Methodist) – serves until 31 August 2014

Mrs S Clark – (United Reformed Church) – serves until 31 August 2014

Mrs J Wigg (Salvation Army) – serves until 31 August 2015

1.2 Roman Catholic (3)

Mrs M McDowall - serves until 31 August 2015

Miss S Malone - serves until 31 August 2014

VACANCY

1.3 Buddhism (1)

Mrs C Elapatha - serves until 31 August 2014

1.4 The Greek Orthodox Church (1)

Mr M Papadopoulos - serves until 31 August 2015

1.5 Hinduism (1)

VACANCY

1.6 Islam (1)

Mrs N Younosi (Group Convenor/SACRE Vice-Chair) - serves until 31 August 2013

1.7 Judaism (1)

Rabbi C Cohen - serves until 31 August 2014

1.8 Sikhism (1)

VACANCY

1.9 Co-opted Members

Mrs J Grant (Baha'i)

GROUP 2 : CHURCH OF ENGLAND (6)

2.1 Rochester Diocesan Board of Education (3)

Mrs V E Corbyn (Group Convenor) –serves until 31 August 2015

Mr R Tyson - serves until 31 August 2015

Mrs H Jones – serves until 31 August 2015

2.2 Canterbury Diocesan Board of Education (3)

Mrs T Martin - serves until 31 August 2013

Miss R Walters - serves until 31 August 2015

Miss S Shaw - serves until 31 August 2015

GROUP 3 : TEACHER ASSOCIATIONS (6)

(Having regard to local circumstances)

3.1 National Union of Teachers (1)

Mr S Platnauer - serves until 31 August 2014

3.2 National Association of Schoolmasters/Union of Women Teachers (1)

Ms K Burke (Group Convenor) - serves until 31 August 2014

3.3 Association of Teachers and Lecturers (1)

Mrs P Fairchild - serves until 31 August 2014

3.4 Kent Primary Head Teachers Executive KPHE (1)

Mr N Utton – serves until 31 August 2014

3.5 Kent Secondary Head Teachers Executive KSHE (1)

Vacancy

3.6 National Association of Head Teachers Kent Branch (1)

3.7 **Miss S Lacon – serves until 31 August 2015**
Co-opted Members

Miss T Kelvie

Miss E Pope

GROUP 4 : LOCAL EDUCATION AUTHORITY (4)

4.1 Nominees of Conservative Group (3)

Mr S Manion (Group Convenor / SACRE Chairman) - serves until 31 August 2013

Mr G Gibbens - serves until 31 August 2013

Mr M J Northey - serves until 31 August 2013

4.2 Nominee of the Liberal Democrat Group (1)

Mr M Vye - serves until 31 August 2013

(At this point in time, efforts are being made to fill these vacancies through contact with national and local bodies to seek suitable representatives.)

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KENT STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE) CONSTITUTION and TERMS OF REFERENCE

Notes: References to Kent throughout this document relate to the area served by Kent County Council

PREAMBLE

Kent SACRE seeks to ensure that all pupils in our schools develop spiritually, academically, emotionally and morally, as well as socially, culturally and physically, so that they are able to understand themselves and others and cope with the opportunities, challenges and responsibilities of living in a rapidly changing world.

Vision Statement:

Kent SACRE aspires to:

- Enhance the quality of religious education and collective worship in Kent schools, and
- Celebrate the religious and cultural diversity found in Kent

Goals:

To work with the Local Authority to:

- place a high priority on the role of RE and Collective Worship in schools;
- aim to provide sufficient resources
- work in partnership with SACRE to build links between schools and local faith communities.

To support schools in:

- raising standards of pupil attainment in RE to equate to national expectations of performance levels in other core subjects
- developing the spiritual dimension of the school
- improving the quality of collective worship
- making appropriate provision to meet the needs of all faith groups represented within their school community.

Statutory Main Duties:

Kent SACRE is expected to:

- require the local authority to review its current agreed syllabus
- advise the local authority on matters connected with RE given in accordance with the locally agreed syllabus and collective worship in authority schools
- offer advice particularly on methods of teaching, the choice of resources and the provision of training for teachers
- consider any application from a school for a 'determination' to lift the requirement for the majority of acts of worship in that school to be "wholly or mainly of a broadly Christian character"
- publish an annual report giving details of its work, advice given by SACRE to the local authority, and deal with matters about which the authority has sought advice from SACRE.

A. MEMBERSHIP

1.* The SACRE will consist of the members appointed by the Local Authority

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for schools to be able to:
 • provide challenging learning through the RE Curriculum;
 • promote an inspirational and aspirational ethos through meaningful and engaging Collective Worship; and
 • contribute to community cohesion by engaging the whole school community in an exploration of identity and community in the local, national and global context.

for the Local Authority to:

• place a high priority on the role of RE and Collective Worship in schools;
 • aim to provide sufficient resource to support schools in the above;
 • work in partnership with SACRE to build links between schools and local faith communities.

... [1]

("the Authority") to represent respectively:

- a. Christian denominations (other than the Church of England) and other denominations and religions as in the opinion of the Authority reflect the principal religious traditions in Kent. The number of representatives approved under the category shall, so far as is consistent with the efficient discharge of this group's functions, reflect broadly the proportionate strength of that denomination or religion in the area.
- b. The Church of England
- c. Teacher Associations having regard to local circumstances.
- d. The Local Authority

NB. With reference to 'local circumstances', SACRE believes that it is of paramount importance that, across the Teacher Associations, representation is professionally focused on RE

2. The list attached as Appendix 1 outlines the composition of the SACRE in Kent.

3. The length of membership as determined by the Authority is four years. Any member of the SACRE appointed by the Authority may be removed if in the opinion of the Authority:

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- (i) he/she ceases to be representative of the denomination or association he/she was appointed to represent or;
- (ii) he/she ceases to be a member of the Authority.

NB. Failure to attend two consecutive meetings without good reason will be deemed as ceasing to represent the appointing body.

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4. Any member may resign his/her office at any time.

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5. A SACRE may also include co-opted members. Co-opted members will have no voting rights. Co-opted members will be appointed to the most appropriate group.

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6. (i) Co-opted members must fulfil a particular role or offer particular expertise that is not otherwise available through SACRE

(ii) A co-option is for a period not exceeding two years. If the group wishes to extend the period of co-option this must come to SACRE for approval and where appropriate to recommend to the LA to confirm the appointment.

7. The Authority will appoint the Chair of SACRE whose term of office will be for a period of four years. The Vice-Chair of SACRE will be appointed by the SACRE.

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8. Meetings of the full SACRE will be open to members of the public except when items of a confidential nature are to be discussed.

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B. TERMS OF REFERENCE

B.1 DUTIES

9. SACRE can advise the Authority upon matters concerned with religious worship in maintained schools and religious education to be given in accordance with an agreed syllabus. These matters (which the Education Act 2006 provides can include teaching methods, teaching materials and teacher training) can be referred by the Authority or may be determined by the SACRE. The advice offered by SACRE

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carries no statutory force, but the LA should give careful consideration to advice offered.

10. The broad role of the SACRE is to support effective provision of RE and Collective Worship in schools. The Authority will work with its SACRE to review existing provision for RE and Collective Worship and consider any action which might be taken.

11. SACRE has two particular functions: it can require the Authority to review its current agreed syllabus; and secondly it may determine, on application by a headteacher of a maintained school after consultation with the Governing Body, that the requirement for collective worship in his/her school 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 in the school.

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12. Each SACRE must publish an annual report on its work. This should:

- (i) Specify any matters on which it has advised the Authority
- (ii) Broadly describe the nature of that advice
- (iii) Set out its reasons for offering advice in any matters which were not referred to it in the first place by the Authority

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B.2 PROCEEDINGS

13. SACRE will meet as a full body for half a day three times a year. It will be for the SACRE to decide whether further meetings of the full SACRE, representative groups or sub-committees are needed.

14. The Authority will provide specific resources as follows:

(i) A Clerk to organise and minute meetings and to co-ordinate working parties and initiatives.

(ii) The Education, Learning and Skills Group to provide the services of a specialist RE advisor / consultant to support the SACRE in fulfilling its role.

(ii) Funding to service the formal meetings of SACRE and associated running costs for the delivery of its functions.

Deleted: An officer from the Advisory Service with strategic responsibility for RE

Deleted: (iii) An officer from the Children, Families and Education Directorate to support the decision making process by Kent SACRE.¶

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15. (i) Each constituent group will elect a Convenor. The Convenor will normally represent the group on the SACRE steering group.

(ii) The group will agree who will represent them on SACRE working parties, as required.

16. On any questions to be decided by the SACRE, only the representative groups listed in Appendix 1 have a vote and each such group has a single vote. Decisions within a group about how that vote is to be cast do not require unanimity. Each group is to regulate its own proceedings. In the event of a tied vote the issue will be decided by the casting vote of the Chairman.

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Representatives of the Authority appointed under group 1 (d) above cannot vote on the question of whether to require the Authority to review the Agreed Syllabus. In the event of a tied vote the issue would fail and similarly any new initiative will not proceed.

17. In order for the SACRE to be quorate a minimum of one-third of the representatives from each groups A, B and C and one member of Group D must be in attendance at the meeting.

18. The validity of proceedings of the SACRE or of the members of the SACRE of any particular category shall not be affected:

- (i) By a vacancy in the office of any member of the SACRE
- (ii) By a member of the SACRE no longer representing the appointing body.

Amended 15th October 2012

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Our vision is:

for schools to be able to:

- provide challenging learning through the RE Curriculum;
- promote an inspirational and aspirational ethos through meaningful and engaging Collective Worship; and
- contribute to community cohesion by engaging the whole school community in an exploration of identity and community in the local, national and global context.

for the Local Authority to:

- place a high priority on the role of RE and Collective Worship in schools;
- aim to provide sufficient resource to support schools in the above;
- work in partnership with SACRE to build links between schools and local faith communities.

for SACRE members to:

- represent their constituents in the spirit of promoting educational RE and Collective Worship within statutory regulations;
- represent fairly the views of their constituents as far as this is possible;
- work with other members of SACRE to model and promote respect for and understanding of different beliefs and lifestyles and a universal search for what it means to be human.

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**Kent SACRE Development Plan
2012 – 2013**

1. Monitoring standards, quality and provision of RE

Objective	Action	Responsibility	Resources	Success criteria / outcomes
To monitor provision etc of Primary RE	<ul style="list-style-type: none"> Undertake survey of primary schools 	RE Consultant	15 days RE Consultant time	<ul style="list-style-type: none"> Visits to 6 primary schools completed (variety of type and location) Written report to SACRE identifying trends in Key strengths and areas for development 3 secondary schools visited Written report to SACRE
To monitor provision etc of Secondary RE	<ul style="list-style-type: none"> Undertake survey and interviews with selected Secondary schools. Request all secondary schools to submit their TA levels for KS3 RE to SACRE 	RE Consultant		
To monitor provision, standards and achievements in KS4 & KS5	<ul style="list-style-type: none"> Secondary survey plus data collection and analysis 	RE Consultant		
To review implementation of the Agreed Syllabus	<ul style="list-style-type: none"> Survey to determine the extent that RE provision in schools is compliant with the agreed syllabus requirements, and its recommendations in terms of time allocation 	RE Consultant		
Analysis of GCSE and A level results in RE/RS, sharing key findings with SACRE and in annual report	<ul style="list-style-type: none"> Analysis of results data, as supplied by KCC Management Information Services, & comparison with national results 	RE Consultant	1 day RE Consultant time	<ul style="list-style-type: none"> GCSE and AS/A Level standards are comparable to National standards or better
Analysis of key inspection	<ul style="list-style-type: none"> Review Ofsted Inspection 	RE Consultant	1 day RE	<ul style="list-style-type: none"> SACRE presented with written

judgements from Kent schools on SMSC annually and share findings with SACRE.	reports for all inspections carried out in 2012 - 13		Consultant time	analysis of SMSC in Ofsted reports
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2. Collective Worship

Objective	Action	Responsibility	Resources	Success criteria / outcomes
Practice and provision of collective worship	<ul style="list-style-type: none"> • Offer support to schools about Collective Worship • Offer Governor training on responsibilities for CW • Promote the use of “Gathering Together: Policy and Practice for Collective Worship” 	RE Consultant	Within 15 days RE Consultant time for Monitoring RE	<ul style="list-style-type: none"> • High quality Collective worship course run and attended by 5% of Kent community schools • Collective worship training is incorporated into Governor training for community schools
Monitoring provision and addressing noncompliance	<ul style="list-style-type: none"> • Follow up to schools that did not respond to the primary survey • Develop a way to secure knowledge about CW in schools • Respond to any Ofsted comments about CW to whom and how? 	RE Consultant		<ul style="list-style-type: none"> • Schools which did not respond the primary survey have all been contacted by RE consultant • Consultant provides SACRE with report of non responding primary schools and the impact his intervention has made
To manage any “Determination” applications	<ul style="list-style-type: none"> • Monitor the number of “determination” applications 	Clerk to SACRE		<ul style="list-style-type: none"> • SACRE Agenda item for each meeting reporting on ‘determination’ applications

3. Management of SACRE and relationship with LA

Objective	Action	Responsibility	Resources	Success criteria / outcomes
<p>SACRE Meetings: To ensure that SACRE meets its duties and responsibilities</p> <p>To meet 3 times a year</p>	<ul style="list-style-type: none"> • SACRE provides appropriate advice on RE and CW to LA • Annual Report written • Record on patterns of attendance of SACRE members in committees 1, 2, 3 and 4, indicating any problems that may have arisen concerning maintaining a quorum. • To correct any shortfalls in the representative nature of SACRE membership 	Clerk to SACRE with Chairman and Consultant	4 days RE Consultant time	<ul style="list-style-type: none"> • SACRE is provided with a copy of advice and support given to the LA on their behalf annually. • SACRE Agenda item on patterns of attendance by members and actions taken with regard to non attendance • All representative groups represented and attend SACRE meetings
Develop a Young People's SACRE	<ul style="list-style-type: none"> • Meetings to be hosted to develop Young People's group 	Chairman and members of Working Group	SACRE working party	<ul style="list-style-type: none"> • Young People's SACRE established
Professional and financial support	<ul style="list-style-type: none"> • SACRE kept up to date of local and national developments • SACRE able to fulfil its duties and responsibilities • All members able to access necessary Training • Maintain agreement with LA to continue funding SACRE and Consultant support at current levels 	SACRE Chairman with RE Consultant	4 days RE Consultant time	<ul style="list-style-type: none"> • SACRE agenda item led by chairman and RE consultant at each meeting • Maintain funding for meetings, training and supply cover for members attending meetings, sub committees etc
<p>To increase awareness of and the work of SACRE</p> <p>To increase the publicity of SACRE in the community</p>	<ul style="list-style-type: none"> • Regular updated information provided on Kenttrustweb and via E-Bulletin circulation. • Create stronger links with local faith communities 	Clerk to SACRE with Chairman and Consultant		<ul style="list-style-type: none"> • Evidence is presented to SACRE of updated information on Kent Trust web and e-bulletin • SACRE Roadshow offered to HT annual conference

Objective	Action	Responsibility	Resources	Success criteria / outcomes
SACRE and Consultant to be aware of Ofsted Inspections	<ul style="list-style-type: none"> • Termly list of schools that have been Ofsted Inspected created. 	Clerk to SACRE with Chairman and Consultant	RE Consultant	<ul style="list-style-type: none"> • Termly list of schools who have had a section 5 Ofsted inspection with comments relating to RE and CW and SMSC highlighted.
SACRE has a strong partnership with the LA	<ul style="list-style-type: none"> • Regular information about anything related to RE and collective worship is exchanged between LA and SACRE 	Clerk to SACRE with Chairman and Consultant	RE Consultant	<ul style="list-style-type: none"> • SACRE provides the LA, through the Consultant, with written evidence of any significant teaching quality issues relating to RE within the range of statutory provision (foundation stage, key stages 1–4, post-16, special schools) using outcomes of the questionnaire • LA advertises training courses for RE and CW on its web site
Partnership with other stake holders	<ul style="list-style-type: none"> • Continue links with NASACRE, REC, National Conferences, NATRE and AREIAC • Feedback and actions from conferences by SACRE members 	SACRE Chairman	Funded within budget	<ul style="list-style-type: none"> • Ensure a representative is present at national events

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