

NOTICE OF MEETING

Meeting	Standing Advisory Council for Religious Education
Date and Time	Tuesday 7th November 2023 at 2.00pm
Place	Ashburton Hall, Winchester
Enquiries to	members.services@hants.gov.uk

Carolyn Williamson FCPFA
Chief Executive
The Castle, Winchester SO23 8UJ

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website and available for repeat viewing, it may also be recorded and filmed by the press and public. Filming or recording is only permitted in the meeting room whilst the meeting is taking place so must stop when the meeting is either adjourned or closed. Filming is not permitted elsewhere in the building at any time. Please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal Interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES (Pages 5 - 8)

To confirm the minutes of the previous meeting.

4. DEPUTATIONS

To receive any deputations.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any Chairman's announcements.

6. MONITORING GROUP (Pages 9 - 14)

To receive a report on behalf of the Director of Children's Services regarding the activities and discussions of the monitoring group in relation to the monitoring of RE and the implementation of Living Difference IV.

7. KEY NATIONAL AND LOCAL RE MATTERS (Pages 15 - 20)

To receive a report on behalf of the Director of Children's Services on developments in relation to the work of the Religious Education Council, RE Research and other key national and local RE matters.

8. SACRE ANNUAL REPORT 2022-23 (Pages 21 - 44)

To receive a report on behalf of the Director of Children's Services setting out the Standing Advisory Council on Religious Education's annual report for 2022-23 for approval.

9. REVIEW OF GROUP A ON SACRE (Pages 45 - 48)

To receive a report on behalf of the Director of Children's Services regarding the review of Group A, following the agreed updates to the SACRE Constitution.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact members.services@hants.gov.uk for assistance.

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.

Public Document Pack Agenda Item 3

AT A MEETING of the Standing Advisory Council for Religious Education of
HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Tuesday 4th
July 2023

Chairman:
p Councillor Elaine Still

p Councillor Christopher Donnelly
p Councillor Pal Hayre

p Councillor Wayne Irish

a Father John Chandler, Roman Catholic Church
p Sheikh Fazle Abbas Dato, Muslim
a Danny Habel, Jewish Community
p Chris Hughes, Fellowship of Independent Evangelical Churches
a Elizabeth Jenkerson, Baha'i
a Rhian Jones, Salvation Army
a Charmian Harrison, Methodists
a Yasmeen Hussain, Muslim
p Noel Thorpe-Tracy, Society of Friends
Harjinder Virdee, Sikh Representative

p Sue Bowen, Church of England
a Reverend Jeff Williams, Church of England
Reverend Howard Wright, Church of England
p Maria Ackland, Church of England

a Maureen Barnes, Teachers' Liaison Panel
Graham Rowe, Teachers' Liaison Panel
a Julie Kelly, Teachers' Liaison Panel
p Carson Elday, Teachers' Liaison Panel
Rachel Jackson, Teachers' Liaison Panel
p Jon Hamer, Teachers' Liaison Panel

Co-opted Members

p Gill Heron, Academy Schools
Rhiannon Love, Higher Education
p James Pitkin, Governors
a Alasdair Richardson, Higher Education
p Chris Robinson, Humanists

60. APOLOGIES FOR ABSENCE

Apologies have been received from:

- Group A
 - John Chandler – Roman Catholic Representative
 - Danny Habel – Jewish Representative
 - Charmian Harrison – Methodists Representative
 - Yasmeen Hussain – Muslim Representative
 - Elizabeth Jenkerson – Baha'i Representative
 - Rhian Jones - Salvation Army Representative
- Group B

- Jeff Williams – Church of England
- Group C
 - Maureen Barnes - Teachers' Liaison Panel
 - Julie Kelly - Teachers' Liaison Panel
- Co-opted Members
 - Alasdair Richardson - Co-opted Member for Higher Education

Jon Hamer was in attendances as the deputy for Group C.

61. **DECLARATIONS OF INTEREST**

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore Members were mindful that where they believed they had a Personal interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

62. **MINUTES OF THE PREVIOUS MEETING**

The minutes of the previous meeting were agreed as an accurate record.

63. **DEPUTATIONS**

There were no deputations.

64. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman noted that they had been made aware that both Charmian Harrison, Methodists representative and Lisa-Marie Taylor, Buddhist Representative had decided to stand down from Group A on the Standing Advisory Council for Religious Education. The Chairman thanked them both for their contribution throughout their time on the Council.

The Standing Advisory Council for Religious Education noted that David Bothwell had recently passed away. David had been a founding member on the Living Different group and the Council reflected on his contribution to RE within Hampshire and further afield.

65. **MONITORING GROUP**

The Standing Advisory Council on Religious Education received a report from the Director of Children's Services on the discussions of the Monitoring Group at

its recent meeting on the 24 May 2023. It was noted that SACRE had a statutory responsibility to monitor the effectiveness of the locally agreed syllabus.

Members noted a summary of the following areas discussed by the Monitoring Group:

- RE and SEND
- RE CPD
- SACRE Monitoring Visits
- Reports from Primary and Secondary Ofsted Visits
- Information gathered from other inspector/Advisor visits
- Update on teacher vacancies and ITE provision
- Survey into KS4 Provision

Resolved

That the Standing Advisory Council on Religious Education notes this Monitoring Group report.

66. **CONSTITUTION REVIEW TASK AND FINISH WORKING GROUP - FEEDBACK**

The Standing Advisory Council on Religious Education received a report from the Director of Children's Services providing feedback from the Constitution Review Task and Finish Group following its meeting on the 28 April 2023.

Members noted that the Task and Finish Group had reviewed the existing Constitution and had decided it required an update to clarify several sections and to make the document more accessible. It was also decided to add a Code of Conduct for SACRE members and to clarify the compositions of the four Groups which form SACRE.

In addition to this SACRE noted the proposed amendments to SACRE's Quoracy and rules for substitute members.

The Chairman of the Task and Finish Group expressed their thanks to the Officers who supported the group's work.

Resolved

That the Standing Advisory Council on Religious Education supports the proposed update to their Constitution included as Appendix 2 to the report ahead of consideration and approval by the County Council.

67. **KEY NATIONAL AND LOCAL RE MATTERS**

The Standing Advisory Council on Religious Education received a report from the Director of Children's Services providing an overview of Key National and Local RE Matters.

Members noted several initiatives funded by the Culham St Gabriel's Trust, the largest grant giving body supporting RE. Members also noted The National RE Hubs Project, a national scheme to create a central website for LAs, universities, SACREs, Museums, ITT providers, RE groups and advisors across England and Wales.

Members received an overview of the Association of University Lecturers in RE (ALURE) efforts in relation to Secondary Initial Teacher Education, noting the current issues on recruitment. Members also received an update on the National Association of SACREs, the national body representing SACREs.

Resolved

That the Standing Advisory Council on Religious Education notes the report.

68. **MEMBERSHIP OF SACRE**

The Standing Advisory Council on Religious Education noted that there were several vacancies on the Council and that, whilst being mindful of the proposed changes in the draft Constitution, recruitment needed to be undertaken to fill these vacancies.

Resolved

That the Standing Advisory Council on Religious Education notes the verbal update on membership.

Chairman, Standing Advisory Council
for Religious Education

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Standing Advisory Council on Religious Education
Date:	7 November 2023
Title:	Monitoring Group
Report From:	Director of Children's Services

Contact name: Justine Ball, County Subject Inspector

Tel: 02392 441442

Email: justine.ball@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to update SACRE on the activities and considerations of the SACRE Monitoring Group.

Recommendation(s)

2. That the Standing Advisory Council for Religious Education notes the Monitoring Group report.

Executive Summary

3. This report seeks to inform SACRE of the matters discussed at the SACRE Monitoring Group meeting that took place virtually on 3 October 2023.

Contextual information

4. SACRE has a statutory responsibility to monitor the effectiveness of the locally agreed syllabus. This group meets about 6 weeks before each full SACRE meeting in order to support SACRE in fulfilling this responsibility.
5. Those present were:
Chris Hughes (chair)
Justine Ball
Chris May (SACRE Support Officers)
Rhiannon Love Laura Blair (minute taker)
Alasdair Richardson

Apologies:
Cllr Elaine Still

Matters discussed:

Professional Education Opportunities:

6. In the summer term, both SACRE advisers led on RE at the Hampshire Schools' Climate Conference with Primary and Secondary children from Hampshire. There was a cross curricular focus on RE, Rights and Diversity, Art and Science at the conference and all children considered an RE focus on the environment and stewardship.
7. On the 10 June, a selection of Primary and Special teachers visited the Titchfield Al Mahdi Mosque and the visit was led by Sheikh Fazle from our Hampshire SACRE.
8. The Secondary steering group had a focus on Paganism as part of their CPD for RE and this was led by a guest speaker for the group.

SACRE Monitoring Visits:

9. The advisers reported that two primary visits had already been undertaken this year and two more planned for the second Autumn term. There were two to arrange in the Spring term. SACRE visits to two secondary schools to look at planning, delivery of teaching and RE assessment were in progress for the Spring term.

Reports from Primary and Secondary Ofsted Visits

10. The meeting was advised that a national report had been published about the number of Ofsted deep dives per subject and it could be seen that the numbers of deep dives for RE was very low – 5% for both primary and secondary schools. This made the subject one of the lowest for primary deep dives and the lowest for secondary schools ([Schools commentary: Deep dives in school inspections - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/674222/Schools_commentary_Deep_dives_in_school_inspections_-_GOV.UK.pdf)).
11. There were very few RE deep dives seen in the reports that had taken place. Where RE was mentioned, the comments were very positive with Inspectors highlighting the value of visits and visitors and the importance of the subject for promoting respect for different beliefs and traditions. Comments from some Ofsted reports also highlighted the links between RE and SMSC in schools, with a reference to RE helping children prepare for life in modern Britain.

Information gathered from other inspector/Adviser visits

12. 10 schools had requested visits from the Advisers during the period covered by this report. All of these would have been funded through the schools Management Partnership arrangements with HIAS. The visits were focused on planning a long term map for RE outlining the golden threads from the

syllabus and considering the range of religions and traditions being taught across the school.

Update on teacher vacancies and ITE provision

13. The group discussed the open letter published in the Telegraph in September 2023 which highlighted the crisis in recruiting specialist teachers of RS and called for the bursary for trainee teachers to be reinstated. This is referenced in the National and Local Matters report. The University of Winchester changed last year to offering training in Humanities rather than just RE alone and they commented upon how this had ensured that the course remained viable. It was mentioned that the situation nationally remains as worrying as last academic year and has not changed. This is still an area of real concern to the group.

Preliminary GCSE Results and Information

14. A secondary HIAS survey has been sent out to schools asking for further information on the GCSE results and the Secondary Adviser is waiting for data to return.
15. GCSE entries nationally have gone up 30% from 2010, but short course have gone down by 92%. When compared to the other Humanities subjects, the number of entries for RS are relatively similar but whereas the trend for RS is stable, the trend for History and Geography is upwards.
16. For GCSE, Hampshire has 15.9% of students opting for GCSE RS, which is low compared to the national figure of 25.7%. The percentage of students gaining a grade 4-9 is at 72.9%, which is slightly above the national average of 72.2%. For A-Level, the picture for uptake is worse and perhaps reflects the low GCSE uptake. The reports suggest a continuing trend of lower uptake noted in GCSE data analysis last year and is of concern.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	Yes
People in Hampshire enjoy being part of strong, inclusive communities:	Yes

Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

Living Difference IV, the locally agreed syllabus for religious education has an interest in equalities at its heart. A high quality religious education taught according to Living Difference IV seeks to contribute to the elimination of discrimination, harassment and victimisation especially and directly with regard to the protected characteristics of race and religion. Further, through experiencing a high-quality religious education taught according to Living Difference IV there is the intention to mitigate xenophobia of all kinds thus fostering good relations.

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HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Standing Advisory Council for Religious Education
Date:	7 November 2023
Title:	Key National and Local RE Matters
Report From:	Director of Children's Services

Contact name: Justine Ball, County Subject Inspector

Tel: 02392 441442

Email: justine.ball@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to enable SACRE to consider key RE developments, nationally and locally not mentioned elsewhere in this agenda.

Recommendation(s)

2. That the Standing Advisory Council for Religious Education notes the report.

Executive Summary

3. This report seeks to update and inform SACRE of key national development, for example the work of the Religious Education Council (REC) and NASACRE as well as the Association of University Lecturers in Religious Education (AULRE) and initiatives being led by the Culham St Gabriel's Trust.

Contextual information

4. **Culham St Gabriel's Trust initiatives** - These include:
Providing a range of virtual RE courses that are free to all on different aspects of RE. These are especially useful to new teachers, those teaching with no background in RE and those simply wishing to know more about the current world of RE. They include new 'Primary Beginning Teacher' courses. These can be found here:
[E Learning - Culham St Gabriel's \(cstg.org.uk\)](http://cstg.org.uk)
CTeach course – providing the opportunity for RE teachers to study a module on general educational research from the Chartered College of Teaching and apply it to their own RE teaching. The closing date for this is the end of November 2023 and the course is funded by Culham St Gabriels Trust:
[CTeach Scholarship Programme - Culham St Gabriel's \(cstg.org.uk\)](http://cstg.org.uk)

5. RE Hubs – This project was introduced to the SACRE last year. The South East section includes a range of speakers and places of worship, including a link to the Portsmouth Directory of Places of Worship. The range of resources on the website continues to expand, which will be of real interest and use to the SACRE and to Hampshire teachers, including information on further places of worship, speakers and training and CPD that are available for all. As noted in the previous National and Local Matters report, there is a need for more RE Hub accredited speakers in our area and speakers are accredited after completing the initial training. They can then advertise on the website. Further information can be found here: [Explore RE in your Region \(re-hubs.org.uk\)](https://re-hubs.org.uk)
6. National Association of SACREs (NASACRE) - NASACRE is the national body representing and leading on SACREs interests. A regular newsletter is circulated to SACRE members through their SACRE. In addition, a series of training sessions are offered for SACRE members to attend. The training program for 2023-4 is available on the NASACRE website here: [Virtual-training-programme-23-24.pdf \(nasacre.org.uk\)](https://nasacre.org.uk/virtual-training-programme-23-24.pdf)
7. An open letter was sent to the Education Secretary Gillian Keegan in September and published in the Telegraph. This was signed by a group of cross-party peers and MP's. Of particular note is the claim that RE provision is “a postcode lottery”, in which some children are receiving a comprehensive and well-taught education, while others receive “either tokenist RE or none at all” with 51% of children being taught by teachers without a specialism in RE. It also highlights that only 44% of the recruitment target for RE teachers will be met. The letter calls for teacher training bursaries for RE and a request for the government to set out what it is doing to improve RE teacher recruitment. [Pupils receive a tokenistic religious education, cross-party MPs and peers tell Gillian Keegan \(telegraph.co.uk\)](https://www.telegraph.co.uk/education/2023/09/08/pupils-receive-tokenistic-religious-education-cross-party-mps-peers-tell-gillian-keegan/)
8. NATRE, represented by Deborah Weston, also represented RE at an Education Select Committee hearing on recruitment and retention on 12th September where RE was formally described as a shortage subject by the committee. The transcript can be found here: [12 September 2023 - Teacher recruitment, training and retention - Oral evidence - Committees - UK Parliament](https://www.parliament.uk/business/committees/committees-a-z/all-panels/e/education-select-committee/2023-24/12-september-2023-teacher-recruitment-training-and-retention-oral-evidence-committees-uk-parliament/)
9. The Jewish Museum has produced a range of clips and resources for teaching inclusive Judaism. It aims to promote an authentic representation of Judaism in the classroom and make sure that the Jewish community is presented as a diverse living tradition. [Inclusive Judaism - The Jewish Museum London](https://www.jewishmuseum.org.uk/inclusive-judaism)
10. There is a new Humanist film aimed at KS2 which looks at the scientific origins of life which will be very useful for teachers when teaching and debating with children about different beliefs about how the world came to be. The film can be found here: [Where do we come from? » Understanding Humanism](https://www.humanism.org.uk/where-do-we-come-from-understanding-humanism/)

11. On Friday 29 September, the RE Council of England and Wales published their non statutory proposal for a National Content Standard for RE, drawing on their project about Religion and Worldviews in the Classroom. It aim is to suggest a benchmark for high quality RE that syllabus writers can refer to in future when reviewing their syllabus, but it is important to remember that this is a suggestion to help with planning and writing high quality RE syllabi rather than a compulsory requirement. The document can be found here:
[National Content Standard for RE Released – REC \(religioueducationcouncil.org.uk\)](http://religioueducationcouncil.org.uk)

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	Yes
People in Hampshire enjoy being part of strong, inclusive communities:	Yes
Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

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1. Equality Duty

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2. Equalities Impact Assessment:

Living Difference IV, the locally agreed syllabus for religious education has an interest in equalities at its heart. A high-quality religious education taught according to Living Difference IV seeks to contribute to the elimination of discrimination, harassment and victimisation especially and directly with regard to the protected characteristics of race and religion. Further, through experiencing a high-quality religious education taught according to Living Difference IV there is the intention to mitigate xenophobia of all kinds thus fostering good relations.

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HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Standing Advisory Council on Religious Education
Date:	8 October 2023
Title:	SACRE Annual Report 2022-23
Report From:	Director of Children's Services

Contact name: Justine Ball, County Subject Inspector

Tel: 02392 441442

Email: Justine.ball@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to enable SACRE to approve its annual report 2022/2023.

Recommendation(s)

2. That the Standing Advisory Council on Religious Education approves its Annual Report and forwards to the relevant internal and external bodies.

Executive Summary

3. This report presents to SACRE its Annual Report for consideration.

Contextual information

4. It is a duty of SACRE to provide a report on its activities each year. The Annual Report detailing SACRE's work in 2022/2023 is attached in Appendix A.
5. SACRE's three year Action Plan is attached in Appendix B.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

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**HAMPSHIRE
STANDING ADVISORY COUNCIL FOR
RELIGIOUS EDUCATION**

ANNUAL REPORT 2022/23

Glossary of Terms

AREIAC	Association of Religious Education Inspectors Advisers and Consultants
AULRE	Association of University Lecturers in Religious Education
CPD	Continuing Professional Development
CoRE	Commission on Religious Education
E Bacc	English Baccalaureate: Secondary schools in England are measured on the number of young people who are entered for the E Bacc. The E Bacc is a set of GCSE (or other approved qualifications) in subjects as defined by the Department for Education (DfE). The subjects that comprise the EBacc are : English (both literature and language), mathematics, history or geography, two sciences (which could include computing science) and an ancient or modern foreign language
EMTAS	Ethnic Minority and Travellers Achievement Services
GCSE	General Certificate of Secondary Education
HIAS	Hampshire Inspection and Advisory Services
ICT	Information and Communication Technology
KS	Key Stage
LA	Local Authority
NASACRE	National Association of Standing Advisory Councils for Religious Education
NATRE	National Association of Teachers of Religious Education
NQT	Newly Qualified Teacher
OFSTED	Office for Standards in Education
PGCE	Post Graduate Certificate of Education
PPA	Planning, Preparation and Assessment
QCDA	Qualifications and Curriculum Development Agency
RE	Religious Education
REC	Religious Education Council
SACRE	Standing Advisory Council for Religious Education
SAPERRE	Society for the Advancement of Philosophical Enquiry and Reflection in Education
SCITT	School Centred Initial Teacher Training
SEF	Self Evaluation Form
SIP	School Improvement Partner
SMSC	Spiritual, Moral, Social and Cultural
VLE	Virtual Learning Environment
WRAP	Workshop to Raise Awareness of Prevent

HAMPSHIRE SACRE ANNUAL REPORT 2022/23

Introduction from Chair of SACRE

I am writing this report after my first full year as Chairman of Hampshire SACRE. I am delighted to present in this annual report the achievements and other activities of SACRE that have taken place in the last year.

The key activity in the last year has been the work monitoring the RE syllabus and reviewing the SACRE constitution with the help of a task and finish group. I am grateful to all the SACRE members, teachers and our SACRE Advisers who have contributed to the work of the SACRE. In particular, I would like to thank those who have left during this reporting period; Sue Butler for her work over many years as a clerk to the SACRE, Jackie Taylor who took over briefly as SACRE clerk and Patricia Hannam for her comprehensive work as SACRE adviser to Hampshire over many years too. We wish them both a long and happy retirement. We also said farewell to our Hindu representative Sushma Sahajpal and thanked her for all her years of service to the SACRE.

During this year we have welcomed Justine Ball as the County Inspector for RE and History who for many years was the Primary RE Adviser to the SACRE and Chris May, who is the Secondary Teaching and Learning Adviser for Hampshire. We have also welcomed Adam Mori as our Clerk to the SACRE.

I am greatly encouraged by the commitment to Religious Education across the county of Hampshire. Meetings are well attended, and I have been impressed at how all members are focused on ensuring all Hampshire children and young people have access to the best advice and support for religious education possible, regardless of where they go to school.

SACRE Monitoring Group meets once each term some weeks before the full SACRE. This detailed reflection on religious education ensures SACRE is well prepared to make decisions regarding provision of training and other issues. SACRE is well served by experienced Clerks based in democratic services and HIAS professional advisers ensure SACRE is informed and up to date about all issues concerning religious education locally and nationally. I am grateful for the work and dedication of all colleagues, and how all together we ensure high quality religious education in Hampshire.

Councillor Elaine Still

1. Overview of the Hampshire Context

Hampshire SACRE is held in high regard locally, regionally, and nationally for the way it functions to support high quality Religious Education (RE) in Hampshire Schools.

During this period training and advice has been given to schools to support the implementation of the locally agreed syllabus, Living Difference IV, revised in 2021. Engagement with the national world of RE has ensured that the innovations present in Living Difference IV are contributing to conversations about the future of the subject in the RE community more widely. Hampshire RE maintains respect as a well-researched, educationally strong approach to religious education.

Senior leadership teams and teachers of RE in Hampshire primary, secondary and special schools have continued to have access to a high level of quality support and guidance through the period of this report. During this reporting period, the training and support that has been offered to schools has been both face to face and virtually with a mix of times to suit teacher availability, including many twilight sessions. Hampshire continues to have advisers, part time for RE, available to give professional advice to SACRE. The County Inspector/Adviser has continued to oversee both History and RE with a special focus on Primary RE.

Monitoring in various ways continued to show that RE thrives where support from the senior leadership team for RE is strong.

2. SACRE Advice to Statutory Bodies

Implementation of reviewed Locally Agreed Syllabus: Living Difference IV

The locally agreed syllabus (Living Difference IV) was adopted at the Agreed Syllabus Conference held in November 2021. During this period of reporting, the SACRE has provided advice on the implementation of the syllabus to the Local Authority. It has been able to ensure that high quality advice is available to schools in a number of ways:

1. SACRE officers have made face to face visits to a small selection of primary and secondary schools during this period. These visits have been completed with LA funding for HIAS Adviser time. Reports on these visits are regularly made to the Monitoring Group, which has continued to meet each term during this period.
2. SACRE officers have continued to work one to one with heads of department in secondary schools and subject leaders in primary schools through the Hampshire Inspection and Advisory Service management partnership arrangements. This has been combined with adviser training in-school at whole school staff meetings, with all teachers and support staff.
3. SACRE officers have continued to run termly secondary and primary network meetings through this period. All these groups are also registered

with NATRE. Network meetings play a large part in the implementation of the new locally agreed syllabus Living Difference IV and therefore to the raising of standards in RE across Hampshire schools.

4. A Joint primary, secondary and special school conference took place during this period in the Autumn term and workshops were provided by SACRE members and members of the primary and secondary RE steering groups.
5. SACRE officers have worked with both primary and secondary steering groups during the year to advise and support fellow teachers. Some members of these steering groups are also on the SACRE and are able to feedback to the SACRE through the year.

Advice given to Government or other statutory bodies

Both HIAS Advisers are active in the national RE arena and, therefore, able to ensure Hampshire RE continues to be in the national/public eye, as well as being part of national discussions regarding RE. The County Inspector/Adviser has been a member of the Executive Committee of the Association of RE Inspectors, Advisers and Consultants (AREIAC) during this period, having previously been its Co-chair. The Secondary RE Adviser is a member of Association of University Lecturers of RE and presented at their national conference in the summer term.

Both SACRE advisers were also involved in giving presentations at the bi-annual REXchange large virtual conference, as were several Hampshire RE teachers.

The County Inspector/Adviser is the South East leader for the RE Hubs national project and as such, has kept the SACRE updated on its work throughout the year.

3 SACRE Monitoring of standards and quality of provision of RE

(a) Public Examinations in 2022

GCSE Full Course Religious Studies.

The Secondary RE adviser advised the SACRE that in 2022 there was a 9% drop in entries since 2019, which was disappointing after holding steady in recent years. The Hampshire results were in line with national figures and 3% higher than national at the top end of results. The SACRE were advised that a focus for the secondary RE adviser would be supporting schools to enable students at risk of disadvantage to achieve better. Actions arising included:

- Network meetings with a particular focus on priority groups and sharing examples of good practice.
- Using the secondary RE steering group to discuss and agree the best ways to share examples of good practice.
- Offering Specific CPD eg teaching disadvantaged students course in autumn term.

- Contacting schools where data shows greater success with target groups and share practice more widely.
- Conducting a survey on GCSE entries including KS4 provision where GCSE is not offered.
- Working collaboratively with other HIAS subject inspectors to target priority groups.

(b) Progress and attainment in RE not covered by public examinations

KS4: SACRE has sought to reemphasise, through the new Locally Agreed Syllabus, Living Difference IV, the significance of high-quality core provision for all young people at this stage of their school career. SACRE remains concerned about the percentage of young people overall across Hampshire who are able to access a GCSE course. This concern is shared in training provided for teachers, senior leaders and governors as well as key messages shared with other Inspectors and Advisers.

Regarding RE in Hampshire primary schools, SACRE monitoring visits within KS1 and KS2 reveals that RE leadership is strong in Hampshire and that RE leaders feel supported by their school leaders. RE leaders were aware of the changes to the locally agreed syllabus and had attended training for this to ensure they were up to date. Planning and delivery of RE followed the Locally Agreed Syllabus and key areas noted for development were updating school websites and having a focus on implementing the golden threads from the syllabus in the RE curriculum and assessment.

(c) The Quality of RE provision in Hampshire schools

Monitoring visits undertaken during this period, together with attendance at Inspector/Advisor courses, RE network meetings and steering groups indicates that most schools are developing their curriculum to ensure compliance with the requirements of the Agreed Syllabus at Key Stage 1, 2 and 3.

In the primary phase, allocation of time for RE is usually good and RE tends to be blocked to allow for teaching the cycle of enquiry effectively from one step to another. In the secondary phase, time allocation for all pupils at KS3 continues to be good in most schools and was still taught during periods of remote teaching.

At KS4, where GCSE is being taught, time allocation for young people undertaking GCSE is usually at least in accordance with the time requirements of the County Agreed Syllabus.

SACRE has continued to monitor the teaching of core RE at KS4. Living Difference IV reemphasises the significance of core RE at KS4 and has sought to offer additional advice and guidance on the development of high quality courses appropriate for this age of young person.

(d) Withdrawal from RE

The SACRE were informed about the annual survey to schools regarding withdrawal from RE and Collective Worship. 108 schools responded from a range

of primary, secondary and special schools. The figures for withdrawal were very, very low as follows:

- Children withdrawn from all of taught RE: 22 children out of the children in the responding schools
- Children withdrawn from parts of RE: 38 children

The reasons given were the religion of the family and bereavement. The survey also asked schools for feedback on the support offered to them and training needs going forward. Schools asked for further advice on assemblies, golden threads and more subject specific training, especially on Christianity and Buddhism. All the comments were positive on support from HIAS and Diocese. These areas have been a focus in network and conference sessions to support teacher needs and a focus in planning resources for the free to access RE Moodle.

Complaints about RE

No complaints have been received about RE under the local statutory complaint's procedure during the period of this report.

(f) Implementation and monitoring of the Agreed Syllabus

Regular training is offered for primary, secondary, and special school teachers, senior leaders, school governors and speakers for RE on the Locally Agreed Syllabus. The Syllabus continues to be monitored for effectiveness through the Monitoring Group, which meets once each term before the full SACRE and reporting to the SACRE.

(g) SACRE support to schools and school improvement through events and training

The SACRE officers continue to be responsive to the needs of teachers in Hampshire and offer a range of training and other support (as discussed elsewhere in this report) through the County Council, Learning Zone and Hampshire Teaching and Leadership College (HTLC) supported by the Hampshire Inspection and Advisory Service (HIAS) advisers and inspectors. A full programme of in-service training courses has been provided.

143 teachers were booked to attend one of 5 primary and a secondary group in 2022/23. The regional nature of primary network meetings ensures opportunities are available for Religious Education subject leaders to be well-prepared by SACRE Advisers to teach Living Difference IV.

An additional subject knowledge booster webinar on teaching Hindu traditions was run online for primary teachers and run in schools too upon request. Primary and secondary steering groups met to develop materials and guidance, which is

disseminated by the SACRE support officers on the county RE website as well as through publications available for sale from the RE Centre.

A cross phase RE Conference took place in October 2022 with delegates from a range of primary, secondary and special schools in attendance. Members of both the primary and secondary steering groups were present and many ran workshops and presentations with fellow teachers.

A summary of the RE CPD on offer to teachers is here:

22/23	Total delegates attended
Primary RE Networks	
Fareham	34
Eastleigh	34
Basingstoke	17
Winchester/Teams	27
Aldershot	14
Total	126
22/23	
	Total delegates attended over 3 sessions
Secondary RE Network - MS TEAMS 1 session per term	17
Total	17
22/23	
	Total delegates attended
Collective Worship	20
Total	20
22/23	
	Total delegates attended
RE and New Ofsted	9
Total	9

	Total delegates attended
Primary RE - Hinduism (Webinar)	6
Reviewing SMSC Provision - 22-23 Webinar	

Assessment in Religious Education for the Primary Phase 2022-23	26
How to Manage RE Effectively in KS1 and KS2 2022-23	18
Using Understanding Christianity with Living Difference III 2020-21 (Webinar)	23
RE Conference 2022	62

The RE Moodle is offered to schools through Hampshire Inspection and Advisory Service and is an online 'platform' where materials written by SACRE Advisers and the RE steering groups can be made available to teachers. This is in addition to the opportunity teachers have to access materials for teaching Living Difference IV through the Hampshire Website.

The County RE Curriculum Centre continued to support the work of teachers across Hampshire and the Isle of Wight. During the academic year 2022/23 there were 388 subscribers to the Centre including some schools from other Local Authorities. The RE centre is used by teachers and others for viewing and loaning resources. In addition, the centre is available for use as a meeting place for planning, consultations, and training and as a source for inspiration and information. The History and RE Curriculum Centres now share a location with the Maths and Rights and Diversity Education (RADE) Centres. This has further optimized the possibility of wider collaboration and dissemination across all four centers.

The RE Curriculum Centre has been very active throughout the period of this report, loaning artefact boxes as well as selling packs. The Centre Manager has continued to be available to offer guidance and to direct teachers to the latest materials to ensure the thorough implementation of Living Difference IV, and in other ways support the SACRE in securing high quality RE across Hampshire. At the end of this reporting period, the Centre Manager retired and an experienced colleague has taken over the role, ensuring continuity for teachers.

Separate curriculum updates for Primary and Secondary schools continue to be made available to schools through subscription, twice each year. These have been an important part of ensuring the important messages regarding implementation of Living Difference IV have been received by schools. In general, these are received electronically into schools, however a hard copy version is available to schools at an additional cost.

Links to broader teacher education and other community initiatives in relation to religious education

During the period of this report, and commencing in September 2022, two Hampshire secondary teachers participated in the Stage 1 National RE

leadership programme. This project is supported by the Culham St Gabriel's Trust. Both teachers are part of the Hampshire Primary and Secondary RE Steering groups, have experience of being involved with RE research and have regularly presented at Hampshire RE Conferences and elsewhere. SACRE received a presentation from the teachers at the end of their programme to update the on the programme and how it benefited their teaching and advising of RE.

The County Inspector/Adviser and Secondary Adviser maintain good contacts with Winchester University Teacher Training departments. Both programme managers are members of the SACRE and report regularly on areas to do with teacher training. SACRE continued to monitor recruitment in this period, since ensuring specialist RE teachers are in post in secondary schools and well qualified informed teachers appointed into primary schools is essential. SACRE remains concerned that recruitment nationally for RS teachers 2022/23 was considerably reduced and recognises that locally efforts are being made to ensure increased recruitment for 2023/24 intake. The SACRE has been made aware through the year that there are national issues that are leading to this situation and these also need addressing, for example into the reaccreditation of ITE provision in Universities.

Support continues to be offered to new teachers as well as continuing development of expertise through the whole of a teacher's career. In this way SACRE ensures there are always teachers experienced with the Locally Agreed Syllabus ready to teach and take up RE leadership in the county.

Youth Voice to SACRE: In this reporting period, both SACRE advisers have been involved in a cross phase, cross curricular environment project with a selection of young people from across Hampshire schools. A workshop was held with all the children on the environment and RE and feedback was very positive. It is intended to develop further youth voice work with SACRE next academic year.

In the summer term of 2022, the County Inspector/Adviser was involved with a national project collecting children's voices 7 – 11 year olds, talking about their RE experience. The many positive comments from the children were brought back to the Autumn SACRE meeting and informed the SACRE about the RE going on in their schools.

South Central SACRE hub: Hampshire SACRE has offered leadership to chairs and professional advisers of neighbouring SACREs for around 10 years. During the period of this report the hub has continued to meet virtually with around 10 SACREs attending regularly, discussing key national issues for RE and their implication for the local SACREs in addition to giving support on particular local issues. During this period several SACREs have either been reviewing their locally agreed syllabus or making plans to do so. This forum has offered an important place to discuss shared issues. Other matters discussed have been the monitoring of RE by SACRE's and diversity in RE.

5 SACRE Monitoring of standards and quality of provision of Collective Worship

Compliance with statutory requirement and the quality of collective worship

SACRE has gathered evidence about Collective Worship in Hampshire from various sources including: -

- Work with secondary and primary networks
- Collective Worship professional education course for teachers
- Reports provided by the county RE Inspectors in relation to their work with schools
- reports from Ofsted secondary school visits mentioning Collective Worship

In the survey regarding withdrawal from RE and Collective Worship, the numbers of children withdrawn from Collective Worship were very, very low as follows:

Children withdrawn from all of collective worship: 16 children from the schools who responded to the survey.

Children withdrawn from parts of collective worship: 38 children from the schools who responded to the survey.

The reasons given were the religion or belief of the family.

SACRE's monitoring of Collective Worship reveals that compliance with legal requirements in primary schools continues to be good. However, constraints on space in secondary schools is frequently cited as a reason for poor compliance with legal requirements in secondary schools. An action point to support Collective Worship in Secondary schools continues to be included in SACRE's 3-Year Action Plan: 2021-2024.

Advice on Collective Worship is offered to schools on the RE Curriculum Site and through the Collective Worship pack available from the County Religious Education Curriculum Centre.

Complaints about Collective Worship

No complaints have been received about Collective Worship under the local statutory complaints' procedure during the period of this report.

Applications for Determinations regarding the character of Collective Worship

There were no applications for a Determination regarding the character of Collective Worship during this period.

6 Management of SACRE

LA support to SACRE has remained constant over the past 13 years. In the summer of 2022, the long standing SACRE clerk retired and the SACRE would like to take this opportunity to thank her for her dedicated contribution to the SACRE over many years. The SACRE has continued to be well supported by

Democratic Services and there have been two SACRE clerks in post during this reporting period.

SACRE has also over many years been provided with inspector time for the support of its activities. Additional funding of Inspector days continued in 2022-23 for SACRE monitoring visits to schools.

Standards and quality of provision for Religious Education in Hampshire schools is regularly and systematically monitored by the SACRE Monitoring Group. During 2022/23 findings have been regularly submitted to the full SACRE at its termly meetings.

In this reporting period, the SACRE appointed a Task and Finish Working Group as a sub-committee of SACRE to review the current Constitution for SACRE in line with all relevant legislation, in particular the Education Act 1996, Sections 390-397. This was a significant piece of work in partnership with Democratic Services and the Hampshire Legal Services and the constitution was adopted in July 2023.

Attendance at SACRE by Committee 2022/23

Group A

Faiths represented:

Baha'i	Methodist
Buddhist	Muslim (2)
Salvation Army	Roman Catholic
Fellowship of Evangelical Churches	Sikh
Jewish	Society of Friends

Group B Church of England – 4 members + 1 deputy

Group C – Teachers Liaison Panel (TLP) - 4 members + 2 deputies

This includes representatives from a Sixth Form College, Secondary, Special and Primary Schools and a Head Teacher.

Group D – County Councillors – 4 members + 3 deputies

Co-opted members representing:

Higher Education (2)
Humanist
Academy
School Governors

Attendance

Autumn - November 2022

Group A = 73%	8/11
Group B = 100%	4/4
Group C = 75%	3/4
Group D = 75%	3/4

Spring - February 2023

Group A = 18%	2/11
Group B = 100%	4/4
Group C = 100%	4/4
Group D = 75%	3/4

Summer - July 2023

Group A = 30%	3/10
Group B = 50%	2/4
Group C = 50%	2/4
Group D = 100%	4/4

Co-opted Members

Nov 2022 – 3/5 – 60%

March 2023 – 3/5 – 60%

July 2023 – 3/5 – 60%

For 2 years SACRE has sought representation from URC and Church of Latter-Day Saints. This year, a vacancy has remained unfilled for a Baptist and Hindu representative.

Training available to SACRE Members.

Training is regularly made available to SACRE members by SACRE officers, when there are enough new members to require this.

7 Contribution of SACRE to the wider Local Authority agenda

SACRE's contribution to other agendas

In the period of this report SACRE's professional advisers have been active in responding to the climate crisis through interdisciplinary projects. SACRE Inspector/Advisers continue to be involved in the training of teachers, senior leaders, and governors in relation to raising awareness of extremism. SACRE's advisers have also been able to run training for governors in relation to the contribution of religious education to the promotion of children and young people's spiritual moral and social development (SMSC). All of this is contextualised into the Hampshire local context. Further all these matters are explored in such a way as to be appreciated in relation to the UN Convention on the Rights of the Child. Training that has been run for head teachers in relation to Living Difference IV has also ensured that the place of RE in the whole school curriculum is well understood by school leaders.

All training for school leaders and school governors gives an opportunity to make sure ensure school leaders and managers of Hampshire schools are aware of what RE, through the approach in Living Difference IV, can bring to these complex areas.

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

Hampshire SACRE takes seriously its contribution to the LA's public sector equality duty. For example, it seeks, by taking care that SACRE membership reflects the diversity of the local community and, where possible, by developing close links with faith communities represented on SACRE.

Through the work of SACRE's professional advisers (HIAS Inspector/Advisers), communication is maintained between SACRE and Hampshire's Ethnic Minority and Travellers Achievement Service (EMTAS) as well as those developing the Rights Respecting Education work across the county. SACRE is able to be aware of issues arising in the county and ensure religious education is relevant and responsive and a range of school contexts.

Summary

SACRE's three-year development plan for 2021-2024 has been considered at SACRE Monitoring group meetings as well as by full SACRE (attached to this report: see Appendix 1). The development plan aims to ensure that SACRE is able to continue to meet its responsibilities. The focus of the year covered by this report has been to ensure SACRE is able to monitor the implementation as well as the effectiveness of the locally agreed syllabus *Living Difference IV*.

Hampshire SACRE is fortunate to have the continued support of the Local Authority, and this is a key part of ensuring an effective SACRE. This is evidenced in a number of practical ways, including funding Monitoring visits and in ensuring two RE Inspector /Advisors with specialist expertise in primary and secondary RE are in post.

Hampshire SACRE 3 year Action Plan for academic years 2021/22, 2022/23 & 2023/24

The purpose of this Action Plan is to support SACRE in fulfilling its statutory duties.

Action plan agreed at full SACRE meeting in November 2022. Developed by SACRE members together with the County RE Inspector Advisers indicating key actions that Hampshire SACRE wishes to undertake during this period

No.	Actions	who	Target completion date	Intended outcomes	Status and RAG rating
1.	Maintaining SACRE Effectiveness and leadership				
1.1	SACRE to meet once each term and be quorate	County Inspector Adviser and SACRE Clerk	Once each term	For Hampshire SACRE to be effective	Green
1.2	Representative appointments to all four Groups of SACRE to be in place	County Inspector Adviser and SACRE Clerk	In line with County Council Cycle and when otherwise necessary	For Hampshire SACRE to be effective	Orange
1.3	Regular training offered to new SACRE members	County Inspector Adviser(s)	Once each year	For Hampshire SACRE to be effective	Green
1.4	Training regularly offered to all SACRE members, especially regarding new national initiatives relevant to RE	County Inspector Adviser(s)	When necessary	For Hampshire SACRE to be effective	Green
1.5	SACRE Support South Central SACRE RE Hub	County Inspector/Adviser (s) and SACRE Chair and Vice Chair and other interested SACRE members	Two - three meetings each year	For Hampshire SACRE to be effective and offer leadership to other SACREs in the region.	Green

1.6	SACRE should review its constitution in the life of this Action Plan together with Hampshire Legal Services		2022	For the constitutional review to have been completed	
2.	Implementation of Locally Agreed Syllabus: Living Difference IV				
2.1	Agreed Syllabus conference to adopt Living Difference IV in November 2021	Professional Advisers to SACRE	November 2021	For living difference IV to have been adopted	
2.2	Formulate joint SACRE communication strategy across all 4 local authorities regarding key messages in Living Difference IV	SACREs of the 4 owning authorities via the South Central RE Hub meetings	November 2021	Implementation strategy to have been agreed	
2.3	Training in Living Difference IV to take place for Secondary and Primary Governing body training sessions	SACRE Advisers together with Hampshire Governor Services	Completed February 2022	Training to have taken place	
2.4	Training in Living Difference IV to take place for Secondary and Primary head teachers at regular briefing sessions	SACRE Advisers	February 2022 and thereafter as part of a rolling programme	Training to be taking place	
2.5	Working together with Adviser to London Boroughs who have adopted Living Difference IV with a view to readoption	SACRE Advisers	Spring 2022 and ongoing	For this to be taking place	
2.6	Research/ collate data in relation to implementation of LDIV, including religions studied and KS2/3 transition	SACRE Advisers	Autumn 23 and ongoing	For research data in relation to implementation to be consistently being gathered	

3. Monitoring the effectiveness of Locally Agreed Syllabus: Living Difference IV				
3.1	Monitoring Group to meet once each term and reporting to full SACRE through SACRE reports through:	SACRE Monitoring group and RE Inspector Advisers	Once each term	For Hampshire SACRE to be effective
3.1.2	Monitoring visits (virtual and face to face) to take place in schools. Relevant findings to be applied to future visits and professional education	SACRE Monitoring group and RE Inspector Advisers	Once each term	Monitoring visits take place each financial year, anonymised findings presented to SACRE
3.1.3	Monitoring and reporting of GCSE results	SACRE Monitoring group and Secondary RE Inspector Adviser	Once each year	Data considered by Monitoring Group once each year and findings presented to SACRE
3.1.4	Monitoring and reporting on non-examination core RE taught at KS4 in LA secondary schools	SACRE Monitoring group and Secondary RE Inspector Adviser	Once each year	Findings considered by monitoring group and presented to SACRE
3.1.5	Monitoring group reporting on other HIAS visits made to schools in relation to RE	SACRE and RE Advisers	Once each term	Findings considered by monitoring group and presented to SACRE
3.1.6	Monitoring group reporting on Ofsted visits to Hampshire schools mentioning or inferring messages about Religious Education	SACRE Monitoring group + RE Inspector Adviser(s)	Once each term	Analysis of data from Ofsted reports considered by monitoring group and presented to SACRE
3.2	SACRE liaise with Governor Services regarding training for school governors on GB	SACRE Monitoring group and RE Inspector Advisers	Once each term	Analysis of information from HIAS school visits to Hampshire Schools

	responsibility for RE at all key stages				
No.	Actions	who	Target completion date	Intended outcomes	Status and RAG rating
4.	Meeting Training Needs of Hampshire teachers and school leaders				
4.1	Review training offer in light of Living Difference IV	Hampshire RE Inspector/Advisers	July 2021	Identify gaps in current training provision	
4.2	Audit current training provision across partner SACREs	Hampshire RE Inspector/Advisers	Ongoing	Identify gaps in current training provision	
4.3	Ensure training in place for Living Difference IV that will enable contact with heads of department and subject leaders in all Local Authority Schools and beyond	Hampshire RE Inspector/Advisers	Ongoing	Ensure induction training in Living Difference IV is in place	
4.4	Adapt and augment existing pattern of professional education 'offer' in Hampshire to ensure thorough implementation of <i>Living Difference IV</i> across Authorities using <i>Living Difference III</i> e.g. in London)	Hampshire RE Inspector/Advisers	Ongoing	CPD available to ensure effective implementation of <i>Living Difference III</i> across authorities using it and for those leading and managing RE.	
4.5	Ensure a rolling programme of briefings for head is in place regarding <i>Living Difference IV</i> across the Local Authorities	Hampshire RE Inspector/Advisers + HIAS School Improvement leaders	Ongoing	For this to be taking place	

4.6	Ensure a rolling programme of briefings for school governors is in place regarding <i>Living Difference IV</i> across the 4 main Local Authorities	Hampshire RE Inspector/Advisers + Other school improvement colleagues in the respective authorities	Ongoing	For this to be taking place	
4.7	Adapt training offer to ensure thorough implementation of Living Difference IV across Authorities using Living Difference IV (e.g. in London)	Hampshire RE Advisers	During academic year 2023/24	For this to be taking place	
4.8	Encourage Academies in Hampshire to use the syllabus and access training to make sure the integrity of Living Difference is not compromised	Hampshire RE Advisers	Ongoing	For constructive conversations to be taking place with Multi Academy Chains operational within the area of Hampshire and other authorities using LDIV	
No.	Actions	Who	Target completion date	Intended outcomes	Status and RAG rating
5.	Resourcing Living Difference IV				
5.1	Audit existing publications identifying need for new publications	Hampshire RE Inspector/Advisers together with Hampshire RE Curriculum Centre manager and SACRE members where appropriate	ongoing	Relevant publications available for teachers using Living Difference IV	

6.	SACRE Youth Voice				
6.1	Meet once each term	County Inspector Adviser	Once each term	For the meetings to take place	
6.2	Annual Summer Youth Voice Conference	County Inspector Adviser	July each year	For the conference to happen and be reviewed/evaluated	
6.3	Link more secondary schools with their primary clusters for listening to Young People's views on religious education in particular localities	HIAS RE Advisers	Ongoing	For this to be taking place in several areas of the authority in the lifetime of the syllabus	
7.	Collective Worship				
7.1	For monitoring of the provision for Collective Worship to be taking place in secondary schools	HIAS RE Advisers	Ongoing	During the three-year period for information to be gathered to inform SACRE of the picture for Collective workshop across Hampshire Secondary Schools.	
7.2	For monitoring of the provision for Collective Worship to be taking place in primary schools	HIAS RE Advisers	Ongoing	During the three-year period for information to be gathered to inform SACRE of the picture for Collective workshop across Hampshire Primary Schools.	
7.3	For training to be provided for both primary and secondary school leaders on Collective Worship	HIAS RE Advisers	Ongoing	For training to be offered and for uptake to be good.	

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Standing Advisory Council for Religious Education
Date:	5 October 2023
Title:	Review of Group A on SACRE
Report From:	Director of Children's Services

Contact name: Justine Ball, County Subject Inspector

Tel: 02392 441442

Email: Justine.ball@hants.gov.uk

Purpose of this Report

1. The constitution for SACRE was reviewed in the summer term by a Constitution Task and Finish group and adopted by the SACRE in July 2023. As part of the review, the composition of Group A was discussed, and it was confirmed to the group that relevant law and guidance means that this should be a decision for SACRE.
2. The purpose of this paper is to provide SACRE with the findings of the review of Group A, taking into account relevant information, including the law for SACRE's, NASACRE guidance, the Census 2021 results and recent legal decisions.

Recommendation(s)

3. That SACRE agrees the composition of Group A as set out in Appendix B of this report.
4. That SACRE will regularly review membership of Group A on the basis of local context, seeking advice on this where appropriate.
5. That any potential members of Group A be invited to attend three meetings of the SACRE as an observer to see if they wish to join SACRE.
6. That any potential members of Group A be representative of their organisations/communities who are also members of the RE Council of England and Wales.

Summary of the Research

The Law:

7. The Local Authority is responsible for appointing representatives to each of the 4 groups. This is stated in the [Non Statutory Guidance for RE](#) and referred to by NASACRE as part of its guidance for SACRE's. The guidance states that the Local Authority must:
 - ensure that the composition of Group A on a SACRE and Committee A on an Approved Syllabus Conference is broadly representative of the proportionate strengths of the denominations and religions in the area.
 - take all reasonable steps when appointing a person to be a member of a group on a SACRE or a committee of an ASC to represent any religion, denomination, or association, to ensure the person appointed is representative of the religion, denomination or associations in question.
8. This is also referenced in the Education Act 1996, paragraph 390 (4-6).
9. The current membership of Group A is attached in the Appendices as well as the 2021 Census results for Hampshire. Going forward, other sources of information will also have to be reviewed as this will become out of date as the years go by.
10. From the Census, it can be seen that the principal religions in Hampshire do have representation on the SACRE, although some positions are vacant currently and this should be a priority for the SACRE to replace them this year. The second largest group in Hampshire, the non- religious group, does not have membership of group A. There is a Humanist co-opted member on SACRE and this has been the case for many years. The Locally Agreed Syllabus Living Difference has also had Humanism included in it as well as the principal religions for many years. With reference to religions other than those named on the Census, it can be seen that 0.7% of people nationally identify as "other religion", but further Hampshire specific data is not available, so it is hard to ascertain what "other" religions there may be in Hampshire, but this may become clear as further information comes to light. Going forward, it is important that other data as well as the census be considered.

Recent Guidance from the Department of Education

11. In August 2023, the Department of Education issued guidance for SACRE's on a recent case concerning membership applications for those holding non-religious beliefs and stated as follows:
12. The guidance refers to the case of *Bowen v Kent County Council* which states that membership applications of those holding non-religious beliefs should be considered for Group A in the same way as those holding religious beliefs.
13. The above applies where the non-religious belief system is analogous to a religious belief system. Specifically, to be "analogous", the nonreligious beliefs must, in accordance with case law under the European Convention of Human Rights and the Human Rights Act 1998, attain the necessary level of cogency, seriousness, cohesion, and importance to attract protection under

the Convention Rights.

14. The guidance reiterates that membership decisions are a matter for the Local Authority, and for group A should be based on reflecting the relevant traditions and beliefs within the Local Authority.
15. This case law and the letter from the Department of Education therefore needs to be considered when looking at group A.

Procedure for Appointing members to a Group:

16. The Local Authority must look carefully at any applications to join the SACRE and ensure that they have followed the principles set out under the law and recent NASACRE and DfE guidance referred to earlier. Additionally, any successful applicants will be asked to sign the SACRE Code of Conduct.

Conclusions

17. All applications to join the SACRE must apply in the same manner and will be reviewed by the Local Authority according to the guidelines given above in the Law. The current membership meets the requirements of the principal religions, but the recent case law suggests that the non-religious representation on Group A needs to be reviewed.
18. The Hampshire SACRE has had a Humanist representative on the SACRE for many years as a co-opted member and Humanism has been a key part of the Hampshire syllabus since it was developed in 2004. Humanism remains the largest organised non-religious tradition that falls within the 'analogous to religion' criteria outlined in DfE guidance. Therefore, it is recommended that the Humanist representative be made a full Group A member and this position is therefore included in the list given for membership of Group A on the SACRE.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	No
People in Hampshire live safe, healthy and independent lives:	No
People in Hampshire enjoy a rich and diverse environment:	Yes
People in Hampshire enjoy being part of strong, inclusive communities:	Yes
OR	
This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because: N/A	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

Living Difference IV, the locally agreed syllabus for religious education has an interest in equalities at its heart. A high quality religious education taught according to Living Difference IV seeks to contribute to the elimination of discrimination, harassment and victimisation especially and directly with regard to the protected characteristics of race and religion. Further, through experiencing a high-quality religious education taught according to Living Difference IV there is the intention to mitigate xenophobia of all kinds thus fostering good relations.

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Appendix A - Hampshire Census Information 2021

[2021 Census | Hampshire County Council \(hants.gov.uk\)](https://www.hants.gov.uk)

Christian	47.8%
No religion	42.8%
Hindu	1.1%
Muslim	0.9%
Buddhist	0.8%
Sikh	0.2%
Jewish	0.1%
Other religion	0.6%

The above are represented in the current membership composition of the SACRE, apart from the non-religious group.

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Appendix B - Proposed Membership of Hampshire SACRE's Group A

- Bahai
- Baptist
- Buddhist
- Fellowship of Independent Evangelical Churches
- Hindu
- Humanist
- Jewish
- Methodist
- Muslim (Sunni)
- Muslim (Shia)
- Roman Catholic
- Salvation Army
- Sikh
- Society of Friends
- United Reform Church

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