

# STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)

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THURSDAY, 4 FEBRUARY 2021 AT 5.30 PM  
REMOTE MEETING VIA MICROSOFT TEAMS. THE MEETING CAN BE WATCHED  
LIVE VIA [HTTPS://COUNCILMEETINGS.CAMDEN.GOV.UK](https://councilmeetings.camden.gov.uk).

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## PANEL A – CHRISTIAN AND OTHER RELIGIOUS DENOMINATIONS

Ms Shahanaz Begum (Muslim), Ms Ann Boater (Quaker), Mr Luke Dowding (Baptist), Dr Lynndy Levin (Jewish), Mrs Sophie Fegan (Roman Catholic), Ms Krishna Pujara (Hindu), Cllr Abdul Quadir (Muslim), + vacancies for Sikh, Buddhist and Humanist representatives

## PANEL B – THE CHURCH OF ENGLAND

Ms. Mary Thorne, Ms Felicity Djerehe, Ms Stephanie Ellner, Rev Sally Jones, Rev Damien Mason + 1 vacancy

## PANEL C – TEACHERS

Mr Paul Kayser, Mr Aidan Cottrell-Boyce + 4 vacancies

## PANEL D – CAMDEN LOCAL AUTHORITY

Councillors Nasim Ali (L), Sabrina Francis (L), Julian Fulbrook (L), Maria Higson (C), Oliver Lewis (L), Lazzaro Pietragnoli (L) and Nazma Rahman (L)

L = Labour, C = Conservative

Issued on: Wednesday, 27 January 2021

## MEETINGS IN CAMDEN

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**STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION  
(SACRE)  
4 FEBRUARY 2021**

**THERE ARE NO PRIVATE REPORTS**

**AGENDA**

**Wards**

**1. ANNOUNCEMENTS**

**Broadcast of the meeting**

The Chair to announce the following: 'In addition to the rights by law that the public and press have to record this meeting, I would like to remind everyone that this meeting is being broadcast live by the Council to the Internet and can be viewed on our website for six months after the meeting. After that time, webcasts are archived and can be made available upon request.

If you have asked to address the meeting, you are deemed to be consenting to having your contributions recorded and broadcast, including video when switched on, and to the use of those sound recordings and images for webcasting and/or training purposes.'

**Any other announcements**

**2. APOLOGIES FOR ABSENCE**

**3. DECLARATIONS OF PECUNIARY, NON-PECUNIARY AND OTHER INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**

**4. MINUTES OF THE PREVIOUS MEETING**

To approve the minutes of the meeting held on 13 October 2020.

(Pages 7 -  
12)

**5. MEMBERSHIP OF SACRE**

To note the membership of Camden SACRE.

(Pages 13 -

**6. DETERMINATIONS**

To note the list of schools with Determinations.

(Pages 15 -  
16)

**7. SELF-EVALUATION FRAMEWORK**

To consider the self-evaluation framework for SACREs.

(Pages 17 -  
34)

**8. SACRE WORKING PARTIES**

To consider establishing working parties of Camden SACRE.

(Pages 35 -  
38)

**9. ANY OTHER BUSINESS**

**AGENDA ENDS**

The date of the next meeting will be Thursday, 24 June 2021 at 5.30 pm.

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## THE LONDON BOROUGH OF CAMDEN

At a meeting of the **STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)** held on **TUESDAY, 13TH OCTOBER, 2020** at 5.00 pm in Remote Meeting via Microsoft Teams.

### MEMBERS PRESENT

#### Panel A Christian and Other Denominations

Shahanaz Begum (Muslim)  
Ann Boater (Quaker)  
Luke Dowding (Baptist)  
Sophie Fegan (Roman Catholic)  
Lynndy Levin (Jewish)  
Abdul Quadir (Muslim)

#### Panel B The Church of England

Felicity Djerehe  
Stephanie Ellner  
Mary Thorne

#### Panel C Teachers

None

#### Panel D Camden Local Authority

Nasim Ali  
Sabrina Francis  
Julian Fulbrook  
Maria Higson

### OFFICERS PRESENT

Lesley Prior	Professional Advisor to SACRE
Owen Rees	Camden Learning
Vinothan Sangarapillai	Committee Services

**The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Standing Advisory Council on Religious Education (SACRE) and any corrections approved at that meeting will be recorded in those minutes.**

### MINUTES

**1. ELECTION OF CHAIR**

Mary Thorne was proposed as Chair for SACRE for the 2020-21 academic year. There were no other nominations.

**RESOLVED –**

THAT Mary Thorne be elected Chair of Camden SACRE for the 2020-21 academic year.

The meeting thanked the outgoing Chair Shahanaz Begum for her work on SACRE over the past few years and wished her the best for the future.

**2. ELECTION OF VICE-CHAIR**

Ann Boater was proposed as Vice-Chair of SACRE for the 2020-21 academic year. There were no other nominations.

**RESOLVED –**

THAT Ann Boater be elected Vice-Chair of Camden SACRE for the 2020-21 academic year.

**3. GUIDANCE ON REMOTE MEETINGS HELD DURING THE CORONAVIRUS NATIONAL EMERGENCY**

The guidance was noted.

**4. APOLOGIES FOR ABSENCE**

There were no apologies for absence. Apologies for early departure were received from Councillors Nasim Ali, Maria Higson and Abdul Quadir.

**5. DECLARATIONS OF PECUNIARY, NON-PECUNIARY AND OTHER INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**

There were no declarations of interest.

**6. ANNOUNCEMENTS**

**Broadcast of the meeting**

The Chair made the following announcement: 'In addition to the rights by law that the public and press have to record this meeting, I would like to remind everyone that this meeting is being broadcast live by the Council to the Internet and can be viewed on our website for six months after the meeting.'



After that time, webcasts are archived and can be made available upon request.

If you have asked to address the meeting, you are deemed to be consenting to having your contributions recorded and broadcast, including video when switched on, and to the use of those sound recordings and images for webcasting and/or training purposes.’

## **7. TERMS OF REFERENCE**

The terms of reference were noted.

## **8. MINUTES OF THE PREVIOUS MEETING**

Consideration was given to the minutes of the meeting held on 21<sup>st</sup> January 2020.

The Clerk reported that he had been in contact with the schools whose Determinations had expired or were coming up for renewal but had not had a response.

Owen Rees, the Schools Information and Governance Consultant, clarified that OFSTED were not carrying out regular school inspections at the moment. He also said he would send out 2019 exam data.

Lesley Prior, the Professional Advisor, reported that the Hampshire syllabus, which was the ‘parent syllabus’ of the Camden one, was under review.

## **RESOLVED –**

THAT the minutes of the meeting held on 21<sup>st</sup> January 2020 be approved as a correct record.

## **9. MEMBERSHIP OF CAMDEN SACRE**

The current membership of Camden SACRE was noted.

Members said they wished to have further discussion on the SACRE’s membership at Item 12 (Self Evaluation Framework) below.

## **10. DETERMINATIONS**

Consideration was given to the list of schools with and without Determinations.

The Determinations for Brecknock and Rhyl schools were coming to an end in early 2021. The Clerk was asked to write to these schools.

It was noted that the Determinations for Torriano Primary, Hampstead and Primrose Hill had recently expired. They would be written to in order to inform them of this and to encourage them to consider submitting a new application.

**RESOLVED –**

- (i) THAT the list of schools with and without Determinations be noted;
- (ii) THAT Brecknock and Rhyl schools be contacted to inform them that their Determinations were coming to an end and the process for renewing them.
- (iii) THAT Torriano, Hampstead and Primrose Hill schools be contacted to inform them that their Determination had recently expired and of the process for applying for a new Determination.

**11. DRAFT CAMDEN SACRE ANNUAL REPORT**

Consideration was given to the draft Camden SACRE annual report.

Members noted that, due to the coronavirus situation, there had been no exams this summer and so the usual exam results could not be included. There had also been no NASACRE conference.

**RESOLVED –**

- (i) THAT the draft report be agreed;
- (ii) THAT the report, when finalised, be sent to the Local Authority, the Department for Education and NASACRE.

**12. SELF-EVALUATION FRAMEWORK**

Consideration was given to the paper on the SACRE self-evaluation framework.

Lesley Prior explained that she had worked with the outgoing Chair and Owen Rees on completing the framework. They thought the SACRE could be considered established with regard to Aspects 2, 3 and 4.

Aspect 1 (the monitoring and improvement of standards) was an area they felt the SACRE was on the border between 'developing' and 'established'. In terms of Aspect 5 (the contribution of SACRE to social and racial harmony) they felt SACRE was 'developing'.

In terms of improving on Aspects 1 and 5, members said that this could be improved by having a wider range of members of SACRE.

***Standing Advisory Council on Religious Education (SACRE) - Tuesday, 13th October, 2020***

With regards to Panel A, the Committee noted the need to broaden the representation of different religious communities.

It was noted that for some faiths it was difficult to find a representative organisation to nominate SACRE reps and so SACRE was dependent on the LA's judgement as to whether the person was 'representative' of the faith in question and on personal contacts to find volunteers.

In addition to the two Sunni Muslim representatives the Panel currently had, the Professional Advisor said it might be desirable to have a Shia representative. Members noted there was a vacancy for a Sikh representative. It was also suggested the Board of Deputies could also be approached to see if a representative could be obtained from the Reform Judaism tradition as well as from the Modern Orthodox.

Panel A had formerly had a Humanist representative, to represent non-religious traditions. However, he had stood down. The British Humanist Association would be approached to seek a new representative. Councillor Fulbrook also suggested that the South Place Ethical Society could be approached as an alternative source of representatives from non-religious philosophical traditions.

With regard to Panel C, the custom and practice in Camden had been to seek nominations from teachers' unions. However, there had been a large number of vacancies in that section and low attendance. It was suggested that the primary and secondary RE networks could be approached for volunteers, as they could be considered teacher 'associations' as mentioned in the terms of reference. Stephanie Ellner said that SACRE reps in Havering came from the RE networks.

There was a discussion about the need for special schools to be represented. When Tracey Edwards had been a member, there had been a link with Swiss Cottage special school, This was considered important as some special schools were innovating and being creating with regard to personal, social and moral education.

With regard to Panel D, the custom and practice in Camden had been to fill all places with councillors nominated by the Annual Meeting of the Council. However, Ann Boater said that in Islington school governor representatives also sat on SACRE Panel D. However, any change in this in Camden would require the agreement of the borough's Full Council.

**RESOLVED –**

- (i) THAT the report and the comments above be noted;
- (ii) THAT the Clerk, Professional Advisor and members seek to find volunteers to broaden the membership of SACRE with regard to those Panels where it was possible.

**13. ANY OTHER BUSINESS**

There was no other business.

The meeting ended at 6.30pm.

**CHAIR**

**Contact Officer: Vinothan Sangarapillai**

**Telephone No: 020 7974 4071**

**E-Mail: [vinothan.sangarapillai@camden.gov.uk](mailto:vinothan.sangarapillai@camden.gov.uk)**

**MINUTES END**

## Camden SACRE members – January 2021

The current members of Camden SACRE are:

### Panel A (Christian and other religious denominations)

Shahanaz Begum (Muslim)  
Ann Boater (Quaker)  
Luke Dowding (Baptist)  
Lynndy Levin (Jewish)  
Sophie Fegan (Roman Catholic)  
Krishna Pujara (Hindu)  
Abdul Quadir (Muslim)

### Panel B (Church of England)

Felicity Djerehe  
Stephanie Ellner  
Mary Thorne  
Rev Sally Jones  
Rev Damien Mason

### Panel C (Teachers)

Aidan Cottrell-Boyce  
Paul Kayser

### Panel D (Local Authority)

Nasim Ali  
Sabrina Francis  
Julian Fulbrook  
Maria Higson  
Oliver Lewis  
Lazzaro Pietragnoli  
Nazma Rahman

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## Camden SACRE Determinations list

### Schools with Determinations

School	Date Determination agreed	Date of expiry
Torriano Primary	2 <sup>nd</sup> June 2015	2 <sup>nd</sup> June 2020
Hampstead	2 <sup>nd</sup> June 2015	2 <sup>nd</sup> June 2020
Primrose Hill	14 <sup>th</sup> October 2015	14 <sup>th</sup> October 2020
Brecknock	9 <sup>th</sup> February 2016	9 <sup>th</sup> February 2021
Rhyl	10 <sup>th</sup> May 2016	10 <sup>th</sup> May 2021
Beckford	8 <sup>th</sup> February 2017	8 <sup>th</sup> February 2022
Kingsgate	28 <sup>th</sup> February 2017	28 <sup>th</sup> February 2022
Christopher Hatton	3 <sup>rd</sup> May 2017	3 <sup>rd</sup> May 2022
Fleet	3 <sup>rd</sup> May 2017	3 <sup>rd</sup> May 2022
Frank Barnes	3 <sup>rd</sup> May 2017	3 <sup>rd</sup> May 2022
Edith Neville	26 <sup>th</sup> April 2018	26 <sup>th</sup> April 2023
Eleanor Palmer	13 <sup>th</sup> June 2019	13 <sup>th</sup> June 2024
Gospel Oak	4 <sup>th</sup> November 2019	4 <sup>th</sup> November 2024

### Schools without Determinations

School	Details of past Determinations
Arygle	
Brookfield	Had Determination from 2013-18
Carlton	
Fitzjohn's	
Hawley	
Netley	
New End	
Richard Cobden	
Swiss Cottage	Had Determination from 2011-16
Acland Burghley	
Haverstock	Had Determination from 2006-11
Parliament Hill	
Regent High	Had Determination from 2009-14

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<b>Camden Standing Advisory Council Religious Education (SACRE)</b>	
<b>REPORT TITLE:</b>  <b>Self-Evaluation Framework</b>	
<b>FOR SUBMISSION TO:</b>  Camden SACRE	<b>DATE</b>  4 <sup>th</sup> February 2021
<b>SUMMARY OF REPORT</b>  To consider the self-evaluation framework.  <b>Contact Officers:</b>  Lesley Prior Professional Advisor to SACRE <a href="mailto:lesley.prior@london.anglican.org">lesley.prior@london.anglican.org</a>	
<b>RECOMMENDATIONS</b>  SACRE is asked to consider the attached document on the self-evaluation framework.	



# SACREs and SELF-EVALUATION: A GUIDE

## Introduction

SACREs have an important role in the development of effective learning in religious education and supporting good practice in collective worship. The work of a SACRE has become increasingly challenging and diverse. In many ways a SACRE reflects the work of governing bodies in schools i.e. they act as a critical friend to the LA on matters of religious education and collective worship. They also mirror the work of governing bodies in that members are unpaid volunteers who give up their time to support RE and collective worship locally.

A key question for a SACRE to consider is that if they were abolished tomorrow, who would miss them? This guide to SACREs and self-evaluation is designed to help individual SACREs evaluate their role and in particular to consider their impact on pupil's learning. The guidance highlights five key dimensions of a SACREs work and provides exemplification of good practice. It also encourages all SACREs to consider their distinctiveness, key strengths and areas for development. It encourages SACREs to consider their key priorities, their organisational patterns and structures and their partnership with the LA and other key stake-holders.

This self-evaluation tool has been developed from three main sources:

- The Ofsted report on the inspection of SACREs
- NASACRE annual analysis of SACRE reports
- The National Association of SACREs (NASACRE) work in exemplifying effective practice in SACREs

## Rationale

The purpose of the self-evaluation tool is to help SACREs and LAs assess the quality and effectiveness of their work and to identify where they might develop further.

The tool focuses on a range of aspects of the work of SACRE including:

1. **The monitoring and improvement of the standards, quality and provision for RE**
2. **The partnership between SACRE, the LA and other key stakeholders**
3. **The effectiveness of the locally agreed syllabus**
4. **The monitoring and improvement of the provision and quality of collective worship**
5. **The contribution of SACRE to the promotion of social and racial harmony**

Each SACRE should be able to identify where it is in relation to three broad stages of development: **Developing**, **Established** and **Advanced**. Wherever possible exemplars of good practice are included. The descriptions of each key stage of the development take a “broad brush” approach. In reality, many SACREs will find aspects of their current provision in each of the three categories.

## **Stage 1 Developing**

SACREs at this stage of development, while they may be fulfilling their statutory obligations, do so at a fairly basic level and are not able to be proactive in providing advice to the LA or in taking the initiative in promoting developments. They are often unclear about their roles and responsibilities and are not particularly well informed about the strengths, weaknesses or priorities for development in schools. They often have a formal relationship with the LA but have little input to or awareness of the LAs priorities. The issues facing SACREs at this stage may be:

- Finding it difficult to meet their statutory responsibilities
- Low levels of attendance at SACRE meetings
- Limited awareness of the quality of provision for RE and collective worship in schools
- Limited subject specialist or financial support from the LA
- Little information about the impact or effectiveness of the locally agreed syllabus
- Limited representation from religious diversity in the local community
- No development plan to focus the future work of SACRE

The objectives for SACREs at this stage of development is to focus on ways of becoming more proactive in their work and moving beyond the basic fulfilment of their statutory obligations. Key targets might include:

- Reviewing and extending the membership of SACRE
- Making SACRE meetings more purposeful
- Identifying sources of specialist advice to support SACRE's work
- Producing an action plan to focus ways of developing the work of SACRE
- Creating stronger links with RE teachers in local schools.

Provision for agreed syllabus review are insufficient, both in terms of financial support and professional advice.

## **Stage 2 Established**

SACREs at this stage will have a well-established relationship with their LA and have a clear idea about their priorities for development. Resourcing levels enable it to carry out its functions effectively. They will be reasonably well-informed about the quality of provision in local schools and, as a result, are in a position to challenge and support the work of the LA. Meetings will be seen as purposeful and worthwhile occasions. The process for reviewing the agreed syllabus is thorough and well supported both financially and in terms of professional advice.

The issues facing SACREs at this stage may be:

- Limited opportunities to take the initiative in promoting new ideas
- Gaining better information about the quality of provision in schools
- The need to extend the links with wider LA priorities and activities
- Ways of extending their analysis of the impact and effectiveness of the locally agreed syllabus

At this stage maintaining momentum maybe an imperative and key targets might include:

- Exploring ways of measuring the impact of their work more effectively
- Extending the ways in which SACRE can contribute to the LAs priorities
- Investigating opportunities to be more proactive in promoting and initiating activities to improve quality and provision
- Exploring ways in which SACRE can extend its contribution to the promotion of social and racial harmony

### **Stage 3 Advanced**

SACREs at this stage will have very effective practice. Members will have a shared vision and understanding of their aims and purpose and will be proactive in seeking to sustain their positive work in the light of changing needs and priorities. Meetings will be very purposeful and focussed on the major priorities for improvement in schools. There will be a very effective partnership with the LA and SACREs will be well supported in terms of subject specialist advice, training and funding. They will be very well informed about the quality and provision for RE and collective worship in schools and about wider LA and national priorities and developments. The process of reviewing, revising, implementing and evaluating the locally agreed syllabus will be robust ensuring that schools are well supported in their work. Objectives at this stage will be concerned with innovation and sharing good practice to sustain momentum and success. Key targets might include:

- Extending the range of initiatives taken to improve standards and quality in schools
- Ensuring pupil progress can lead to recognition of achievement through, for example, GCSE accreditation
- Exploring ways of sharing good practice more widely with other SACREs and schools
- Improving the ways in which evidence is gathered about standards and the quality of provision in schools particularly in the light of changes in the nature of Ofsted inspections
- Developing the ways in which SACRE can contribute to the promotion of social and racial harmony

### **The responsibilities of a SACRE**

The legal responsibilities of the LA are to:

- Ensure that there is a SACRE; Ensure all four committees are represented on SACRE
- Ensure there is an Agreed Syllabus which is reviewed at least once every five years
- Ensure that support is in place for SACRE to enable it to discharge its responsibilities
- Take note and respond to any advice it receives from SACRE

The SACRE must:

- Publish an annual report of its work and send this to DFE/NASACRE
- Consider requests for determinations on collective worship when required
- “Advise the LA upon such matters as collective worship and the religious education to be given in accordance with an agreed syllabus”.

## 1. Standards and Quality of Provision in RE

**How effectively does SACRE, in partnership with the LA, monitor and evaluate standards and the quality of provision for RE in schools?  
How effective are the strategies to improve Standards and the quality of provision?**

Key Area	Developing	Established	Advanced	Exemplar
<b>1a</b> Compliance and time allocation for RE	Little knowledge of levels of compliance with the legal requirements for RE in schools. Little information about the time schools are allocating to RE	<b>Informed about levels of compliance and time allocations but limited opportunities to establish strategies for action where evidence of non-compliance or inadequate time allocation is reported.</b>	Well-informed about levels of compliance and time allocations and factors impacting on these. Clear understanding of effective ways schools can provide adequate time for RE. Established strategies to take action to support schools which are non-compliant and receive feedback on the impact of interventions.	Where an Ofsted report highlights non-compliance or inadequate curriculum time for RE, a SACRE requires the LA to investigate and report back on the action being taken by the school to address the situation.
<b>1b</b> Standards and achievement: including AS/A2 Level, GCSE and standards at the end of Key Stages 1, 2 and 3.	Limited knowledge about standards within schools and no clear SACRE/LA strategies to address areas of concern or share good practice.	<b>Informed about standards of RE in schools locally and by comparison with national figures, limited analysis of the data and little opportunity to develop strategies to address weaknesses. Largely dependent on information from Ofsted reports on schools.</b>	Detailed information about standards with careful analysis of data against national figures and trends. Information about standards extends to primary and key stage 3. Clear strategies in place to address areas of weakness. Developing independent mechanisms to gather data about performance independent of Ofsted reports.	A SACRE receives detailed analysis of examination performance and requires the LA to explain how it would intervene in schools where there was clear evidence of under-performance.  A SACRE requests schools to provide details of pupils' levels of performance at the end of each key stage in relation to the expectation of the Agreed syllabus.
<b>1c</b> Quality of teaching and leadership and management	<b>Limited knowledge about the quality of teaching and leadership and management of RE in schools.</b>	Information provided about findings in relation to quality of teaching and leadership and management derived from Ofsted reports but limited analysis of strengths and weaknesses and little opportunity to develop strategies to address weaknesses.	Clear and detailed information about the quality of teaching and leadership and management with some analysis of trends and strengths and weaknesses. Good strategies to share good practice and target improvement strategies on areas of weakness.	A SACRE receives regular presentations from teachers about good practice in teaching and learning in RE.  A SACRE advises the LEA to provide guidance to schools about effective leadership and management of RE in primary and secondary schools.

<p><b>1d</b> Recruitment and retention issues. Level of specialist provision</p>	<p><b>Little knowledge of data and issues related to the recruitment or retention of specialist RE teachers in schools.</b></p>	<p>Some investigation and analysis of subject recruitment and retention issues. SACRE is aware of the level of non-specialist teaching of RE but has limited opportunity to take action to address concerns.</p>	<p>Detailed knowledge of patterns of recruitment, retention and specialist provision. SACRE is active in promoting strategies to improve recruitment and provide training to address the needs of non-specialist teachers of RE.</p>	<p>A SACRE recommends to the LA that a comprehensive analysis is undertaken of the provision of specialist staffing for RE across the LA. They then build links with local teacher training providers to explore ways of improving recruitment of specialist staff and supporting non-specialist teachers.</p>
<p><b>1e</b> Resources</p>	<p><b>Little knowledge about issues related to the quality of resources for RE in schools</b></p>	<p>Some information about issues related to resources for RE in schools but limited opportunity to address areas of concern.</p>	<p>Detailed knowledge of issues related to resources for RE in schools. SACRE is active in promoting the development of resources and setting benchmarks about appropriate levels of funding for the subject in schools.</p>	<p>A SACRE works in partnership with the LA to develop a subject website which incorporates guidance about current high quality resource materials</p>

## 2. Management of SACRE and partnership with the LA and other key stakeholders

*How far does SACRE's partnership with the LA enable it to carry out its responsibilities effectively?*

Key Area	Developing	Established	Advanced	Exemplar
2a SACRE Meetings	<p><b>Meetings are held regularly. Routine administrative arrangements are in place. Agendas and papers distributed appropriately. Attendance is satisfactory. Business is dealt with in a prompt and orderly way. There are limited opportunities for teachers and representatives of faith communities to be invited to share their work. Business tends to be focused solely on routine statutory requirements and tends to be dominated by LA officers.</b></p>	<p>Attendance is good and all four committees are well represented. Agendas and papers are distributed well in advance ensuring all members have time to consider them carefully. Meetings are well managed with strong contributions from a wide range of members. Meetings move beyond routine matters to consider wider issues about the quality of RE and collective worship.</p>	<p>SACRE members contribute to the development of the agenda. Meetings are lively and purposeful with a wide variety of contributions. Teachers and representatives of faith communities regularly attend and participate fully in meetings sharing their experience and insights. Meetings are held in a variety of venues including local places of worship and schools.</p>	<p>A SACRE frequently holds meetings in local places of worship providing opportunities for members to develop their understanding of the religious communities in the local area.</p>
2b Membership and training	<p>The membership fulfils the basic statutory obligations. The arrangements to fill vacancies are not always effective. There are limited induction and training opportunities for SACRE members.</p>	<p><b>The membership strongly reflects the diversity of the wider religious and professional community. There are some opportunities for SACRE members to participate in training activities. There is some induction training for new SACRE members.</b></p>	<p>Very good use is made of co-option to ensure SACRE membership is well informed and is representative of the diversity of the local community. There is a strong and co-ordinated programme of induction and regular training opportunities for SACRE members.</p>	<p>A SACRE has a well-developed process of co-option of local teachers of RE to ensure it has a broad representation from all types of school in the LA. Induction packs outlining SACREs work are available to all new members of SACRE.</p>
2c Improvement/ Development planning	<p>SACRE does not have an action plan to focus its future work and there is little overt link between the priorities of the LA's development/improvement plan and the work of SACRE</p>	<p><b>SACRE has a basic action plan which is reviewed regularly and up-dated on an annual basis. This provides an effective focus for SACRE's work. There is some attempt to link the plan to the wider LA priorities.</b></p>	<p>SACRE has a well-defined action plan with clear objectives and success criteria. Resource implications are clearly defined. There is a clear link between the plan and the wider objectives of the LA. SACRE is regularly represented at national events relevant to its work (e.g.</p>	<p>A SACRE is provided with a summary of the current LA priorities and identifies ways it's our action plan can incorporate relevant objectives related to these priorities</p>



			NASACRE)	
<b>2d</b> Professional and financial support	Representatives of the LA attend meetings but there is limited subject specialist advice available. Basic SACRE functions are resourced but there is no specific budget for SACRE and little opportunity for SACRE to take initiatives requiring funding.	SACRE has some access to subject specialist advice. SACRE has a modest budget which enables it to fund some initiatives. The LA representation ensures issues raised by SACRE are shared more widely in the LA.	<b>SACRE is well supported by a subject specialist who provides effective advice and is well informed about the provision and quality of RE in the LA and about national developments. SACRE is also attended by a lead officer from the LA who can provide a strong link between the work of SACRE's work and the wider LA. SACRE has access to funds to enable it to make decisions about its priorities and ensure these can be properly resourced.</b>	A SACRE in an LA with no subject specialist adviser develops a partnership with a neighbouring LA's specialist adviser to provide advice and support.
<b>2e</b> Information And Advice	SACRE receives routine information relevant to its statutory duties such as GCSE data and information from Ofsted reports on RE. There is limited information provided about wider national and local developments. SACRE tends to receive information in a reactive way rather than taking a proactive role in asking questions and challenging the LA's work.	<b>SACRE is regularly provided with clear information relevant to the quality and provision for RE and collective worship in local schools. SACRE receives the information in a way that enables it to challenge and question the LA's work.</b>	SACRE receives detailed and well-analysed information about the quality and provision for RE and collective worship. As a result SACRE uses this information effectively to give advice to the LA which leads to strategic action to improve standards and quality in schools. SACRE has a strong partnership with the LA and plays an active role promoting ideas and initiatives.	A SACRE, as a result of receiving detailed evidence about pupil performance, identifies significant under-achievement by boys. It advises the LA to undertake an exercise to identify good practice and provide guidance to schools about effective strategies for raising boys' achievement in RE.
<b>2f</b> Partnership with other key stakeholders (e.g. pupils, parent, ASTs, specialist schools, ITT providers, local religious	<b>SACRE has little contact or awareness of other local agencies and rarely has contact with pupils or parents.</b>	SACRE is well informed about other key stakeholders supporting RE and has some contact with the groups involved.	SACRE has opportunities to hear the views and experiences of pupils and parents about RE. Representatives of key support networks such as ASTs and HEI providers are regularly involved with SACRE. SACRE's activities build on the local networks effectively.	A SACRE invites RE trainees on the PGCE course at the local university to attend one meeting a year to provide an opportunity for the trainees to develop their understanding of the role of SACRE and provide a forum to discuss issues of mutual interest.

organisations)				
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### 3. The Effectiveness of the local Agreed Syllabus

*How effectively does SACRE, in partnership with the LA, monitor the impact of the Agreed Syllabus in raising standards, utilize national guidance (e.g. the non-statutory national framework) and evaluate the effectiveness of the previous Agreed Syllabus?*

Further information on the quality of an Agreed Syllabus can be found at Appendix One.

Key Area	Developing	Established	Advanced	Exemplar
<b>3a</b> Review of the Agreed Syllabus	<b>Little opportunity to review the effectiveness of the previous Agreed Syllabus. Teachers' views are not known and there has been no external evaluation of strengths/weaknesses of the existing. There is little budget for Agreed Syllabus development and no clear action plan to structure the review process.</b>	<b>The SACRE has a good idea of the strengths/weaknesses of the previous Agreed Syllabus. Teachers' views and some external evaluation are carefully taken into consideration and there is a clear action plan and sufficient budget for the Agreed Syllabus review.</b>	The SACRE has a clear and systematic process for reviewing the Agreed Syllabus including full consultation with schools and other key stakeholders, particularly faith communities. The budget is clearly costed, including consultation meetings, external evaluation and printing/distribution costs. There is strong sense of ownership of the Agreed Syllabus review with clear targets for what needs to be achieved.	A SACRE reviews all available evaluation data about the effectiveness of the existing Agreed Syllabus. It consults local teachers through meetings and a questionnaire to evaluate the strengths and weaknesses of the Agreed Syllabus. It invites participation of an external consultant to provide a more objective view of the quality of the existing Syllabus.
<b>3b</b> Using the National Framework for Religious Education <b>This Framework is Non Statutory and has been carefully considered by SACRE BUT it specifically chose not to use it directly.</b>	The SACRE has a limited view of the role and significance of the National Framework in relation to the Agreed Syllabus review process and does not use the Framework in a coherent way	<b>The SACRE is aware of the National Framework and uses it in their Agreed Syllabus review</b> but does not extend the framework to reflect local circumstances.	The SACRE fully utilizes the National Framework in the construction of the revised Agreed Syllabus understanding fully the importance of retaining the coherence and integrity of the Framework. It uses and extends the Framework in a coherent way to reflect local circumstances.	A SACRE undertakes a careful cost-benefit analysis of the value of using the National Framework for Religious Education as a basis for its revision of the existing Agreed Syllabus. As a result it establishes a clear view of the way its revision of the Agreed Syllabus will build on the National Framework.
<b>3c</b> Developing the revised Agreed	The SACRE has no clear structure for process of developing a revised Agreed	The SACRE has clear objectives for the revision and involves a wide range of local	<b>The SACRE ensures that high quality advice is sought to review and advise on the</b>	A SACRE produces a regular newsletter circulated to all schools outlining the progress with the

<p>Syllabus. <b>(See Appendix 1 for the characteristics of an effective Agreed Syllabus).</b></p>	<p>Syllabus. It does not undertake a thorough revision tending to add material rather haphazardly to the existing syllabus leading to lack of coherence in the final outcome. There is little or no consultation during the development of a new Agreed Syllabus.</p>	<p>expertise in its construction. SACRE ensures that strong direction is provided to design an Agreed Syllabus, which is coherent, clear and accessible. The SACRE, in partnership with the LA, hold consultation meetings, which are reasonably supported.</p>	<p><b>revisions as they develop. The SACRE, in partnership with the LA, holds very well attended consultation meetings and briefings to ensure teachers are fully involved in, and have a sense of ownership of, the revision process.</b></p>	<p>revision of the Agreed Syllabus.</p>
<p><b>3d</b> Consultation/ Launch/ Implementation of the Agreed Syllabus</p>	<p>No special launch is planned and schools are not aware of the significance of the revisions for their teaching and learning in RE. There is little training provision for implementing the revised syllabus.</p>	<p><b>A launch event is organised and other forms of communication e.g. LA/SACRE website are utilized to promote the launch. There are clear arrangements for training teachers on implementing the syllabus; this training is well supported and managed.</b></p>	<p>A high profile launch, involving the wider community and strong media coverage gives the Agreed Syllabus a high profile as an important development in the work of the LA/SACRE. Effective training on implementing the Agreed Syllabus, which is supported by all schools, leads to teachers being clear about standards and expectations in the Agreed Syllabus and the implications for teaching and learning.</p>	<p>A SACRE provides clear guidance about ways in which schools might begin the process of reviewing their own provision for RE in the light of the revised syllabus.</p> <p>The launch event includes high quality presentations from a range of local religious communities and schools.</p>
<p><b>3e</b> Additional guidance/ monitoring and evaluating the Agreed Syllabus</p>	<p>The LA/ SACRE is limited by financial and professional constraints and not able to provide any significant additional guidance on using the Agreed Syllabus. It has limited arrangements in place to monitor the impact of the Agreed Syllabus, particularly in raising standards.</p>	<p><b>The LA /SACRE, through its costed development plan, has arrangements in place to develop additional guidance. The SACRE is able to monitor the impact of the Agreed Syllabus, particularly in raising standards but has limited means of developing strategies to improve standards..</b></p>	<p>The LA/ SACRE has fully costed precise plans for further guidance and support and has consulted extensively with schools on what these should be. Teachers are actively involved in the development of support materials ensuring the process provides a strong professional development opportunity. There are clear arrangements in place to monitor the impact of the new Agreed Syllabus and to measure its effectiveness in raising standards.</p>	<p>A SACRE builds a process of monitoring the effectiveness of the Agreed Syllabus into its Development Plan. It identifies a series of specific and phased activities which will be undertaken to provide evidence of the impact of the syllabus leading through to the next five year revision.</p>

#### 4. Collective Worship

*How effectively does the SACRE fulfil its responsibilities for the provision and practice of collective worship?*

Key Area	Developing	Established	Advanced	Exemplar
<b>4a</b> Practice and provision for collective worship	The SACRE/LA has not provided guidance to schools on collective worship and arrangements for determinations are not in place. Issues regarding collective worship have not featured as part of the SACRE Agenda and national developments are not known. There is no training provision for collective worship.	<b>The SACRE/LA has provided guidance to schools on collective worship, focussing on good practice. SACRE meetings regularly focus on provision and practice in collective worship and schools consider they are well supported by their SACRE on matters related to collective worship. The SACRE is aware of national developments in collective worship. Training is provided for schools and is reasonably supported.</b>	The SACRE/LA provides high quality advice and support on collective worship, sharing best practice, which leads to improvements in the quality of children’s learning experiences. The SACRE regularly focuses on collective worship in its meetings and updates schools on new resources. The SACRE is actively involved in national developments in collective worship. High quality, well-supported training enhances provision.	A SACRE regularly, through its website, provides exemplar acts of worship for schools to use. These are frequently updated. SACRE members visit schools to observe and/or lead collective worship and share their findings. Feedback from schools indicates high- level usage of the exemplar acts of worship.
<b>4b</b> Monitoring the provision of collective worship and addressing issues of non-compliance	The SACRE/LA does not monitor provision of collective worship. Members are unaware of the issues facing schools and do not provide advice on how issues of non-compliance can be addressed.	<b>The SACRE/LA monitors provision of collective worship and is aware of non-compliance issues and the demands collective worship places on schools. As a result of monitoring, further advice is provided to schools but SACRE members have limited ‘hands-on’ experience of collective worship in schools.</b>	The SACRE/LA closely monitors provision for collective worship and provides guidance and support for schools, particularly on non-compliance. SACRE members have direct experience of collective worship in schools through first hand observation. They discuss key issues with staff and pupils and provide further advice in the light of their findings.	A SACRE, in partnership with the LA and the local secondary heads association, arranged for all its members to visit local secondary schools to observe acts of worship and discuss issues with staff and pupils. Following the visits a report was published, highlighting best practice and ways in which non-compliance might be addressed.

## 5. Contribution of SACRE to the social and racial harmony agenda

*How effectively does SACRE, in partnership with the LEA, contribute to the wider social and racial harmony agenda?*

Key Area	Developing	Established	Advanced	Exemplar
<b>5a</b> Representative nature of SACRE	SACRE membership meets statutory requirements but is not fully representative of the religious diversity of the local community.	<b>SACRE and the LA ensure representation broadly reflects the religious diversity of the local community.</b>	SACRE has strong representation from all major local religious communities including different groups within the same religious tradition (e.g. different Muslim communities)	A SACRE in an LA with few non-Christian communities is proactive in seeking out members who are representative of a range of other religious traditions.
<b>5b</b> Knowledge and understanding of the local religious, cultural and ethnic community	<b>SACRE has limited knowledge about the religious, cultural and ethnic diversity in the local area.</b>	SACRE is well aware of different groups representing the diversity within the local area.	SACRE is very aware of the nature of the religious, ethnic and cultural diversity in the local area and takes active steps to inform itself about the distinctive needs and opportunities created by this diversity.	A SACRE is provided with a detailed analysis of the religious and cultural diversity within the LA and issues related to the relative educational performance of pupils from different ethnic groups.
<b>5c</b> Understanding the intrinsic contribution which RE can make to social and racial harmony	<b>SACRE has a basic grasp of the contribution which RE can make to the social and racial harmony agenda but has limited opportunity to promote this further.</b>	SACRE has a clear commitment to the part RE can play in promoting the social and racial harmony agenda and seeks to promote this throughout its work.	SACRE plays a key role in promoting activities to extend the contribution of RE to the development of social and racial harmony. It ensures this embedded explicitly in the Agreed Syllabus and related guidance.	A SACRE produces guidance for schools to support the contribution RE can make to social and racial harmony and the wider inclusion agenda.
<b>5d</b> Links to local authority initiatives promoting social and racial harmony	<b>SACRE has limited information about, or contact with, wider local authority initiatives linked to the promotion of social and racial harmony.</b>	SACRE is aware of the wider local authority initiatives promoting social and racial harmony and has opportunity to discuss and contribute to this work.	SACRE plays a key role in the work of the local authority in this area and takes the initiative in promoting activities and links, which relate to this work.	A SACRE in a predominantly mono-cultural area takes the initiative in the local authority in developing links with a small new Muslim community.

## Developing SACREs – Points for Action

In order to develop the role of SACREs further, SACREs might consider the following action points:

- Find out more about other SACREs in the local area to share ideas, resources and expertise.
- Develop the partnership, where appropriate, with local HEI providers.
- Encourage SACRE members to access national websites (e.g. DfES, Ofsted, QCA) and RE organisations (NASACRE, REC, AREIAC, PCFRE) to keep informed of developments in RE and Collective Worship.
- Develop relationship with key personnel in the LEA who have responsibility for racial/social harmony issues.
- Utilize the LEA Education Development plan and review where SACRE might be able to make a contribution to meeting objectives.
- Use the self-evaluation guidance as a basis for drawing up development priorities for the work of a SACRE.

## SACRE Self-Evaluation

### What is distinctive about your SACRE?

- serves an LA where the vast majority of schools continue to be under LA control
- is fully committed to its agreed syllabus which has an excellent pedigree, is long established, though always updated
- works closely with the 'parent' LA and has the potential to link with other LAs that have already adopted the same document
- with the ASC will be involved in future reviews and revisions of the 'parent' syllabus through the work of the Professional Adviser and her counterparts in Hampshire
- has a strong focus on Collective Worship as well as RE largely but not exclusively because of its work on determinations
- is in a part of London characterised by its diversity of religion and belief and where many major cultural landmarks and other sites suitable for fieldwork in RE are situated, such as the British Library and the Jewish Museum, as well as places of worship.

### Key Strengths – LB Camden SACRE is:

- fortunate to have well established and experienced personnel in the key roles of Chair, Clerk, LA Link Officer and Professional Adviser as well as some very experienced members and/or enthusiastic in order to support and develop its work
- well briefed and well informed about significant national developments in RE through the Professional Adviser, in particular because of her links with NASACRE and other significant RE organisations
- establishing a steering/agenda setting group including the Chair, LA Link Officer and Professional Adviser to meet regularly with senior LA staff, ensuring that SACRE's work is embedded more fully in wider initiatives
- experienced in dealing with applications for determinations and renewals of the same and has well established procedures in place for visiting and working with schools in this context
- well resourced by its LA which has a strong commitment to supporting the work of not only SACRE in particular but also RE in general

### Key Areas for Development – LB Camden SACRE needs to:

- develop and maintain coherent strategies for monitoring the provision of RE across relevant schools, particularly in relation to the locally agreed syllabus
- **ensure membership of SACRE is comprehensive across all constituent groups and that attendance is closely monitored and maintained in conjunction with the appropriate nominating bodies**
- **in collaboration with the LA, enable and support more creative and effective implementation of the locally agreed syllabus, including training for teachers and others involved in the delivery of the subject in all phases of schooling**
- work with LA colleagues to set up, maintain - and perhaps contribute to - regular termly network meetings for teachers in primary and other schools with responsibility for RE
- produce revised and more comprehensive advice and guidance for all LA schools on Collective Worship, including those applying for determinations and/or renewals of the same
- find ways to work more effectively with the LA to promote greater racial, religious and social harmony in and between schools.





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<b>Camden Standing Advisory Council Religious Education (SACRE)</b>	
<b>REPORT TITLE:</b>  <b>Working parties</b>	
<b>FOR SUBMISSION TO:</b>  Camden SACRE	<b>DATE</b>  4 <sup>th</sup> February 2021
<b>SUMMARY OF REPORT</b>  To consider establishing working parties of Camden SACRE.  <b>Contact Officers:</b>  Mary Thorne Chair, Camden SACRE <a href="mailto:mary.thorne@london.anglican.org">mary.thorne@london.anglican.org</a>	
<b>RECOMMENDATIONS</b>  SACRE is asked to consider establishing working parties as outlined in the attached document.	



## **Camden Sacre:**

### **Proposed working parties:**

#### **Membership:**

#### **Aims of this group:**

- To fill the vacancies.
- To consider how we induct new members to SACRE: Training needs. Writing an introductory paper for new members.
- To monitor attendance at meetings.
- To ensure the SACRE is diverse, representative of the community in which it serves and has the expertise amongst its members to deliver the SACRE remit.

#### **RE:**

#### **Aims of this group:**

- To liaise with Camden curriculum adviser and the LA to identify what SACRE can do for teachers around training needs, developing resources, having a SACRE section on the LA website for teachers to access, putting in systems for teachers to report back to SACRE the impact the syllabus is having on developing children's religious literacy.
- To consider what systems need to be put in place that would enable SACRE to have a better understanding of compliance and the quality of teaching of RE in schools.
- To monitor the work of SACRE and evaluate its impact on improving RE provision for all pupils in Camden.

#### **Collective Worship:**

#### **Aims of the group:**

- To oversee the application process for schools applying for determination.
- To ensure the advice SACRE provides to schools who wish to apply for a determination, up to date and accurate.
- To review and update the guidance SACRE provides all schools with around delivering high quality collective worship in schools.
- To consider if there is a need for SACRE to provide training for schools on how to deliver effective collective worship in schools.

**To note:** All working parties to use the SACRE self-evaluation tool as a reference point for their work.

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