

**To: All SACRE Members  
Qualifications and Curriculum Authority  
Department for Children, Schools and Families**

**STANDING ADVISORY COUNCIL  
ON RELIGIOUS EDUCATION**

**ANNUAL REPORT**

**2006 - 2007**



**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

**Contents**

Letter from SACRE Chairman: Mr Rupert Bristow

1. Introduction
  2. Religious Education
    - 2.1 REact: a creative vision for religious education – The Kent Agreed Syllabus for Religious Education, support for implementation of the Agreed Syllabus, monitoring
    - 2.2 Raising standards in RE, examination results, local accreditation
    - 2.3 Advice on teaching methods, materials, teacher training
    - 2.4 Complaints
    - 2.5 Other Matters: in-school support, governor training, collaborative working
  3. Collective Worship
    - 3.1 Advice
    - 3.2 Monitoring
    - 3.3 Training
    - 3.4 Determinations
    - 3.5 Complaints
  4. Links with other agencies
  5. Other Issues: Raising the Spirit conference, review of ‘Shaping the Spirit’ SACRE document
  6. SACRE arrangements: professional and administrative support from the LA, meetings
  7. Additional Activities
- Appendices:
1. Terms of Reference
  2. Membership
  3. SACRE Development Plan 2006-2007

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

**INTRODUCTION TO SACRE ANNUAL REPORT 2006-2007**

As evidenced in the detail of this report, the year has been a busy and productive one. Following the review of the Agreed Syllabus, co-ordinated by Allan Foster, and involving key members of SACRE who devoted a huge amount of time and effort in its production, this year has focused on the implementation of "REact: A Creative Vision for Religious Education".

We have been blessed in this phase of our work by the appointment of Pamela Draycott as Curriculum Adviser for RE and Citizenship in Kent, who has given unstinting support and leadership to the work of SACRE.

There has been a good spirit of collaboration modelled not only in SACRE meetings and the work of sub-groups, but also in capitalising on the networking of organisations and agencies within Kent, notably Canterbury Christ Church University and the different faith groups.

We have continued the principle of having at least one meeting a year in or adjacent to a different place of worship and we are already seeing the benefit of this development in terms of our own learning and development as members of SACRE.

I am grateful to KCC and to Advisory Service Kent in particular for valuing and resourcing our work. Kent has a long tradition of being at the leading edge of RE provision and we intend to maintain those standards.

A special word of thanks for my predecessor as chair of SACRE, Gabriel Lancaster, who retired as a member of SACRE in July, an event which was duly marked with a presentation, perhaps appropriately during our meeting at the Synagogue in Margate.

I also wish to record my thanks to Nicky Younosi, Vice Chair of SACRE, who has been both extremely supportive and very active in the range of activities undertaken during the year. My thanks also to Carol Wade for her careful and professional handling of all the administrative arrangements and paperwork for our meetings.

We look forward to the coming year's activities, confident in SACRE's commitment to take on the major tasks identified in our development plan which is now so much a part of our thinking and planning for the future.

Rupert Bristow  
Chair of SACRE  
October 2007

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

**1. Introduction**

In accordance with the practice of most Local Authorities (LA), this SACRE report covers the school year from September 2006 to July 2007 and follows the format recommended in the Qualifications and Curriculum Authority's (QCA's) document, 'Guidance on the format of SACRE reports'.

**2. Religious Education**

**2.1 REact: a creative vision for religious education – The Kent Agreed Syllabus for Religious Education, support for implementation of the Agreed Syllabus, monitoring**

2.1.1 The Kent Agreed Syllabus was reviewed during the previous academic year and a hard copy (with CD ROM of all files) went into our schools in January 2007. The syllabus has taken into account the non-statutory National Framework for Religious Education (QCA: October 2004). It builds on the best of the previous syllabus but has made some significant changes by for example,

- introducing clear guidance for the foundation stage and reception year;
- requiring Christianity to be taught 'throughout' each key stage (the previous syllabus said 'in' each key stage);
- requiring a focus on the following principal religions in each key stage:
  - KS1 Hinduism (as a minimum) with Judaism and possibly another religious tradition if represented locally;
  - KS2 Judaism and Islam with Sikhism in Year 6 as part of a statutory transition unit, and possibly another religious or secular tradition if represented locally;
  - KS3 Sikhism (as part of a statutory transition unit) and Buddhism plus a revisiting of either Islam or Hinduism, and possibly another religious or secular tradition if represented locally;
  - KS4 Christianity and at least one other principal religious tradition following an externally accredited course;
  - Post 16 Christianity and other religious and philosophical life-stances – minimum of 15 hours over each year;
- placing an emphasis on developing skills, processes and concepts;
- introducing statutory level descriptors (based on the QCA document) to set the expectations for what pupils/students should know, understand and be able to do in each key stage.

In the non-statutory sections of the syllabus there is also guidance on a range of planning and delivery issues.

2.1.2 The new syllabus was introduced to schools in the period from January to July 2007. Support for implementing it began with a series of half-day courses for headteachers and governors (Introducing the new Kent Agreed Syllabus) and for subject leaders (Implementing the Agreed Syllabus). These were well attended, particularly by primary

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

colleagues and appreciated as practical support for the implementation period of the syllabus which began in September 2007 (to July 2008).

In addition to these half-day courses a full-day course for RE subject leaders in the primary phase was offered in three different areas of Kent. These were fully subscribed and a repeat day will be held early in the next academic year (November 2007) to accommodate those who were not able to attend. A series of twilight sessions have been held for special school RE co-ordinators addressing specifically the needs of special schools in relation to implementing the new Kent Agreed Syllabus.

To help implementation further a programme focusing on particular religions to be taught and on the key area of assessment in RE was planned and agreed by the Advisory Service Kent (ASK) and the SACRE and will be carried out during the academic year 2007-2008.

The introduction of the statutory transition unit on Sikhism has been supported by ASK and endorsed by the SACRE by producing a 58 page resource which was made available to all our schools in September 2007.

The non-statutory guidance in the new syllabus supports the development of effective practice in RE in schools as it contains information on for example:

- leading and managing the subject;
- the use of ‘I can ...’ statements (to aid both task setting and assessment);
- developing schemes of work;
- skill development in RE;
- self-evaluation as a tool for improving RE;
- do’s and don’ts when teaching about different religions.

2.1.3 During the period 2006-2007 SACRE has continued to discuss the issues raised by changes to the Ofsted reporting framework. These changes mean that there are no longer subject specific reports to provide evidence of attainment, achievement and compliance with legal entitlements in RE. Whilst the current Ofsted framework does require inspectors to report that the school is providing a broad and balanced curriculum (including in RE) the lack of Ofsted subject focus on RE remains a concern to SACRE.

In order to address this SACRE has taken reports from the Curriculum Adviser for RE (and Citizenship) and from school-based Advanced Skills Teachers for RE, who as part of their work are building up a picture of quality across the Local Authority. In addition SACRE has asked that School Improvement Partners (SIPs) as part of their single conversation with schools undertake a monitoring role as far as RE is concerned. This will be ‘rolled-out’ during the next academic year which is identified as the implementation year for the new syllabus.

Some strengths identified by Ofsted and others:

- there have been no schools in Kent where RE has been mentioned by Ofsted as a key issue;
- according to Ofsted RE continues to make a good contribution to pupils’ spiritual, moral, social and cultural development;

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

- there are some effective primary, secondary and special subject leaders for RE who are committed to implementing the requirements of the new Agreed Syllabus effectively in their schools.

Areas identified for improvement (by the Curriculum Adviser and others):

- better use of assessment approaches to inform planning and teaching;
- ‘non-specialists’ in all phases need increased subject knowledge and confidence in teaching and learning approaches;
- improvement in the use of ICT to support learning in RE;
- for secondary schools – compliance with statutory requirements especially in Key Stage 4 and in the Sixth Form.

Other issues/areas:

- the recruitment and retention of subject specialist teachers resulting in a continuing concern about staffing in a number of secondary schools. An increasing number of lessons are being delivered by non-specialist teachers with schools not giving enough support to enable them to develop their abilities in teaching RE. This in turn places an extra burden on the head of department in supporting and monitoring these staff. We have begun to address this by putting into our course programme subject leader days and support for NQTs as well as by continuing to work with local Dioceses and Teacher Training Institutions;
- SACRE has begun to discuss potential changes to the whole curriculum in secondary schools from September 2008 and its possible implications for RE in our schools. This will be kept in mind through our meetings over the coming year.

## **2.2 Raising standards in RE, examination results, local accreditation**

2.2.1 A major aim of the new Kent Agreed Syllabus and the implementation support put in place to support it is to raise standards (of attainment and achievement), especially through:

- the use of level descriptors to aid teachers in having high expectations of what pupils/students should know, understand and be able to do as a result of their RE experiences and opportunities. High expectations and appropriate task setting will lead to more engagement and enjoyment from pupils/students and thus raise standards further;
- an emphasis on skills, processes and concepts as well as subject content;
- giving examples of appropriate ‘I can ...’ statements (based on the level descriptors) and challenging questions and tasks which require pupils/students to go beyond mere description.

Further advice is given by the Curriculum Adviser for RE (and Citizenship) through:

- the ASK CPD programme which supports current initiatives and priorities and addresses teachers’ training needs;
- school visits – to monitor implementation and to support subject leaders and provide whole staff/departmental training opportunities;

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

- the production of supplementary material to the new syllabus (for example the Sikhism transition unit resource and a planned one on teaching Hinduism in Key Stage 1).

Further support comes through three school-based ASTs for RE and two primary school-based ASTs (one Humanities and RE and the other Foundation Stage and RE).

2.2.2 Examination Results

Entries are slightly increased on the previous year and the results trend continues to show that Kent students achieve slightly higher than nationally in grades A\* - C.

**Standing Advisory Council on Religious Education (Kent)  
Annual Report for Education Year 2006-2007**

Year	Subject Name	Exam Type	Boys Entries	Girls Entries	Total Entries	Kent % A*-C	National % A* - C
2004	Religious Studies	GCSE Full Course	1276	1782	3058	68.0	62.2
2005	Religious Studies	GCSE Full Course	1296	1818	3114	74.4	65.7
2006	Religious Studies	GCSE Full Course	1381	1923	3304	70.6	67.3
<b>2007</b>	<b>Religious Studies</b>	<b>GCSE Full Course</b>	<b>1392</b>	<b>1991</b>	<b>3383</b>	<b>80.3</b>	<b>71.1</b>
2004	Religious Studies	GCSE Short Course	3250	3595	6845	53.7	49.4
2005	Religious Studies	GCSE Short Course	3527	4001	7528	55.2	49.6
2006	Religious Studies	GCSE Short Course	3328	3553	6881	53.3	49.9
<b>2007</b>	<b>Religious Studies</b>	<b>GCSE Short Course</b>	<b>2358</b>	<b>3452</b>	<b>6765</b>	<b>55.6</b>	<b>52.9</b>
						Kent % A-B	National % A-B
2004	Religious Studies	GCE AS	188	324	512	44.9	40.0
2005	Religious Studies	GCE AS	188	330	518	41.5	37.3
2006	Religious Studies	GCE AS	222	360	582	40.4	39.8
<b>2007</b>	<b>Religious Studies</b>	<b>GCE AS</b>	<b>210</b>	<b>367</b>	<b>577</b>	<b>41.4</b>	<b>40.1</b>
2004	Religious Studies	GCE A (A2)	114	249	363	56.2	49.9
2005	Religious Studies	GCE A (A2)	158	292	450	56.1	52.0
2006	Religious Studies	GCE A (A2)	161	312	473	53.5	52.0
<b>2007</b>	<b>Religious Studies</b>	<b>GCE A (A2)</b>	<b>156</b>	<b>301</b>	<b>457</b>	<b>53.9</b>	<b>53.4</b>

2.2.3 There is no locally accredited scheme for RE across any phase.

### **2.3 Advice on teaching methods, materials, teacher training**

2.3.1 SACRE provides advice on teaching methods through the non-statutory guidance included in the new Kent Agreed Syllabus. ASK provides advice on teaching methods and on materials for effective teaching through the Curriculum Adviser and through the school-based ASTs.

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

- 2.3.2 The head of primary education and the subject leader in religious education at Canterbury Christ Church University (CCCU) is an active member of SACRE. The local university (CCCU) is working collaboratively with the LA to support the recruitment of RE teachers and, along with the Anglican Diocese of Canterbury is taking a planned strategic approach to sharing expertise to support CPD activities in RE.
- The Curriculum Adviser for RE (and Citizenship) changed in January 2007 and the new adviser continues the practice of working closely with CCCU and the Diocese. Two of the secondary ASTs are also involved in training new teachers through CCCU.

## **2.4 Complaints**

There have been no formal complaints about RE this year.

## **2.5 Other matters**

- 2.5.1 During the year 2006-2007 15 primary and 9 secondary subject leaders have requested and received some on-going in-school support from the Curriculum Adviser for RE (and Citizenship) and from the 3 secondary school-based ASTs. The focus for such support has been for example:

- identifying necessary changes to the school's scheme of work in the light of the introduction of the new Kent Agreed Syllabus;
- raising standards through considering effective task setting and assessment opportunities; and,
- supporting subject leaders in monitoring teaching and learning and progress in RE in the light of school-based procedures.

In-school support has also been given to two secondary RE NQTs.

In addition 15 secondary and 200 primary subject leaders or headteachers attended central training to introduce and implement the new Kent Agreed Syllabus. 14 special school subject leaders attended their focused training.

- 2.5.2 A programme of governor training on the requirements of the Kent Agreed Syllabus has begun in the year 2006-2007 and will be continued into 2007-2008. 15 governors so far have attended.
- 2.5.3 The Curriculum Adviser has also worked collaboratively with the Anglican Diocese of Canterbury education team and with Christ Church Canterbury University to support their RE support for their schools/mentors.

## **3. Collective Worship**

### **3.1 Advice**

- 3.1.1 Kent SACRE has offered no new advice on Collective Worship during the period 2006-2007. As part of the ongoing support to be offered to schools SACRE recognised that the previous guidance (in the form of two booklets) needs to be updated in the light of 'the Every Child Matters agenda' etc. SACRE planned to do this after the completion of the work on the new Kent Agreed Syllabus. Consequently at the final meeting of the academic year for 2006-2007 SACRE set up a working group, led by the Curriculum Adviser for RE (and Citizenship) and comprising at least one member of each group on

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

SACRE to review the collective worship guidance and re-issue it (target date April 2008).

**3.2 Monitoring**

3.2.1 No Ofsted report over the period has reported that in either the primary or the secondary phase that schools are not complying with statutory requirements.

3.2.2 SIPs have been asked to make monitoring of collective worship part of the single conversation they have with schools and report to SACRE via the Curriculum Adviser for RE (and Citizenship) on compliance and any support needs.

**3.3 Training**

3.3.1 There was one request from a primary school for support on collective worship during the year which was provided. In addition on some RE support visits collective worship issues were raised and support given.

3.3.2 There are a variety of resources for collective worship highlighted on the Advisory Service website.

**3.4 Determinations**

3.4.1 There have been no applications for determination in any Kent school since the passing of the 1988 Education Reform Act.

**3.5 Complaints**

3.5.1 There have been no formal complaints about collective worship in 2006-2007.

**4. Links with other agencies**

4.1 The Kent SACRE is affiliated to the National Association of SACREs (NASACRE) and has been represented at their annual general meeting as well as at QCA conferences and consultations throughout the year. Kent SACRE works in collaboration with the local Diocesan Boards of Education and with education staff at Canterbury Christ Church University.

**5. Other Issues**

**5.1 Raising the Spirit: spiritual development across the primary school.**

5.1.1 In May 2007 a conference was held, fully funded by ASK, for primary schools entitled 'Raising the Spirit'. It focused on practical advice to primary schools on how to encourage spiritual development and included staff from ASK leading workshops (focusing on RE, Science, Art, Music, Poetry). 3 headteachers gave workshops on how they address spiritual development in their school. There were keynote addresses from the Curriculum Adviser for RE (and Citizenship) and Rebecca Nye who shared her research on children's spirituality with the conference. 103 schools were represented and evaluations were overwhelming positive.

5.1.2 With this in mind SACRE discussed follow up and have put into their development plan the review of the spiritual development document 'Shaping the Spirit' produced previously. This will begin during 2008 following the completion of the collective worship guidance.

**Standing Advisory Council on Religious Education (Kent)  
Annual Report for Education Year 2006-2007**

**5.2 Development of SACRE**

5.2.1 The self-evaluation exercise begun in 2005-2006 has continued into 2006-2007 resulting in a development plan which is brought to every SACRE meeting to act as a 'progress-check' and to determine action between meetings. A steering group has been set up and meets between SACRE meetings and as necessary (5 times over the academic year 2006-2007). The development plan is attached as Appendix 3.

**6 SACRE arrangements**

**6.1 Professional and administrative support from the LA**

6.1.1 Professional support for the SACRE in Kent is good and includes payment by the LA for:

- expenses for attending SACRE meetings and working groups;
- committee support with a designated clerk;
- supply cover and expenses for teachers attending full SACRE or working group meetings;
- Curriculum Adviser for RE (and Citizenship) in attendance at all SACRE and most working group meetings, engaged in the writing of documents and reports for SACRE meetings and providing support to the Chairman;
- distribution, free of charge, to all schools, of county documents on RE and collective worship.

6.1.2 During the year 2006-2007 LA support for RE increased in that from January 2007 a new Curriculum Adviser for RE (and Citizenship) post was created to replace the previous one whose responsibilities also included PSHE.

**6.2 SACRE meetings**

6.2.1 The full SACRE met on three occasions during 2006-2007 – November, March and July. At each meeting regular items included an update on:

- developments/updates on RE and collective worship – locally and nationally, with particular reference to information from the Department for Education and Skills (DfES - now the Department for Children, Schools and Families), QCA, Ofsted, NASACRE, the RE Council of England and Wales, the National Association of Teachers of RE (NATRE) and the Association of RE Inspectors Advisors and Consultants (AREIAC).

6.2.2 Brief details of each meeting are given below:

- November 2006:
  - the keynote speaker at the annual SACRE lecture was Pamela Draycott (then Director of Professional Service for RE Today) who in January 2007 was due to take up post as Kent's Curriculum Adviser for RE and Citizenship. She spoke about RE now and in the future considering current initiatives and future priorities for RE both locally and nationally;
  - the steering group set up to help guide the SACRE development plan reported to the meeting;

**Standing Advisory Council on Religious Education (Kent)  
Annual Report for Education Year 2006-2007**

- SACRE unanimously recommended the adoption of the new Kent Agreed Syllabus for Religious Education: 'REact: a creative vision for religious education'.
- March 2007:
  - the new Curriculum Adviser for RE (and Citizenship) was welcomed to her first meeting 'in post' and SACRE thanked the previous Curriculum Adviser for RE (PSHE and Citizenship) for his support;
  - the steering group commented on progress made since the previous meeting and highlighted priorities for the future including the need to review both the collective worship and the spiritual development guidance it has issued previously. It was decided to discuss this at the next steering group meeting and come back to the SACRE with a recommendation of the order in which these documents should be reviewed;
  - SACRE was informed of the overwhelmingly positive initial reactions to the new Kent Agreed Syllabus and of the training programme for teachers, headteachers and governors being rolled out;
  - The meeting concluded with a presentation from a Sikh member of the SACRE outlining key Sikh beliefs and practices.
- July 2007
  - The meeting took place in the synagogue in Ramsgate and refreshments were provided by the congregation for which SACRE is grateful;
  - two SACRE members had attended the NASACRE AGM and gave an informative report of proceedings;
  - SACREs bi-annual award was discussed. Funding of £1000 has been secured from the Westhill Charitable Trust. The working party set up to lead on this will meet soon and come back to the SACRE at its next meeting with proposals for verification;
  - members were updated on progress in introducing the Kent Agreed Syllabus and on the work of QCA on curriculum development in the secondary phase. It was noted that the 'big picture' of the curriculum (version June 2007) did not now explicitly mention spiritual development and SACRE asked the Chairman to write to QCA on their behalf to raise this concern. The Curriculum Adviser for RE (and Citizenship) advised SACRE that Mick Waters had spoken at the AREIAC conference and was aware that there was some concern about this.
  - on the advice of the steering group it was decided to convene a SACRE working group to review the collective worship guidance (deadline April 2008) and then to follow that with reviewing the spiritual development guidance (to begin during the summer 2008);
  - it was a long standing member of SACRE and former Chairman, Gay Lancaster's last SACRE meeting and a presentation to him was made thanking him for all his hard work and commitment over the years.

**Standing Advisory Council on Religious Education (Kent)  
Annual Report for Education Year 2006-2007**

**Appendix 1**

**Kent Standing Advisory Council on Religious Education  
(SACRE)**

**Terms of Reference**

**Notes:**

- 1 References to Kent throughout this document relate to the area served by Kent County Council.
- 2 Those items marked \* are required by statute.
- A Membership**
- 1\* The SACRE will consist of the members appointed by the Local Authority ('the Authority') to represent respectively:
  - a. Christian denominations (other than the Church of England and other religions and denominations 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 Education Authority.
- 2 The list attached as Appendix 2 outlines the composition of the SACRE in Kent.
- 3 The length of membership as determined by the Authority is four years following the County Council cycle. Any member of the SACRE appointed by the Authority may be removed if in the opinion of the Authority:
  - he/she ceases to be representative of the denomination or association he/she was appointed to represent; or,
  - he/she ceases to be a member of the Authority; or,
  - he/she fails to attend six consecutive meetings without good reason.
- 4\* Any member may resign his/her office at any time.
- 5\* Full members of SACRE may, if they wish, co-opt persons on the SACRE. Co-opted members will have no voting rights.
- 6 It will be for the members of the relevant group to determine whether it is appropriate to invite co-opted members to re-stand for election when their term of office expires.
- 7 The Authority will appoint a Chairman of SACRE whose term of office will be for a period of four years. The Vice-Chairman of SACRE will be appointed by the SACRE.
- 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.

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

**B Terms of reference**

**B1 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 1996 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 carries no statutory force, but the LA should give careful consideration to advice offered.
- 10 The broad role of 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 had two particular functions: it can require the Authority to review its current agreed syllabus; and 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.
- 12\* Each SACRE must publish an annual report on its work. This should:
- specify any matters on which it has advised the Authority;
  - broadly describe the nature of that advice;
  - set out its reasons for offering advice in any matters which were not referred to it in the first place by the Authority.

**B2 Proceedings**

- 13 SACRE will meet as a full body for half a day three times a year. It will be for 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:
- a clerk to organise and minute meetings and to co-ordinate working parties and initiatives;
  - an officer from the Advisory Service Kent with strategic responsibility for RE to support the SACRE in fulfilling its role;
  - an officer from the Education and Libraries Directorate to support the decision making process by Kent SACRE;
  - funding to service the formal meetings of the Council and associated running costs for the delivery of its functions.
- 15 Each constituent group will elect a Leader. The Leader will normally represent the group on SACRE working parties which require one representative from each group.
- 16\* On any questions to be decided by the SACRE, only the representative groups listed in Appendix 2 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. 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.

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

- 16 In order for the SACRE to be quorate a minimum of one-third of the representatives of each constituent group 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:
- by a vacancy in the office of any member of the SACRE;
  - on the grounds that a member of the SACRE appointed to represent any denomination or association does not at the time of the proceedings represent the denomination or association in question.

May 2005

**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 2010

Mr T Setchell (Methodist) – serves until 31 August 2010

Mrs S Clark – (United Reformed Church) – serves until 31 August 2011

Vacancy – (Salvation Army)

**1.2 Roman Catholic (3)**

Father Gus Kinnane – serves until 31 August 2011

Vacancy - serves until 31 August 2009

Miss S Malone - serves until 31 August 2010

**1.3 Buddhism (1)**

Mrs C Elapatha - serves until 31 August 2010

**1.4 The Greek Orthodox Church (1)**

Mr M Papadopoulos - serves until 31 August 2011

**1.5 Hinduism (1)**

Mrs U Williams – serves until 31 August 2010

**1.6 Islam (1)**

Mrs N Younosi (*Group Convenor/SACRE Vice-Chairman*) - serves until 31 August 2009

**1.7 Judaism (1)**

Rabbi C Cohen - serves until 31 August 2010

**1.8 Sikhism (1)**

Mr G Rajvinder Singh - serves until 31 August 2010

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

**1.9 Co-opted Members**

Mr A M Weinberg (Baha'i)

**GROUP 2 : CHURCH OF ENGLAND (6)**

**2.1 Rochester Diocesan Board of Education (3)**

Mr J Viner (Group Convenor) - serves until 31 August 2011

Mrs J Watts – serves until 31 August 2010

Rev Canon J L Smith - serves until 31 August 2009

**2.2 Canterbury Diocesan Board of Education (3)**

Mr R Bristow (*SACRE Chairman*) - serves until 31 August 2011

Ms S Kendall-Seatter - serves until 31 August 2011

Mrs V Corbyn - serves until 31 August 2009

**2.3 Co-opted Members**

Miss S Shaw

**GROUP 3 : TEACHER ASSOCIATIONS (6)**

*(Having regard to local circumstances)*

**3.1 National Union of Teachers (1)**

Mr S Platnauer - serves until 31 August 2010

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

Ms K Burke (Group Convenor) - serves until 31 August 2010

**3.3 Association of Teachers and Lecturers (1)**

Mrs P Fairchild - serves until 31 August 2010

**3.4 Professional Association of Teachers (1)**

Mrs A Bacon – serves until 31 August 2011

**Standing Advisory Council on Religious Education (Kent)**  
**Annual Report for Education Year 2006-2007**

**3.5 Association of School and College Lecturers (1)**

Vacancy

**3.6 National Association of Head Teachers Kent Branch (1)**

Miss S Lacon

**3.7 Co-opted Members**

Miss T Kelvie

Miss E Pope

Mrs V Thornewell

**GROUP 4 : LOCAL EDUCATION AUTHORITY (4)**

**4.1 Nominees of Conservative Group (3)**

Mr A R Bassam (*Group Convenor*) - serves until 31 August 2009

Mr G A Horne - serves until 31 August 2009

Mr M J Northey - serves until 31 August 2009

**4.2 Nominee of the Labour Group (1)**

Mr I T N Jones - serves until 31 August 2009

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

**Appendix 3**

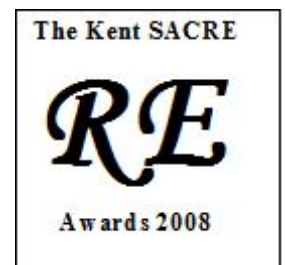
# **Kent SACRE Development Plan**



**Year: 2006-7**

**Version: 3.1**

**Last update: July 2007**



Kent SACRE Development Plan 2006-7

1. Standards and Quality of Provision of R.E.	Objective	Success Criteria	Action	Responsibility	Timeframe	Status
1. Compliance	To provide effective guidance to ensure that all Kent schools meet statutory requirements for RE. <b>ECM3, 4</b>	<ul style="list-style-type: none"> <li>All Kent schools comply with statutory requirements for RE</li> <li>High quality guidance is available</li> </ul>	Identify non compliance through SIP monitoring Write to non compliant schools to offer support	RE Adviser Chairman	Ongoing	<b>Developing</b> SIPs not yet collecting the information
2. Standards and achievement	To ensure that all Kent pupils are achieving appropriately in line with standards laid out in LAS. <b>ECM 3,4</b>	Pupils achieving AA levels	Linked to implementation of LAS, providing a support programme focused on standards and achievement	RE Adviser working with Dioceses and CCCU	Ongoing	<b>Developing</b> LAS cycle – introduction (now); implementation (2 years); embedding (2 years); sustaining (1 year linked to review of LAS)
3. Quality of teaching / leadership & management	To ensure that quality of teaching, leadership and management of RE Kent schools is high <b>ECM3, 4</b>	RE established as recognised subject, not an add-on; Planning of RE takes into account requirements of LAS and national development	Supported subject leaders in primary and secondary schools through training & development	RE Adviser, working with ASK consultants and ASTs for RE. Diocesan Officers CCCU MEBA Service	Ongoing	<b>Developing</b> Much RE training has taken place including Headteachers, Governors and Coordinators.
4. Recruitment & retention of teachers	To encourage the appointment and retention of specialist teachers for RE in Kent schools <b>ECM 3,4</b>	Most recently appointed new RE teachers are willing and able to remain within the county	Provide CPD programme for new and recently appointed RE teachers in Partnership with CCCU Liaison with CCCU and other providers of RE teachers	Officers RE Adviser	Ongoing	<b>Emerging</b> Dioceses and CCCU agreed a programme which was forwarded to ASK for action but little action resulted.  RE Adviser is seeking to work in partnership with other providers

<p>5. Resources</p>	<p>Provide effective advice for schools to resource the new LAS <b>ECM3,4</b></p> <p>To publish, as appropriate, resource material to enable effective implementation of LAS and spiritual development <b>ECM 1,3, 4</b></p> <p>Promote the development of “mobile places of worship” for Judaism, Hinduism, Sikhism and Islam <b>ECM 2, 3, 4, 5</b></p> <p>The Kent SACRE Biennial Awards 2007-8 – Creative Ways of encouraging children to experience places of worship <b>ECM 1, 3, 4</b></p>	<p>Schools have received appropriate advice and the LAS</p> <p>Publication of additional resources.</p> <p>West Kent Cluster pilot in operation. Example to other clusters</p> <p>The quality and quantity of nominations are high. Awards made.</p>	<p>RE Adviser and ASK work in partnership with the other providers.</p> <p>Revision of “Shaping the Spirit”</p> <p>To complete the work. Article for RE Today</p> <p>Award Brief to be prepared; Working Group to finalise arrangements. SACRE/Adviser to launch to schools Possible link with NATRE competition</p>	<p>RE Adviser</p> <p>RE Adviser and SACRE Working Group .</p> <p>MCAS staff working with ASK, cluster and faith communities RE Adviser</p> <p>Chairman RE Adviser SACRE Working Group</p>	<p>Ongoing</p> <p>2008-2009</p> <p>Pilot in 2007-8</p> <p>Planning Grp meet T 1; Invitation T 2; Deadline T4; Judging T5; <i>Best to NATRE T6?</i></p>	<p><b>Established</b></p> <p><b>Emerging</b> QCA have a working group about spirituality across the curriculum</p> <p><b>Developing</b> West Kent pilot is in operation.</p> <p><b>Emerging</b> Funding of £1000 is secured, matched by promised £1000 from Members. Future plans to link the Awards with national / local initiatives, consistent with SACRE Development Plan</p>
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2. Management of SACRE & partnership with L.A. & other key stakeholders	Objective	Success Criteria	Action	Responsibility	Timeframe	Update
1. SACRE Meetings	To move beyond routine matters, to consider wider issues about the quality of RE and collective worship <b>ECM 1, 4</b>	Wide ranging discussions are a feature of regular SACRE meetings, being led by group members	Agenda items from members Meetings held in a variety of venues, including schools and places of worship Group 'Pre-Meetings' take place to address agenda items	Group Conveners; Development Plan Steering Group; Officers	Will take two years to become embedded as good practice	<b>Established</b> Model developed 2006-7, now being embedded
2. Membership & training	Membership strongly reflects the diversity of Kent's religious and professional communities <b>ECM 4</b>  Re-assess character of SACRE	All groups are fully represented and members attend and actively participate in SACRE meetings Training opportunities are available for SACRE members  Members complete self-audit	All groups are fully represented A broad representation reflects membership from all phases of education. Review Constitution to enable necessary changes  Members to carry out assessment against QCA framework	Development Plan Steering Group   RE Adviser	Will take three years to become embedded as good practice   In Term 1 of AY2007-8	<b>Developing</b> Expanding membership and raised interest of faith groups becoming evident. Developing.  Member presentations sustain this work.  AF has self-evaluation tool for distribution.
3. Improvement / development plan	To establish a development plan to address issues raised through SACRE self-evaluation process, and to review progress against objectives on an annual basis. <b>ECM 4</b>	Development plan objectives are met within agreed timeframe to enable SACRE to be more effective	Individual actions against objectives are carried out and success criteria are met for each objective. Development Plan is subject to annual review and update by a SACRE working party.	Development Plan Steering Group	Will take three years to become embedded as good practice	<b>Established</b> Steering Group is established and monitoring this plan.  Development Planning Group has defined responsibilities and accountabilities within the context of SACRE
4. Professional & financial support	Sustainability of SACRE	SACRE is active and effective.	Ongoing training; Involvement of SACRE members in working parties;	Clerk; RE Adviser CFE support officers	Ongoing	<b>Established</b> Kent fully and strongly supports SACRE and its work in line with its statutory responsibilities.
5. Information & Advice (See also Resources above)	Advice to schools regarding similarities and differences between religion, ethnicity and culture. <b>ECM 1, 4</b>	Clear advice is available to schools as revised "Shaping the Spirit"	Shaping the advice	RE Adviser SACRE Working Party	Before the end of AY 2007-8	<b>Emerging</b> There is a plan for this work.
6. Partnership with other key stakeholders	Sustain and improve existing partnerships and make new partnerships as they are identified <b>ECM 4</b>	SACRE is seen as a partner with its own identity	Ongoing identification and development of partnerships to secure support for RE	SACRE membership	Ongoing	<b>Developing</b> Currently effective partnerships with CCCU, Anglican Dioceses, some faith groups

3. Effectiveness of Locally Agreed Syllabus	Objective	Success Criteria	Action	Responsibility	Timeframe	Update
1. Construction of Agreed Syllabus	Review and publication of Agreed Syllabus 2006 completed <b>ECM 3</b>	Syllabus 2006 well received by SACRE and teachers in schools and implemented within agreed time scale.	Next step is to establish the review cycle over the life of the LAS	LAS Working Party	Publication December 2006	<b>Advanced</b> Accepted by SACRE 11/06; Published by LA 01/07 Distributed to schools 02/07 Training 05/07
2. Using National Guidance	To draw on other LAS and the non-statutory national framework 2004 to support the development of the LAS 2006 <b>ECM 3</b>	To adapt non-statutory national guidance to meet the requirements of the Kent context.	Discussion through LAS Conference Working Party	LAS working party RE Adviser	Linked to publication of LAS	<b>Developing</b> See above
3. Consultation / Launch/ Implementation of Agreed Syllabus	Draft KAS 2006 completed for consultation with sample schools. KAS 2006 approved for publication / launch and future implementation <b>ECM 3</b>	Draft KAS 2006 meets approval during consultation period. KAS successfully launched within timeframe	KAS shared with sample schools for consultation purposes KAS approved for publication KAS published & launched to allow for implementation from Sept 2007	LAS Working Party  SACRE  RE Adviser	Implement 9/2007 Develop 2007-9 Sustain 2009-11 Review 2012	<b>Advanced</b> Work is complete. Link to review cycle of new LAS
4. Additional Guidance / monitoring / evaluation of Agreed Syllabus	Additional guidance to be produced <b>ECM 3</b>  Governor training to be provided <b>ECM 4</b>	Additional guidance is published electronically  Training takes place	Working party continues to meet.  RE Adviser prepares training	Working Party RE Adviser  RE Adviser	Linked to national and local priorities  Autumn 2007 – Spring 2008	<b>Developing</b>  Planning is in train.

4. Collective Worship	Objective	Success Criteria	Action	Responsibility	Timeframe	Update
1. Practice & provision of Collective Worship	<p>To ensure that quality of leadership and management of CAW in Kent schools is. high <b>ECM 1,2,3,4</b></p> <p>To provide guidance for headteachers and governors on developing effective CAW <b>ECM 1,2,3,4</b></p>	<p>Kent schools provide CAW which meet pupil needs for spiritual development and legal requirements</p> <p>CAW Guidance is published</p>	<p>Supported CAW leaders in primary and secondary schools through training &amp; development</p> <p>Discussions with working group and relevant partners lead to preparation and publication of new Kent CAW guidance for maintained schools</p>	<p>RE Adviser, working with ASK consultants and ASTs for RE. Diocesan Schools Officers CCCU</p> <p>RE Adviser and SACRE working group</p>	<p>W/Group formed 07/07; Last WG meeting w/c 28/1/08; Complete 22/2/08; Draft CAW to SACRE 11/3/08</p>	<p><b>Emerging</b> CAW working party convened.</p>
2. Monitoring provision and addressing non-compliance	<p>To ensure that all Kent schools are able to meet statutory requirements for CAW <b>ECM 1,2,3,4</b></p>	<p>All Kent schools comply with statutory requirements for CAW</p>	<p>Identify non compliance through Ofsted reports / SIP monitoring Write to non compliant schools to offer support</p> <p>Identify further ways to identify levels of compliance</p>	<p>RE Adviser Chairman SACRE members</p>	<p>System established during academic year 2006-7 And developed 2007-10</p>	<p><b>Emerging</b> CAW review likely to begin term 5 2008 SIPs are commissioning support for non compliance &amp; development issues as necessary.</p>

5. Contribution of SACRE to social and racial harmony agenda	Objective	Success Criteria	Action	Responsibility	Timeframe	Update
1. Representative nature of SACRE	To ensure that SACRE represents established faith communities within Kent, and is representative of all phases of education <b>ECM 4</b>	SACRE membership meets representative needs for faith communities and education phases	Identify faith representatives through appointing bodies, Identify and engage with members from educational phases, not already on SACRE Use co-opted members to ensure full representation	Group Conveners SACRE members Officers RE Adviser	Fully complemented SACRE by January 2008	<b>Established</b> Increasing membership taking place. Work continues to expand the representative nature.
2. Knowledge and understanding of local communities (Community cohesion)	Establish and further develop links with local community groups <b>ECM 4</b>	SACRE link with KCC Race Equality Forum	SKS to identify and establish initial links to Faith Forums and inter-faith networks links being chased via Inter faith network. Hosting meetings at different faith venues offers mutual learning experiences	SKS Officers Development Plan Steering Group Chair sits on REF	To be embedded by 2007-8	<b>Developing</b> SACRE meeting in local places of worship and having input from faith members on aspects of their faith.
3. Contribution RE can make to Social Harmony agenda	Community cohesion advice to schools regarding similarities and differences between religion, ethnicity and culture. <b>ECM 4</b>	Clear advice is available to schools	Shaping the advice Preparation of appendix to (revised) Shaping the Spirit.	RE Adviser SACRE members	Before the end of AY 2008-9	<b>Emerging</b> This is a newly identified need in response to the Race Relations Amendment Act
4. Links to LA initiatives to promote racial harmony	To ensure that SACRE is aware of, and participates in KCC activities that promote social and racial harmony across the county. <b>ECM 1, 2, 3, 4, 5</b>  LA to involve members of SACRE in scrutinising KCC policy documents for integrity with equality impact assessments	SACRE plays a full and active part in linking to LA initiatives to promote racial harmony  LA Policies are subject to appropriate scrutiny leading to amendment where appropriate.	Regular updates to SACRE of LA activities in this area SACRE members take part in regular links with BME communities; RE Adviser to develop links with public service units  Some Members to carry out this work	RE Adviser SACRE members  Faith community representatives	Ongoing  2007 and ongoing	<b>Established</b> As a statutory body SACRE implements all general and statutory duties placed upon it.  <b>Developing</b> The Anglican Group has two volunteers. Other faiths to follow.



**Glossary**

AA	Above average (student)
ASK	Advisory Service Kent
AST	Advanced Skills Teacher
AY	Academic Year
BME	Black minority ethnic
CAW	Collective Act of Worship
CCCU	Canterbury, Christ Church University
CPD	Continuing Professional Development
ECM	Every Child Matters
ECM1	Keeping Healthy
ECM2	Staying Safe
ECM3	Enjoying and achieving
ECM4	Making a positive contribution to society
ECM5	Developing economic wellbeing
KAS	Kent Agreed Syllabus
KCC	Kent County Council
LA	Local Authority
LAS	Locally Agreed Syllabus
MCAS	Minority Communities Achievement Service
NATRE	National Association of Teachers of Religious Education
QCA	Qualification and Curriculum Authority
RE	Religious Education
REF	(KCC) Race Equality Forum
SACRE	Standing Advisory Council for Religious Education
SIP	School Improvement Partner
T	Term (number...)
WG	Working Group