

# Public Document Pack

<b>MEETING</b>	<b>STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE)</b>
<b>DATE</b>	<b>Monday, 9th September, 2019</b>
<b>TIME</b>	<b>4:30pm – 6:30pm (Arrive at 4:15pm for 4:30pm start)</b>
<b>VENUE</b>	<b>COMMITTEE ROOM 1, GROUND FLOOR, CIVIC CENTRE, SOUTHAMPTON, SO14 7LY</b>
<b>ENQUIRIES</b>	<b>ALISON PHILPOTT Email: alison.philpott@southampton.gov.uk</b>
<b>MEMBERS</b>	<b>SEE ATTACHED LIST</b>



## A G E N D A

### 1. WELCOME AND APOLOGIES

Welcome by Chair and apologies noted

### 2. MINUTES OF THE PREVIOUS MEETING (3 JUNE 2019) AND MATTERS ARISING

To agree the minutes from the 3 June 2019 meeting and review any matters arising

### 3. CONSTITUTION AND MEMBERSHIP

i. Members to vote on removal of Voice from SACRE membership

ii. Humanists' application to Group A – update

### 4. ACTION PLANNING GROUP MEETINGS

To provide updates on:

- 2018-19 Films (Verbal) (AP, AK)
- Monitoring Group (Verbal) (AP, KM, HB, DJ, RW, EJ)

### 5. NEW RELATIONSHIPS EDUCATION GUIDANCE

Members to discuss guidance document following its introduction at June

SACRE meeting. Link to document below:

<https://www.gov.uk/government/consultations/relationships-and-sex-education-and-health-education>

**6. OFSTED FRAMEWORK CHANGES**

Update to be provided on OFSTED framework changes

**7. OTHER EVENTS AND LINKED WORK**

Discussion over recent/future events and linked work requiring SACRE attention, including:

- One City, No Barriers - Dates

**8. DATE OF NEXT MEETING AND AOB**

Date: **18<sup>th</sup> November 2019 (TBC)**

Time: **TBC**

Venue: **TBC**

*Meeting to close to allow for discussion with invited SCOF and School Reps around relationships statutory guidance working group. This to include:*

- *Initial Discussion*
- *Agreed Working Group Members*
- *Dates for Meetings*

# STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION

## MEMBERSHIP

### GROUP A

#### **Christian Denominations\***

(\* Religions and other bodies listed in the SACRE Constitution)

The Roman Catholic Church	Steve Deadman	
The Baptists	Chris Davis (Southampton City Mission)	
The Religious Society of Friends (Quakers)	<b>VACANCY</b>	
The Greek Orthodox Church	<b>VACANCY</b>	
The Fellowship of Independent Evangelical Churches	Ruth Gill	
The Methodist Church	<b>VACANCY</b>	
The United Reformed Church	Susanne Dawson	
The Assemblies of God	Neil Maddock	
The Salvation Army	<b>VACANCY</b>	

#### **Other Religions**

*Religions other than Christianity (as listed in the SACRE Constitution) – Baha'i, Buddhism, Judaism, Hinduism, Islam, Sikhism = 6*

Baha'i	Elizabeth Jenkerson	
Buddhist	<b>VACANCY</b>	
Hindu	<b>VACANCY</b>	
Jewish	Dr Gil Dekel	
Muslim	Anas Al-Korj	
Sikh	<b>VACANCY</b>	

**GROUP B**

*(Four representatives of the Church of England)*

**The Church of England**

Rev Duncan Jennings	
Allan King	
Sam Jordan	

**From diocesan education team:**

Richard Wharton	
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**GROUP C**

*(Six teachers representing associations recognised by the Authority for the purposes of consultation and negotiation)*

National Educational Union (NEU)	Jackie Meering
The National Association of Schoolmasters/ Union of Women Teachers (NASUWT)	David Parrott
Voice	Dr R Palmer
The Association of Teachers and Lecturers (ATL)	Susanne Woodman
Association of School and College Leaders (ASCL)	<b>VACANCY</b>
National Association of Headteachers (NAHT)	Sian Carr

**GROUP D**

*(4+substitute) - Four representatives of Southampton City Council, at least two of whom shall be elected members of the City Council)*

Councillor Tom Bell	
Councillor James Baillie	
Councillor Valerie Laurent	
Councillor Toqeer Kataria	

<b>GROUP D SUBSTITUTE</b>	Mrs. Kate Martin
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**OTHERS (Non-voting)****CO-OPTED MEMBERS**

Representative	Mary Wallbank	South Hampshire Humanists
Professional Advisor	Alison Philpott	Southampton City Council
Secondary RE Lead Rep	Suzanne Underwood	Bitterne Park Secondary School

**OBSERVERS**

*None at present*

**ASC Group (2016 – 2017)**

Claire Belli (Springwell Special School)	
Susanne Woodman (Hope Free School)	

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# Agenda Item 2

## **STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE)**

### **MINUTES OF THE MEETING HELD ON 3<sup>rd</sup> June 2019**



#### **Present:**

#### **GROUP A**

##### **Christian Denominations**

The Baptists

Chris Davis

The Fellowship of Independent Evangelical Churches

Ruth Gill

The Catholic Church

Steve Deadman

##### **Other Religions**

Baha'i

Elizabeth Jenkerson

#### **GROUP B**

Diocesan Education Team

Richard J. Wharton

The Church of England

Rev Duncan Jennings

The Church of England

Alan King

#### **GROUP C**

National Union of Teachers (NUT)

Jackie Meering (Chair)

#### **GROUP D**

Southampton City Council (Harefield Ward)

Councillor Valerie Laurent

Southampton City Council (Bevois Ward)

Councillor Toqeer Kataria

Group D Substitute

Kate Martin

#### **OTHERS (Non-voting)**

##### **Co-opted Members:**

South Hampshire Humanists

Mary Wallbank

##### **In attendance:**

Professional Cross Phase Adviser – Southampton City Council

Alison Philpott

##### **Meeting Support Officer:**

Dyfan Rowlands

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**1**     **WELCOME AND APOLOGIES**

Apologies were noted as the below:

<b>Sam Jordan</b>	<b>Church of England</b>
<b>Susanne Dawson</b>	<b>The United Reformed Church</b>
<b>Harmeet Singh Brar</b>	<b>Sikh</b>

**2**     **MINUTES OF THE PREVIOUS MEETING 21 JANUARY 2019 AND MATTERS ARISING**

EJ raised that an error is found within the Mayflower 400 section of the previous minutes, noting that the date should present as 1620 in lieu of 1720.

JM also queried why the National Union of Teachers (NUT) is presented as such when this has now changed to the NEU. AP raised that this cannot yet be changed, as a change in the constitution will need to occur before this can be amended

**Matters arising:**

1.     ***Updating of SACRE advice document to be postponed to following the faith based queries forum to allow for further input therein***

AP noted that no further faith based queries have been made since the previous SACRE meeting. AP proposed that this may need further postponement to the following Spring for update of advice document.

2.     ***Cllr K, MW, CD, SD and SJ to investigate dates, costs and locations for faith based queries forum prior to June 2019 SACRE Meeting***

AP raised that dates and times for faith based queries forum still requires further investigation. Schools have previously expressed interest for accommodating this event. Previous recommendation of Brewhouse was raised at the previous meeting, however questions raised on the appropriateness of the location. Bitterne Park Secondary School and Mr Pleasant Primary School have both been offered also, with parking at Mt Pleasant Primary School being available from 4:30 onward. AP raised that historical event for safeguarding leads to meet with relevant people has been positive. AP explained further that the event would constitute a drop-in session for advice and networking for RE leads.

AP proposed the location of Bitterne Park Secondary School at 16:00 on 25<sup>th</sup> September 2019, due to better and larger car parking facilities. Members agreed with the date offered. Upon later consultation, it was agreed by Suzanne Underwood that Bitterne Park Secondary School would be able to accommodate this.



3. ***AP to send data provided regarding GCSE results to all RE teachers within Southampton***

AP informed that all GCSE data has been distributed to RE teachers, however one group of A level results have not yet been finalised due to remarking delays, and thus should carry over as an action for the next meeting.

4. ***SJ to liaise with City Mission Board to gauge whether grant could be offered in support of Mayflower 400 project***

CD confirmed that this action should be placed on hold until the September SACRE meeting. CD noted however, that in communication with Neil Maddock, the script has nearly been completed and that plans are progressing well. AK raised further that head teachers have reportedly been very keen on the project. CD raised further that he would remind Sam Jordan about this action also.

**Actions Agreed:**

- Faith Based Queries session to take place at Bitterne Park Secondary School on 25<sup>th</sup> September 2019 at 16:00
- A-level update to be carried over to following SACRE meeting
- Grant allocation discussion for Mayflower 400 project to take place at September 2019 SACRE meeting

**3 CONSTITUTION AND MEMBERSHIP**

AP proposed that a vote take place regarding the change of the title of the NUT to the NEU. All present representatives of Group A, Group B, Group C and Group D voted in favour of the change.

AP noted that there has arisen a possibility that a Salvation Army representative may be incorporated within SACRE. However, no responses have been received as yet regarding the Quakers and Greek Orthodox Church. AP raised that the only route to fill these vacancies lies through the Southampton Council Faith area – furthermore, if Group A is unable to be filled, then no further meetings or discussions can take place with regard to agreeing Humanists' application into Group A. Furthermore, following legal advice from Sarita Riley in September 2018, if a Group A meeting goes ahead with vacancies then this is liable to challenge, and any challenge will jeopardise or in fact put an end to an agreement of the Humanists' application. AP implored that if any members present has any connections to the outstanding group members, then they should seek to get in touch and raise the issue.

MW raised that she has received the formal endorsement from Southampton, Humanists, themselves supported by UK Humanists, to make an application into Group A. MW affirmed that the matter requires a different approach, given that a number of LAs nationwide have been able to achieve this without such obstacles. RG posed whether an objection would still be upheld if that individual was not in fact a SACRE member. AP responded that she was not certain, and would need to raise this with Legal along with any queries with ensuring a quorate vote. MW underlined that UK Humanists are in strong objection with SR's legal advice offered, and believing that religion is being interpreted by the Legal Team in a very old-fashioned way. MW affirmed that this constitutes a human rights issue and a deadline must be set for this.

TK queried as to how long SACRE would need to wait for vacancies to be filled, given that agendas must be progressed. CD noted that other than the Quakers vacancy, the others have been vacant since his personal involvement in SACRE. AP confirmed that she has emailed old and current contacts on the Church Group membership website. Colleagues in other areas have also been contacted, however AP affirmed that those with representation in and knowledge of Southampton should be incorporated in SACRE, rather than those in external areas.

EJ posed whether SR could advise SCC if no movement is made on the filling of Group A vacancies. AP noted that this is correct, however SACRE would need to accomplish all of its duties to ensure this before this can happen. EJ raised that most of the LAs that have considered such applications carefully have decided against it, due to feeling that the legal position is such that it is not tenable. Furthermore, EJ added that those SACREs who initially had Humanists as full members then decided to change Humanists' status to co-opted.

**Actions Agreed:**

- NUT title to be changed to NEU following confirmation of approval by all Group representatives present
- AP to investigate with SCC Legal Team regarding stipulations on Group A objections and required numbers for quorate voting

**4 ACTION PLANNING GROUP MEETINGS**

**2018-19 Films:**

Regarding 2018-19 Films, AP raised that she had seen 2 films before the half-term holiday, however further noted that secondary schools that were arranged to take part in this had withdrawn, having been concerned about the brief. AK therefore worked with the two students who had decided to accept the brief, and thus produced two different films. AP raised that upon watching these videos, one in particular was very positive in evoking empathy. AP proposed that for a future SACRE meeting, the films could be presented to SACRE members. AK confirmed that he was very happy with the quality of the films made, and had sent one of these to the diocese. AP added further that she would propose a viewing of the Sticks and Stones video in relation to prejudicial language and behaviours, noting that this would be a perfect way for schools, with individual pupils, and parents to make use of the content therein. AP confirmed that both videos should certainly be available by the 25<sup>th</sup> September.

**Monitoring Group Visits:**

AP raised that thus far, 5 visits have been accomplished, with one being postponed, with a total of 12 to take place by the end of the year, equating to ¾ of schools being visited. Upon a recent visit, good practice had been developing at one particular school, which is shown as a true strength and progression from previous years. At secondary level, theme of pupils not choosing RE at GCSE option stage is still evident, however. JM added that it was appear that a lot of pupils perhaps opt out of choosing RE due to not having a religious background. AP raised that another non-faith school has been working to build RE into curriculum to bring GCSE cohort to full mark as part of a 5 year plan.

AP noted that with regard to primary schools, this has very much evolved, with primary training aiding significantly with understanding how to use the cycle and is being used in a much stronger way. Schools are desperate at present to access more visitors to attend and speak and to also find more access to places of worship. However, finance and organisation, along with some places of worship being more controversial for visits than others, have all proved stumbling blocks with regard to this. AP raised further that less withdrawals have been recorded, however significant discussion has taken place around partial withdrawal, with parents content for access to some areas of the curriculum while

others are not. Schools have managed well, however, and are open to conversations and discussions with parents. JM confirmed also that academies are also being visited, with all but one opting to follow the main syllabus. KM noted that with some academies, greater links are held with other LA schools, and the recognition of this cycle of enquiry is something which could move into other subject areas also.

EJ posed which schools, upon completion of visits, shall be taken forward for further visitation during the next cycle. EJ raised that in her experience, considerable changes made within schools are principally due to the appointment of a new head teacher, and thus recommended that schools with new head teachers should be looked into during future visits. AP noted that, in fact, newly appointed head teachers were the main reason behind entry changes at GCSE level, with 2-3 head teacher requests already obtained this year for monitoring visits – a number higher than previous years. JM raised further that should there be an issue with requires more prompt SACRE attention, then a 5 year cycle could be reduced in such cases and actions could be achieved quicker. AP reminded, however, that with a 5 year cycle, it is expected that changes should be evident at the end of the cycle period itself. CD queried as to whether further schools could be put forward for visits, as he would be able to propose one school to the monitoring group. AP responded that this should be raised at the September 25<sup>th</sup> drop-in session.

## **5 NEW RELATIONSHIPS EDUCATION GUIDANCE**

AP presented newly released documentation by the Department for Education, with schools requiring to implement the practice outlined within by 2020. AP affirmed that SACRE need to be in a position where advice can be offered to schools on what position is required of them. RW noted that it is likely that a large proportion of schools will be operating accordingly to the stipulations outlined within the DFE guidance, and that most primary schools would offer some degree of sex education. RW raised, however, that more controversially is the duty to promote equality, which is not yet defined, and thus clarification will be needed on this moving forward. AP recommended that this information may need to be brought back to September's meeting, with SACRE having had sufficient time to look over the DFE's paper and provide its response accordingly.

AK raised upon discussion with Cantell School, some concerns have been raised already with regard to this, with many Christian families likely to struggle with the implications of what is to be said. AP recommended that a review take place in January 2020, prior to schools having to ensure the document forms part of statutory guidance. This would also be an opportunity to ask head teachers whether they had any subsisting concerns which have not yet been raised. AK agreed that it is likely that head teachers will need more guidance to this effect. RW raised further that trans issues are at present causing a great deal of discomfort and unease for schools, and no doubt this guidance will bring this to the fore, however RW confirmed that the diocese is currently looking into trans issues.

Cllr K posed whether SACRE would liaise with head teachers and make sure that they have the agreed syllabus in place. AP responded that SACRE would only operate in an advisory role, however with regard to SACRE's advice document, no new advice was offered this year in addition to the previous year.

Cllr K affirmed that it is vital that a sensitive approach is adopted moving forward to ensure that communities are understood and respected. Cllr K continued that issues had arisen in Birmingham with regard to relationships guidance due to the school not informing parents beforehand. Cllr K recommended that debate should take place over the polemic issue of parents having no control over what age their children should be taught certain matters. Cllr K raised that he is considering initiating this discussion early on in 2020. JM posed whether the document itself is likely to be amended or modified at any point. AP responded that it is unlikely that this will be the case. AP recommended to all SACRE members that the document be read and discussed as a main agenda item at the September SACRE

meeting. AP noted that she would seek to produce an overview and risk analysis of this in the form of a briefing paper on the implications and contents of the guidance itself. EJ recommended further that encouragement of certain groups to be part of this discussion should also be sought.

AP raised further that she is soon to join a group around work on relationships education from a SEN perspective, including activities, and this shall be able to be filtered through to the September SACRE meeting. AP confirmed also that she had been involved in the 'Trolls' project, a PSHA resource, the first part of which shall be launched for availability in the autumn term. There is potential that this is to be explored by television companies and to be made into a 3D animated cartoon. AP noted that the project began as a safety resource and has evolved massively since its inception, adding that it very much facilitates the learning of safety for children

#### **Actions Agreed:**

- All SACRE members to update themselves with DFE guidance document prior to September SACRE meeting, with guidance document to form part of agenda at September meeting also

## **6 PRIORITIES FOR TRAINING FOR 19/20 SACRE AND SCHOOLS**

AP raised that she has been able to commission a session for SACRE members in relation to the principles of SACRE and its responsibility. With new members present at recent meetings, including a potential new member representing the Salvation Army, AP raised that this would be an ideal opportunity to provide such training. The 1<sup>st</sup> July has been offered a potential date and will be held within the Civic Centre. Pat Hannam, Hampshire County Council, shall be offering the training, with Hampshire being able to offer any members to the training also should they so wish. Any new councillor members shall also be asked to attend and any other new members, given that 5 new members have not had access to any training since their introduction into SACRE itself.

EJ reported further that the Catholic History Guild in Winchester has been very active in arranging monthly speakers, with Professor Dermot McCulloch attending for the last meeting of the season, with high numbers of attendees expected for this. EJ recommended that this could also be beneficial for any SACRE members. JM queried whether any schools priorities had been raised. AP responded that the proposal is that primary still goes ahead for training, with many academies having requested training this year which has been very hopeful, some of which whom have not yet received a monitoring visit this year.

AP raised further that signposting for the training offered by Hampshire needs to be achieved. Given outcome of recent monitoring visits, showing a dearth of RE students at GCSE level, this gap may require further intervention. AP proposed that possible curriculum provision for RE for senior leaders could be achieved, however AP noted that this would not necessarily apply to all schools. AP affirmed that she would continue to signpost training for teachers. EJ stated that 6 authorities within Berkshire, all using the same syllabus, had got together as a group and applied to bid, and had consequently won the bid. EJ proposed that perhaps the many authorities within Hampshire, including the IOW and others across Hampshire, could work in unison to achieve the same. AP noted that an agreed syllabus conference is required every 3 years, thus this should form part of the next review. JM added in the draft annual report, 2021 would be the year for review to take place.

## 7 **SACRE ANNUAL REPORT 17/18**

AP noted that this reported was drafted in December 2018, and should have been presented at the previous SACRE meeting however was not finalised at the time. Upon approval, protocol is that this is sent through to the Cabinet Member for Education, then to the DFE, then to NASACRE. From there, it is distributed to all stakeholders, schools and SACRE members, and then uploaded onto the SACRE website. AP noted that she has followed the exact same headings as the NASACRE reports published. Advice to LA has been around budgetary changes to enable statutory work to occur. AP raised that she is due to check whether the budget is in place to ensure that the budget has not been withdrawn. Review had taken place in February 2019, which is in timeframe of this report. Report also contains advice on collective worship, containing guidance for schools.

AP further provided the following updates mentioned within the report:

- Audit continued to be used as of March 2015
- Training is continued to be signposted
- RE Network. Primary support which has been commissioned from Justine Gould, Hampshire, and has been well received. Some schools have arranged for Justine to come in for CPD
- Nothing received as yet with regard to determination of collective worship, likely due to schools being flexible around this and applying their own context sensibly

AP raised that a vote will need to take place on the approval of the report. AP noted further that the next report shall be drafted in December 2019.

### ***A vote was cast, and all members of Groups A, B, C and D voted in favour of the approval of the report***

With regard to membership and attendance, AP noted that some members have not attended for many years and, according to code of practice and constitution, in such cases membership should be reviewed. AP reminded that if 3 meetings are missed consecutively without satisfactory explanation, this would constitute cause for review to take place. KM recommended that teaching unions should be contacted to investigate further on any members who have infrequently attended and whether they are still active. KM added further that it may be useful to investigate who is a part of the TLP, noting that if Southampton SACRE do not at present have a member for Voice, then this may be due to a lack of presence on the current TLP.

Cllr K noted further that if groups are able to send a representative in lieu of themselves, then it is important that this named rep is au fait with SACRE and its principles, particularly given conversations around new policies. AP agreed that an agreed substitute for each group could indeed be beneficial for SACRE attendance to be kept at a good level.

## 8 **OTHER EVENTS AND LINKED WORK**

*None raised*

**9**      **DATE OF NEXT MEETING AND AOB**

Date:    **16<sup>th</sup> September 2019**

Time:    **16:00**

Venue: **TBC**

**AOB: South Central Hub**

AP raised that JM and herself are regular attenders of the South Central Hub, and posed whether any other SACRE members would wish to attend also. EJ noted further that there had been discussion at a South Central Hub on focus on what different SACREs should be. AP confirmed that upon receipt of the details of the next meeting, she would email this onto members. Cllr L and Cllr K both requested more information as and when this becomes available.

**Actions Agreed:**

- AP to forward details of next South Central Hub meeting to SACRE members upon receipt

# STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION

## MEMBERSHIP

### GROUP A

#### Christian Denominations\*

(\* Religions and other bodies listed in the SACRE Constitution)

The Roman Catholic Church	Steve Deadman	
The Baptists	Chris Davis (Southampton City Mission)	
The Religious Society of Friends (Quakers)	<b>VACANCY</b>	
The Greek Orthodox Church	<b>VACANCY</b>	
The Fellowship of Independent Evangelical Churches	Ruth Gill	
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Baha'i	Elizabeth Jenkerson	
Buddhist	<b>VACANCY</b>	
Hindu	<b>VACANCY</b>	
Jewish	Dr Gil Dekel	
Muslim	Anas Al-Korj	
Sikh	Harmeet Singh Brar	

## **GROUP B**

*(Four representatives of the Church of England)*

### **The Church of England**

Rev Duncan Jennings	
Allan King	
Sam Jordan	

### **From diocesan education team:**

Richard Wharton	
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## **GROUP C**

*(Six teachers representing associations recognised by the Authority for the purposes of consultation and negotiation)*

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The National Association of Schoolmasters/ Union of Women Teachers (NASUWT)	David Parrott
Voice	Dr R Palmer
Association of School and College Leaders (ASCL)	<b>VACANCY</b>
National Association of Headteachers (NAHT)	<b>VACANCY</b>

## **GROUP D**

*(4+substitute) - Four representatives of Southampton City Council, at least two of whom shall be elected members of the City Council)*

Councillor Tom Bell	Councillor, Peartree Ward
Councillor James Baillie	Councillor, Sholing Ward
Councillor Valerie Laurent	Councillor, Harefield Ward
Councillor Toqeer Kataria	Councillor, Bevois Ward

<b>GROUP D SUBSTITUTE</b>	Mrs. Kate Martin
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## **OTHERS (Non-voting)**



## CO-OPTED MEMBERS

Representative	Mary Wallbank	South Hampshire Humanists
Professional Advisor	Alison Philpott	Southampton City Council
Secondary RE Lead Rep	Suzanne Underwood	Bitterne Park Secondary School

## OBSERVER

*None at present*

## ASC Group (2016 – 2017)

Claire Belli (Springwell Special School)	
Susanne Woodman (Hope Free School)	

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