

Public Document Pack



NOTICE OF MEETING

Meeting	Standing Advisory Council for Religious Education
Date and Time	Tuesday, 9th November, 2021 at 2.20 pm or on the rising of the Agreed Syllabus Conference, whichever is the later.
Place	Ashburton Hall, Hampshire County Council, Winchester
Enquiries to	members.services@hants.gov.uk

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

FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast live on the County Council's website. The meeting may also be recorded and broadcast by the press and members of the public – please see the Filming Protocol available on the County Council's website.

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

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

3. MINUTES (Pages 5 - 10)

To confirm the minutes of the previous meeting held on 2 March 2021.

4. DEPUTATIONS

To receive any deputations.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any Chairman's announcements.

6. MEMBERSHIP OF SACRE (Pages 11 - 14)

To receive a report on behalf of the Director of Children's services regarding appointments to SACRE made at the County Council meeting on 30 September 2021.

7. MONITORING GROUP (Pages 15 - 20)

To consider a report on behalf of the Director of Children's Services regarding the discussions of the monitoring group at their meeting held on 22 September 2021.

8. SACRE ANNUAL REPORT 2020-2021 (Pages 21 - 38)

To consider a report on behalf of the Director of Children's Services presenting the SACRE Annual Report 2020/2021 for approval.

9. SACRE THREE-YEAR ACTION PLAN 2021-2024 (Pages 39 - 48)

To consider a report on behalf of the Director of Children's Services enabling SACRE to ratify its Three-Year Action Plan 2021-2024.

10. NATIONAL RELIGIOUS EDUCATION MATTERS (Pages 49 - 52)

To receive a report on behalf of the Director of Children's Services updating SACRE on developments nationally regarding Religious Education.

11. SOUTH CENTRAL SACRE HUB

To receive a verbal report on behalf of the Director of Children's Services on the activities of the South Central SACRE RE Hub.

12. ANY OTHER BUSINESS

13. DATE, TIME AND VENUE OF NEXT MEETING

The next meeting is scheduled for 1 March 2022 at 2.00pm in the Ashburton Hall, Hampshire County Council, Winchester.

ABOUT THIS AGENDA:

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

ABOUT THIS MEETING:

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

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

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Agenda Item 3

AT A MEETING of the Standing Advisory Council for Religious Education of
HAMPSHIRE COUNTY COUNCIL held at a Virtual Meeting via TEAMS on
Tuesday, 2nd March, 2021

PRESENT

Chairman:

* Councillor Roy Perry

Vice-Chairman:

* Councillor Anna McNair Scott

* Councillor Zilliah Brooks

* Councillor Wayne Irish

- * Margaret Boyne, United Reformed Church
- * Sheikh Fazle Abbas Dato, Muslim
- Danny Habel, Jewish Community
- * Chris Hughes, Fellowship of Independent Evangelical Churches
- * Elizabeth Jenkerson, Baha'i
- * Rhian Jones, Salvation Army
- * Charmian Harrison, Methodists
- * Yasmeen Hussain, Muslim
- * Sushma Sahajpal, Hindu
- Eli Stewart, Baptist Union
- Lisa-Marie Taylor, Buddhist

- Sue Bowen, Church of England
- * Caroline Welch, Church of England
- Reverend Jeff Williams, Church of England
- * Rev Howard Wright, Church of England
- * Robert Sanders, Church of England

- * Maureen Barnes, Teachers' Liaison Panel
- * Graeme Rowe, Teachers' Liaison Panel
- Julie Kelly, Teachers' Liaison Panel
- * Carson Elday, Teachers' Liaison Panel - Special Schools
- * Rachel Jackson, Teachers' Liaison Panel - Primary Schools
- Jon Hamer, Teachers' Liaison Panel - Secondary Schools

Co-opted Members

- Gill Heron, Academy Schools
- Rhiannon Love, Higher Education
- Alasdair Richardson, Higher Education
- * Chris Robinson, Humanists

*Present

139. APOLOGIES FOR ABSENCE

Apologies were received from Alasdair Richardson, Julie Kelly, Jon Hamer, Sue Bowen, Rev Jeff Williams and Danny Habel.

140. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore, Members were mindful that where they believed they had a Personal interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 4 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

Justine Ball declared that she works one day a month for NATRE as an RE ambassador for the South East.

Elizabeth Jenkerson noted that she was a judge for the Westhill Awards which gives grants to SACREs.

141. MINUTES

The minutes of the previous meeting on 3 November 2020 were agreed as an accurate record.

142. DEPUTATIONS

There were no deputations.

143. CHAIRMAN'S ANNOUNCEMENTS

The Chairman informed Members that this would be his last SACRE meeting as he was stepping down as a County Councillor at the elections in May. The Vice-Chairman, Councillor Anna McNair Scott, also indicated that she was stepping down. Thanks were expressed to both of them on behalf of all Members of SACRE for their excellent service and leadership of SACRE.

It was noted that copies of the 2021 Interfaith Calendar were still available at a reduced price from the Hampshire Online Shop. It had been agreed to publish a Calendar for 2022 and schools had been circulated with the competition details. Members were encouraged to persuade their local schools to enter. For further information about the Calendar Members should contact Patricia Hannam or the clerk, Sue Butler.

144. **MEMBERSHIP OF SACRE**

SACRE received a verbal report from Patricia Hannam, the County Inspector/Advisor informing members of changes to membership (item 6 in the Minute Book).

Members were made aware that Amanda Cawood, the representative for the Church of Jesus Christ of Latter-Day Saints, had resigned and that a replacement was being sought.

Patricia Hannam had written to the Portsmouth Diocese again to request a Roman Catholic representative. There is also a vacancy for a Sikh representative.

Members were advised that following the County Council elections in May 2021, all members of SACRE would need to be ratified by the County Council at its AGM. Members and their appointing bodies would receive a letter in the near future asking them to confirm who would be representing them in the new administration.

145. **MONITORING GROUP**

SACRE received a report from Patricia Hannam, County Inspector for History, Philosophy and RE, and Justine Ball, General Inspectors and Adviser for Primary RE, on the activities of the Monitoring Group (item 7 in the Minute Book).

The Inspector/Advisers advised Members that the 3-year Action Plan and the Withdrawal Survey had been delayed due to uncertainties relating to Covid-19. SACRE Members were asked to agree to their deferral to a later date.

Members' attention was drawn to the wide range of courses and network meetings, listed in the report, that had been run for both primary and secondary teachers, school leaders and governors since the last SACRE meeting in November. It was noted that these had been very successful with good attendance, probably more than usual because they had been held online and were more readily accessible. Short webinars had been run for primary teachers to improve subject knowledge and for secondary teachers on Holocaust education with Winchester University.

It was commented that there had been an unexpected advantage to the difficulties of teaching during the pandemic, in that more teachers have accessed courses, possibly due to them being virtual which has been a more efficient use of their time with not having to travel after school to meetings. It was suggested that SACRE should investigate whether hybrid meetings could or should be the way forward once everything is back to normal.

Primary monitoring had been done virtually with the focus being on advice and support on planning with the cycle of enquiry and improving the quality of work.

Patricia Hannam expressed her concern at the Hampshire GCSE data for the RS 2020 examinations. Her concerns were about the low numbers of pupils accessing full course Religious Studies and what Key Stage 4 RE provision was being made for those not taking the GCSE. She did note that some schools provided good quality non-examination courses. It was requested that SACRE's concerns about the declining numbers should be made to HIAS.

Members were updated on the progress of the review of the Agreed Syllabus, which would be Living Difference IV. The review will be thorough and reflective, but not a total rewrite. It will respond to national issues and remain on the cutting edge of Religious Education in schools. Early Years, special educational needs, progression and assessment are all being tackled, particularly in the light of national changes. Meetings with faith experts and a teachers' focus group have been well attended. SACRE Members would be welcome to attend future focus group meetings. One of the most important decisions to be made will be to what extent the revised Agreed Syllabus will acknowledge the current discussions about Worldviews and RE.

RESOLVED:

1. SACRE agreed that a draft of the 3 Year Action Plan 2021-2024 would be brought to the June SACRE meeting.
2. SACRE approved that the Annual Withdrawal Survey should take place in the summer term 2021.
3. SACRE asked Patricia Hannam, the professional adviser to take up the declining number of GCSE RE entries with HIAS.
4. SACRE asked that the practicality of hybrid meetings and conferences in the future should be investigated.
5. SACRE noted the remainder of the Monitoring Group report.

146. **KEY NATIONAL RE MATTERS**

SACRE considered a report from Patricia Hannam, the County Inspector/Advisor, on key national RE matters, especially the national discussions taking place about 'Worldviews and RE' (item 8 in the minute book).

Using a set of PowerPoint slides Patricia Hannam explained the complexities of the issues and discussions around the REC's support of a move away from the current 'world religions' teaching of RE to 'Religion and Worldviews'. As Hampshire was in the process of reviewing its Agreed Syllabus it was critical to decide the extent to which these current discussions on Worldviews and RE were integrated into the review.

There has been no national agreement on what 'Worldviews' actually means and a project had been undertaken, including a literature review, to develop understanding. 'Worldviews' was open to interpretation and three possible scenarios were highlighted:

- a) A move to include more content in addition to RE and/or
- b) A greater focus on the 'lived experience of religious life' and /or
- c) A re-orientation of the subject to start with a young person's interests.

It was stressed that the approach in the Hampshire Agreed Syllabus was flexible enough to take account of the three elements – the cycle of enquiry starts with a young person using their lived experience, the contextualise step has a case study and the 'inquire' step can include many facets. The revised syllabus would be theoretically sound and practically helpful, and it was envisaged that it would include an appendix that had a clear explanation of how it related to Worldviews 'discussions.

Members concurred that the title 'Worldviews' was still very unclear and imprecise nationally, despite several research projects underway. Therefore, to have educational merit the concept of worldviews still needs more clarity. It was noted that the legal requirements for RE had not changed and were unlikely to and Hampshire's revised Syllabus would comply. Members were encouraged to read the Theos report and to attend the next teacher focus meeting on the Agreed Syllabus.

Members were informed that four Members had attended the virtual South West SACRE Conference on 1 March and Justine Ball had run a workshop on 'Primary RE and a decolonised curriculum'. It was hoped to make some of the presentations from the workshops available to Members.

RESOLVED:

1. SACRE noted the report and agreed to continue the discussion regarding the relationship of Worldviews to Religious Education.

147. **SOUTH CENTRAL SACRE HUB**

The Council received a verbal report from Justine Ball, the County Inspector/Adviser on the activities of the South Central SACRE RE Hub at its meeting on 16 November 2020 and plans for future meetings. (Item 9 in the Minute Book).

Representatives from Dorset, Bournemouth, Christchurch and Poole, Southampton, Portsmouth, Isle of Wight, East Sussex, Surrey and the Church of England Diocese had attended the virtual meeting on 16 November.

Updates were received on current issues being tackled and a number of SACREs were in the process of reviewing their Agreed Syllabus. The ways of monitoring of RE and providing support and advice in a virtual world had been discussed. Other discussions had centred around the REC report and the debate on Worldviews and RE.

The next meeting scheduled for mid-March 2021 would be looking at similar topics.

RESOLVED:

SACRE noted the report

148. ANY OTHER BUSINESS

Members were notified that the NASACRE AGM would be held on Monday 24 May and would be a virtual one. Anyone wishing to attend was asked to contact the clerk, Sue Butler.

The Chairman gave his thanks to SACRE's officers, Patricia Hannam and Justine Ball, for all their hard work and support.

The Chairman of the Monitoring Group, Chris Hughes, expressed his opinion, with which all Members of SACRE concurred, that Hampshire SACRE had been very privileged over many years to have had excellent Chairmen and that both Councillor Perry and Councillor McNair Scott had done sterling service in this capacity and would be greatly missed.

149. DATE, TIME AND VENUE OF NEXT MEETING

The date of the next meeting was confirmed as 29 June 2021 at 2.00pm at a venue yet to be decided.

Chairman,

6. We have as yet been unable to find representatives from the Church of Latter-Day Saints and the United Reformed Church.

SACRE Members training

7. A training session on the Locally Authority Agreed Syllabus for religious education took place on 13 September 2021 for those who were new to SACRE or who wished an update. A further training session is being arranged for early January for those who have joined SACRE recently and who were unable to attend in September.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

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

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

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

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

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

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

2. Equalities Impact Assessment:

Living Difference IV, the proposed locally agreed syllabus for religious education recommended for adoption at this meeting, has an interest in equalities at its heart. A high-quality religious education taught according to Living Difference IV seeks to contribute to the elimination of discrimination, harassment and victimisation especially and directly with regard to the protected characteristics of race and religion. Further through experiencing a high-quality religious education taught according to Living Difference IV there is the intention to mitigate xenophobia of all kinds thus fostering good relations. IN the revision of the locally agreed syllabus equalities in relation to race and religion have been taken into account through examining the way religious and other orientations on life are presented in the classroom.

Other Key Issues

7. **2021 GCSE Religious Studies results:** For a second year running results were based on teacher assessments. School level data is not available, again for a second year running. Informal contacts with heads of RE indicate that results were much as teachers had anticipated. Nationally full course entries have reduced slightly in 2021 over 2020. National data available for the combined authorities of Hampshire, Portsmouth and Southampton reveal that out of 4345 entries across the three authorities above national results were achieved for 9+, 8+ and 7+. It is not possible to separate the data between the three authorities. Hampshire heads of Re seem equally split between continuing with teacher assessments as a mechanism for assessing GCSE and formal examinations. One issue is that schools have not undertaken precisely the same things in order to reach teacher assessed grades.

Following an earlier consultation in the summer of 2021 regarding the future of GCSE examinations a second consultation is underway regarding the contingency arrangements, should the planned examination series for the summer of 2022 be further disrupted in light of COVID-19. This consultation opened on 30 September and closes on 13 October.

Most young people in Hampshire do not enter for full course or short course RS GCSE. Living Difference IV makes it clear that SACRE's intention is that all young people in Hampshire should be taught a high quality KS4 Religious education course, regardless of whether this is externally or internally assessed.

8. **Update on the review of the locally Agreed Syllabus for Religious Education:** SACRE Monitoring Group was advised that the proofing of Living Difference IV was in its final stages. This is following the review process which has been highly participatory with teachers and others, including SACRE members, having the opportunity to join the online meetings. The purpose statement is remaining as it was in 2016. Names of the religious traditions have been reconsidered, taking into account wider national discussions in the RE world, and arranged alphabetically in the syllabus. For example, 'Buddhist traditions (rather than 'Buddhism'), 'Christian traditions' (rather than 'Christianity'), 'Jewish traditions', (rather than 'Judaism') and 'Muslim traditions' (rather than 'Islam'). The religions to be engaged with has been expanded to ensure that at each key stage both Dharmic and Abrahamic traditions are engaged with. Progression statements are now to be known as 'End of Year expectations' and include an outline of what is expected will be taught in each year. This is a recognition of the value of a Statement of Entitlement as recommended in the CoRE report.

Appendices have been written to explain the educational position of the syllabus as well as the position on religion. This latter appendix details the

considerations that have been undertaken in light of the wider worldview discussions in the national religious education world.

Research prior to commencing the review, revealed there were weaknesses in the transition between KS2 and KS3 and Living Difference IV has sought to address this. For example, four A group concepts/words have been identified (*special, love, belonging and community*) and are to be known as 'golden thread' concepts/words which should be present in all key stage curriculum.

Virtual launch conference(s) 30 November 2021 & 12 January 2022:

SACRE members are welcome to join the virtual launch conference taking place in November. Bookings for the November conference for teacher participants have closed due to the high level of interest. A second event has been put on to accommodate the large number of schools wanting to attend the launch conferences.

9. **SACRE Monitoring Visits:** A primary monitoring visit took place in June and further visits will be arranged for the spring term. It has been agreed with HIAS school improvement colleagues that a course will be arranged for LA schools who have found themselves 'out of the loop' with the Locally Agreed Syllabus. HIAS colleagues will support in the selection of schools. The Chair of SACRE monitoring group will aim to attend.

10. **Professional education opportunities for teachers:** Secondary networks have been better attended while they are running virtually. Therefore, it is envisaged that these will continue as virtual meetings in 2022. Primary network meetings and training for teachers have been well attended. For primary these include regional network meetings as well as new RE leader courses and another in assessment and progression in RE. Joint primary and secondary Ofsted and RE courses continue to be well attended, with one course running each term.

11. **National research:** Two secondary RE Heads of Department have been accepted onto the National RE Leadership training pathway. One is accepted onto the Stage 2 and another on Stage 1. These places are awarded after a highly competitive application process. We are delighted to have two Hampshire teachers involved. This is following a pilot project Hampshire was involved with 2 years ago.

The HIAS primary adviser is in contact with the Professor of Public Theology at Chichester University regarding training at Chichester Cathedral for RE teachers. In addition, our primary adviser is filming a 'Vlog' for Culham St Gabriels' Trust website on her MA dissertation research in relation to decolonising the teaching of Jesus in primary schools. This will be open access. This led to further discussion regarding the Church of England's anti-racist initiatives in relation to a Christmas project for schools.

12. **Ofsted inspections:** Section 5 (2-day) Ofsted inspections have resumed face to face in the autumn term. However, no reports so far published have

mentioned religious education. Department for Education school workforce data was discussed, and concern raised about whether schools always complete this accurately. SACRE can gain important information from this data in terms of knowing which schools to give attention to that may be causing concern regarding provision for Religious Education. The HIAS secondary adviser is bringing this data to the attention of other HIAS school improvement colleagues.

13. **Teacher updates**

Initial Teacher Education and Early Career Teacher (ECT) programmes:

The Monitoring Group received an update from colleagues leading religious education at Winchester University regarding the secondary RE PGCE course. Numbers on the course had returned to pre-COVID numbers – this year there are 8 students. Last year the course was unusually full, with 21 trainees. This over-subscription last year has led to the bursary for training of RE teachers to be withdrawn. Trainee teachers for religious education now have to pay the full amount for the course plus living costs. Student loans are available to cover this cost.

New arrangements for ITE: The University is implementing the new Core Framework [core content framework for ITE](#) and the ITE courses are due to be revalidated, probably next year. Some changes are planned and will be discussed in future meetings.

New arrangements for early career teachers (ECT): The induction for all new teachers following their initial teacher education course, is now two years. Much of this induction is not subject based, however the HIAS secondary RE adviser and primary adviser will both be involved in different ways in the provision of subject-based input. More details about Hampshire ECT offer can be seen here: [induction and training](#) .

RE teacher vacancies: Currently SACRE Monitoring Group is only aware of one emerging vacancy for a main scale RE teacher. This is in a very good department and SACRE is hopeful the post will be filled.

14. **Collective worship:** Monitoring Group were made aware of a backbench proposal to cancel the legal requirement for collective worship. However, it seems this is unlikely to make much progress.

Once face-to-face monitoring visits resume advisers will start to request information about collective worship. It was agreed that Collective worship would now become a regular item on the Monitoring Group's agenda.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

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

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**HAMPSHIRE
STANDING ADVISORY COUNCIL FOR
RELIGIOUS EDUCATION**

ANNUAL REPORT 2020/21

Glossary of Terms

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

Foreword from Chair of SACRE (to be added)

Introduction to the Hampshire Context

Hampshire SACRE continues to be held in high regard locally, regionally, and nationally for the way it functions to support high quality religious education (RE) in Hampshire Schools. During the period of the COVID-19 pandemic in this reporting year, SACRE has continued to work closely with the inspection and advisory service (HIAS) to ensure that LA schools keep RE central to their wider curriculum planning. This has been a challenging time, however evidence gathered and presented to the monitoring group reveals that this support has been effective and welcome during a period of considerable challenge for schools.

During this period the review and revision of the Locally Agreed Syllabus, Living Difference III (LDIII) has taken place. All the meetings and consultations have taken place virtually. The intention is to ensure that, in a context of considerable dialogue and debate about the future of the subject in the RE community nationally, Hampshire RE maintains respect as a theoretically well-grounded educational approach to religious education.

Senior leadership teams and teachers of RE in Hampshire primary, and secondary and special schools have continued to have access to a high level of quality support and guidance through the period of this report, which has been heavily impacted by COVID-19. During this reporting period, this support has all been provided virtually by well-qualified professionals working in the inspection and advisory service (HIAS), guided and regularly monitored by SACRE. Hampshire continues to have two inspector/advisers, part time for RE, available to give professional advice to SACRE. Primary support has continued at three days per week through this period, with the County Inspector/Adviser continuing to oversee both History and RE with a special focus on secondary RE. Direct professional support to secondary schools increased during the period of this report. Monitoring in various ways continued to show that RE thrives where support from the senior leadership team for RE is strong.

Due to COVID-19 pressures, and other restrictions on schools during this reporting year, Hampshire SACRE Youth Voice has not been able to meet.

Management of SACRE

LA support to SACRE has remained constant over the past 12 years. SACRE is well-supported by an experience clerk located in democratic services. In addition, SACRE is currently provided with 20 days inspector time for the support of its activities. Additional funding of 5 Inspector days continued in 2020-21 for SACRE monitoring visits to schools.

Standards and quality of provision for Religious Education in Hampshire schools is regularly and systematically monitored by the SACRE Monitoring Group. During 2020/21 findings have been regularly submitted to the full SACRE at its termly meetings.

Attendance at SACRE by Committee 2020/21

During the period of this report, Local Government elections were held in May 2021. New SACRE membership was appointed at Hampshire County Council AGM in May 2021 following the elections. Some new members were appointed at this time, including a new Chairman and Vice-Chairman.

Group A

Faiths represented:

Baha'i	Methodist
Baptist	Muslim (2)
Buddhist	Roman Catholic
Church of Jesus Christ of the Latter-Day Saints	Salvation Army
Fellowship of Evangelical Churches	Sikh
Hindu	Society of Friends
Jewish	United Reformed
Church	

Group B - Church of England – 4 members + 1 deputy

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

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

Group D – County Councillors – 4 members + 3 deputies

Co-opted members representing:

Higher Education (2)
Humanist
Academy
School Governors

3 November 2020 – virtual meeting on Teams

Group A – 9/12 – 75%
Group B – 4/5 – 80%
Group C – 5/6 – 83%
Group D - 4/4 – 100%
Co-opted – 4/4 – 100%

2 March 2021 – virtual meeting on Teams

Group A – 7/11- 63%

Group B – 2/4 – 50%
Group C – 4/6 – 67%
Group D – 4/4 – 100%
Co-opted – 1/4 - 25%

29 June 2021 – virtual informal briefing

Group A – 6/12 – 50%
Group B – 4/5 – 80%
Group C – 4/6 – 67%
Group D – 4/4 – 100%
Co-opted – 4/5 – 80%

SACRE has been able to find representatives for some previous vacancies, however, SACRE is still seeking representatives from URC and Church of Latter-Day Saints following the elections.

Training available to SACRE Members.

Training is regularly made available to SACRE members by SACRE officers when there are enough new members to require this. Training is also offered to all members to ensure regular opportunities for all SACRE to refresh their knowledge of SACRE's role and responsibilities and familiarise themselves with the Locally Agreed Syllabus. SACRE members are all encouraged to access NASACRE training and website information.

SACRE Advice to Statutory Bodies

(a) Review of agreed syllabus: Living Difference III

Living Difference III was launched in December 2016. In line with the legal requirement to review the Locally Agreed Syllabus every 5 years, the Agreed Syllabus Conference (ASC) agreed in February 2020 to commence a review of this syllabus.

The review has been continuing during whole of the period covered by this report, 2020-2021 and built on a survey that was undertaken in December 2019 and a teacher focus group in January 2020 before the respective Agreed Syllabus Conferences.

In July 2020, a virtual meeting took place between SACRE members in the 4 authorities who are closely linked with this syllabus and reviewing together. Between this date and a similar meeting in July 2021, various teacher consultation meetings took place virtually. All the way through the consultations and revision proposals teachers have been involved with giving feedback and sharing in making proposals. There have been many meetings also with scholars

in the field; this is both educationalists as well as experts in various religious traditions.

(b) Advice to the Local Authority

SACRE offers advice to the Local Authority regarding religious education. During this period the Agreed Syllabus Conference has been reviewing and revising the locally Agreed Syllabus. As the review has got underway during the period covered by this report, the monitoring of the effectiveness and implementation of the existing agreed syllabus Living Difference III, which came into effect in December 2016, has been even more focused. SACRE has continued to advise the LA regarding the effectiveness of Living Difference III and standards of RE across Hampshire.

(c) Advice given to Schools

SACRE ensures that high quality advice is available to schools in a number of ways.

1. SACRE members, accompanied by a SACRE officer, visit primary and secondary schools through LA funding for up to 5 days HIAS Adviser time. During the period of this report, it has not been possible to make face to face visits due to national COVID-19 regulations. Other ways of monitoring virtually have been undertaken and reported to the Monitoring Group which has met regularly during this period.
2. SACRE officers have continued to work 1:1 with heads of department in secondary schools and subject leaders in primary schools through the Hampshire Inspection and Advisory Service management partnership arrangements. This has continued virtually during the period of COVID-19 restrictions. In addition, primary staff meetings with all teachers and support staff have taken place.
3. SACRE officers have continued to run secondary and primary network meetings virtually through this period. It has been found that the virtual format has increased teacher attendance at network meetings, where good practice for teaching RE can be shared along with other updates regarding Living Difference III. All this has contributed to raising standards in RE in Hampshire schools. All these groups are also registered with NATRE.
4. Primary and secondary conferences had to be cancelled in this period.

(d) Advice given to Government or other statutory bodies

Both HIAS Advisers are active in the national RE arena and, therefore, able to ensure Hampshire RE continues to be in the national/public eye, as well as being part of national discussions regarding religious education. The primary adviser has taken up the position of co-chair of the Association of RE Inspectors, Advisers and Consultants (AREIAC) during this period, whilst SACRE's professional adviser continues to be an elected member of the board of the Religious Education Council (REC) of England and Wales, and also sits on the education committee.

SACRE Monitoring of Standards and Quality of Provision of RE

(a) Public Examinations in 2020 and 2021

GCSE Full Course. GCSE and GCE Religious Studies examinations did not take place in the summer of 2020 or 2021. Grades were awarded on the basis of teacher assessments and no subject level data was released to local authorities from individual schools.

However, in light of data that was available and other conversations with heads of department, SACRE remains concerned about percentage of young people overall across Hampshire who are able to access a GCSE course.

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

There are several examples of very good practice in non-examination, core RE courses, taught to all students at KS4 across Hampshire that are known to SACRE. Such courses ensure that young people are taught at the same level of challenge as a GCSE course. When taught with the Age-Related Expectations (AREs) in Living Difference III, SACRE is aware that this will be the case. Although there are some schools where young people are not able to access their entitlement for RE either in part or at all at KS4, SACRE's monitoring and action during the last few years has resulted in some changes in this regard. During the period of this report, SACRE has been able to ensure more head teachers are aware of their responsibilities and are taking action to improve provision.

Regarding RE in Hampshire primary schools, SACRE monitoring visits within KS1 and KS2 reveals, in many cases, that RE leadership is strong in Hampshire. During the COVID-19 pandemic, while schools were teaching online, some teaching of RE will have become weaker. This is something to address in the coming year. The importance of subject leaders being equipped and confident to lead staff in their own schools has never been more important to secure improvement in RE in the primary school. SACRE is ensuring teachers continue to have access to high quality continuing professional education opportunities offered through HIAS.

(c) The Quality of RE provision in Hampshire schools

Monitoring visits undertaken during this period virtually, taken together with attendance at Inspector/Advisor courses and RE network meetings and steering groups continue to indicate that most schools are compliant with the requirements of the Locally Agreed Syllabus at Key Stage 1, 2 and 3. In the primary phase allocation of time for RE is usually good. During the period of second and additional lockdowns, RE has been limited in places. However, this seems to have picked up as soon as face to face teaching became possible. In the secondary phase time allocation for all pupils at KS3 continues to be good in most schools and was still taught during periods of remote teaching.

At KS4, where GCSE is being taught, time allocation for young people undertaking GCSE is usually at least in accordance with the time requirements of the Locally Agreed Syllabus. Teaching during COVID-19 for GCSE has also been good, with only limited restrictions being heard of anecdotally across the county.

SACRE has been monitoring the teaching of core RE at KS4 and has been especially concerned to ensure all young people are able to access their entitlement to religious education in this phase of secondary school life. There does seem to have been an increase in interest in improving KS4 provision across the authority. This will be monitored more closely once the COVID-19 restrictions have been lifted and presented in a future SACRE report.

(d) Withdrawal from RE

Due to COVID-19, SACRE has been unable to undertake its annual survey regarding requests to schools to withdraw children and young people from Collective Worship and Religious Education in Hampshire schools in this reporting period. Anecdotally, however it seems that the number of children and young people being withdrawn from RE continues to be low and not an issue for concern. As soon as possible, SACRE will once more survey schools.

(e) Complaints about RE

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

(f) Implementation and monitoring of the Agreed Syllabus

A programme of training for Governors (through governor services), as well as senior leaders in schools through other HIAS channels as part of regular school improvement practice, on how to implement the Locally Agreed Syllabus continues. Living Difference III continues to be monitored for effectiveness through the Monitoring Group, which meets once each term before the full SACRE and reporting to the SACRE.

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

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

Around 88 teachers were booked to attend one of 6 regional groups in 2020/21. The number of teachers registered to attend was far higher, and the table below indicates where teachers were unable to attend for various unexpected reasons. Primary attendance at network meetings compares extremely favourably to the 77 teachers who attended in 2019/20; 40 who attended in 2018/19 and 55 who attended in 2017/18. Attending primary networks reflects the renewed interest by

Ofsted in the whole curriculum. The regional nature of network meetings ensures opportunities are available for religious education subject leaders to be well-prepared by SACRE Advisers to teach Living Difference III. During the period of this report, due to COVID-19, all primary network meetings were held online.

Three well-attended additional subject knowledge booster webinars were run online for primary teachers and a session for newly qualified primary teachers. The primary RE Conference in 2021 is taking place as part of the Launch of Living Difference IV in November 2021. Primary and secondary steering groups meet each term to develop materials and guidance which is disseminated by the SACRE support officers on the county RE website as well as through publications available for sale from the RE Centre.

The numbers of teachers attending the Secondary RE Networks have increased in this reporting year as a result of the meetings being virtual.

These meetings have also functioned as consultation meetings regarding proposed revisions to Living Difference III. The Secondary RE Annual Conference had to be cancelled in October 2020 due to COVID-19.

20/21	Total delegates attended	Total delegates registered on LZ
Primary RE Networks - MS TEAMS		
Fareham	21	28
Eastleigh	11	15
Basingstoke	3	4
Winchester	23	28
St Francis Special School	6	7
Aldershot	6	6
Total	70	88
	Total delegates attended over 3 sessions	Total delegates registered on LZ
Secondary Re Network - MS TEAMS 1 session per term	39	41
Total	39	41
	Total delegates attended	Total delegates registered on LZ
Collective worship	4	4
Total	4	4

	Total delegates attended	Total delegates registered on LZ
RE and New Ofsted	18	18
Total	18	18

	Total delegates attended	Total delegates registered on LZ
Primary RE - Christianity (Webinar)	5	5
Primary RE - Hinduism (Webinar)	7	8
Primary RE - Islam (Webinar)	7	8
Reviewing SMSC Provision - Requirement to Promote Fundamental British Values 20-21 Webinar	8	8
Assessment in Religious Education for the Primary Phase 2020-21 (Webinar)	10	11
How to Manage RE Effectively in KS1 and KS2 2020-21 (Webinar)	9	9
Using Understanding Christianity with Living Difference III 2020-21 (Webinar)	5	5

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

The County RE Curriculum Centre continues to support the work of teachers across Hampshire and the Isle of Wight. During the academic year 2020/21 there were 393 subscribers to the Centre including some schools from other local authorities. It is usually used by RE teachers and others for viewing and loaning resources, as a meeting place for planning, consultations, and training and as a source for inspiration and information. However, it has not been possible for teachers to meet and visit in the centre during the period of this report, due to COVID-19. The Centre during this period has been housed in the same building as the County History Curriculum Centre, providing a streamlined service to schools and an opportunity for wider dissemination of information between the different users of the centres.

During the period of this report the centre has continued to be open for business and remain active, loaning artifact boxes and selling packs. Packs are available for purchase through the RE Centre and are very popular with schools. The Centre Manager, Lydia Revett, has continued to market a wide range of artefact boxes which are loaned to schools resulting in a continued increase to the RE

Centre's income and, as a result, further investment in resources. Lydia returned to work in the building from September 2020. Early Years Foundation Stage framework changes necessitated the *RE and Foundation Stage* pack to be comprehensively revised. However, in light of the on-going review of the Locally Agreed Syllabus, no new teaching packs have been made during this period. Lydia Revett has continued to be available to give guidance and direct teachers to already developed materials to assist in the making of RE units of study, and in other ways support the implementation of the agreed syllabus for RE.

Separate curriculum updates for Primary and Secondary schools are available twice each year via subscription, electronically or as hard copy, and on the HIAS RE website. Matters covered in newsletters in the past year continue to focus on local and national concerns including planning advice to support the teaching of RE according to the Hampshire Agreed Syllabus Living Difference III. Teachers continued to express the value of these newsletters during this period, especially in light of the difficulties presented by COVID-19. The Interfaith Calendar was produced for 2021.

It has not been possible to work on developing any new primary packs in this reporting period because of the impact of COVID-19.

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

During the period of this report, two Hampshire secondary teachers were accepted onto the national RE leadership programme supported by the Culham St Gabriel's Trust commencing September 2021. Both teachers are part of the Hampshire Secondary RE Steering group and have experience of presenting at conferences and being involved with RE research. One teacher has been accepted into the Stage 2 programme and the other into the Stage 1 programme.

The County Inspector/Adviser and Primary Adviser maintain good contacts with local and regional initial teacher education providers who are training new specialist RE teachers. Student numbers on secondary PGCE courses across England were high during 2020/21 including at Winchester, UCL/IOE, and Bristol where the SACRE County Inspector/Adviser was able to contribute virtual sessions on Living Difference III. However, during this period, it was announced that the bursary for training as a secondary RE teacher was to be withdrawn for applicants for 2021/22. Schools continue to advertise vacancies on the Hampshire website, Hantsweb.

Secondary NQT (newly qualified teachers) recruitment in 2020/21 was reduced. It is assumed that in light of the COVID-19 pandemic, there have been fewer posts available since teachers have been seeking stability and less movement. SACRE continued to monitor recruitment, since ensuring specialist RE teachers are in post in secondary schools and well qualified informed teachers are appointed into primary schools is essential. Support continues to be offered to new teachers as well as continuing development of expertise through the whole of a teacher's career. In this way SACRE ensures there are always teachers experienced with the Locally Agreed Syllabus ready to teach and take up RE leadership in the county.

Youth Voice to SACRE: was not able to meet during the period of this report. This was due the impact of the COVID-19 pandemic on schools. It is envisaged that this group will reconvene when circumstances allow. Youth Voice to SACRE is important to SACRE and prior to this year had met once each term since September 2013. This group has been supported by SACRE members who play an active part in sustaining the group, especially working with the teachers who bring the young people to Youth Voice meetings.

South Central SACRE hub: Hampshire SACRE has offered leadership to chairs and professional advisers of neighbouring SACREs for around 10 years. During the period of this report the hub has continued to meet virtually with around 10 SACREs attending regularly, discussing key national issues for RE and their implication for the local SACREs in addition to giving support on particular local issues. During this period several SACREs have either been reviewing their Locally Agreed Syllabus or making plans to do so. This forum has offered an important place to discuss shared issues. Other matters discussed have been the Commission on RE Recommendation in relation to 'worldviews' as well as the Ofsted Research review published in May 2021.

SACRE Monitoring of Standards and Quality of Provision of Collective Worship

(a) Compliance with statutory requirement and the quality of collective worship

SACRE gathers evidence about collective worship in Hampshire from various sources including: -

- work with secondary and primary development groups (ongoing)
- collective worship professional education course for teachers
- reports provided by the county RE Inspectors in relation to their work with schools
- GCSE data
- reports from Ofsted secondary school visits mentioning RE

SACRE finds that compliance with legal requirements in primary schools continues to be good. Because of constraints on space in secondary schools, compliance with legal requirements remains a cause for concern in most. SACRE has therefore included supporting Collective Worship in Secondary schools a priority in its 3-Year Action Plan 2021-2024.

SACRE has the capacity to respond to schools' needs in understanding their responsibilities for collective worship. Recently schools have become more alert to their responsibilities because of the requirement to teach fundamental British Values and prepare children for life in modern Britain through promoting Spiritual, Moral, Social and Cultural (SMSC) development. However, there continues to be demand for the collective worship pack available from the County Religious Education Curriculum Centre.

(b) Complaints about Collective Worship

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

Contribution of SACRE to the Wider Local Authority Agenda

SACRE's contribution to other agendas

SACRE Inspector/Advisers continue to be involved in the training of teachers, senior leaders and governors in relation to raising awareness of extremism. This is contextualised in the local Hampshire context, particularly in relation to the UN Convention on the Rights of the Child and the place of RE in the whole school curriculum. This training for school leaders and school governors gives an opportunity to make sure ensure school leaders and managers of Hampshire schools are fully aware of what RE, through the approach in Living Difference III, can bring to these complex areas.

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

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

Contact is maintained between Hampshire's Ethnic Minority and Travellers Achievement Service (EMTAS) and those developing the Rights Respecting Education work across the county and the RE inspectors. A pattern of talks from representatives of different faith communities has been paused during the extraordinary arrangements made due to the COVID-19 pandemic. However, it is planned to continue with this as soon as possible at the start of each SACRE meeting. SACRE supported the production of the 2021 Hampshire Interfaith Calendar (an art competition established in Hampshire schools supporting Living Difference III).

Conclusion

SACRE's three-year development plan for 2021-2024 has been developed during the period of this report (attached to this report: see Appendix 1). This reveals how SACRE plans to continue to meet its responsibilities monitoring the effectiveness of the current locally agreed syllabus *Living Difference III* as well as its revised successor *Living Difference IV*.

Hampshire SACRE continues to be effective because of the steady commitment of SACRE members, alongside the active support of the LA. Support given by

Hampshire County Council to its SACRE is significant in a number of practical ways, including funding Monitoring visits and in ensuring two RE Inspector /Advisors with specialist expertise in primary and secondary RE are in post.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

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

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

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

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

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

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

2. Equalities Impact Assessment:

Living Difference IV, the proposed locally agreed syllabus for religious education recommended for adoption at this meeting, has an interest in equalities at its heart. A high-quality religious education taught according to Living Difference IV seeks to contribute to the elimination of discrimination, harassment and victimisation especially and directly with regard to the protected characteristics of race and religion. Further through experiencing a high-quality religious education taught according to Living Difference IV there is the intention to mitigate xenophobia of all kinds thus fostering good relations. IN the revision of the locally agreed syllabus equalities in relation to race and religion have been taken into account through examining the way religious and other orientations on life are presented in the classroom.

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DRAFT Not For Circulation.

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

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

Action plan agreed at full SACRE meeting in November 2021. Developed by SACRE members together with the County RE Inspector Advisers indicating key actions that Hampshire SACRE wishes to undertake during this period

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

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

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

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

4.7	Adapt training offer to ensure thorough implementation of Living Difference IV across Authorities using Living Difference III (e.g. in London)	Hampshire RE Advisers	During academic year 2023/24	For this to be taking place	
4.8	In the case of Academies in Hampshire: They are encouraged to use the syllabus and access training. However, the integrity of Living Difference is not compromised	Hampshire RE Advisers	Ongoing	For constructive conversations to be taking place with Multi Academy Chains operational within the area of Hampshire and other authorities using LDIV	
5.	Resourcing Living Difference IV				
5.1	Audit existing publications identifying need for new publications	Hampshire RE Inspector/Advisers together with Hampshire RE Curriculum Centre manager and SACRE members where appropriate	ongoing	Relevant publications available for teachers using Living Difference IV	
6.	SACRE Youth Voice				
6.1	Meet once each term	County Inspector Adviser	Once each term	For the meetings to take place	
6.2	Annual Summer Youth Voice Conference	County Inspector Adviser	July each year	For the conference to happen and be reviewed/evaluated	
6.3	Link more secondary schools with their primary clusters for listening to Young People's views on religious education in particular localities	HIAS RE Advisers	Ongoing	For this to be taking place in several areas of the authority in the lifetime of the syllabus	

7.	Collective Worship				
7.1	For monitoring of the provision for Collective Worship to be taking place in secondary schools	HIAS RE Advisers	Ongoing	During the three-year period for information to be gathered to inform SACRE of the picture for Collective worship across Hampshire Secondary Schools.	
7.2	For monitoring of the provision for Collective Worship to be taking place in primary schools	HIAS RE Advisers	Ongoing	During the three-year period for information to be gathered to inform SACRE of the picture for Collective worship across Hampshire Primary Schools.	
7.3	For training to be provided for both primary and secondary school leaders on Collective Worship	HIAS RE Advisers	Ongoing	For training to be offered and for uptake to be good.	Amber

5. **Religious Education Council (REC):** SACRE's professional adviser is an elected board member of the REC, which is an umbrella organisation bringing together many organisations with an interest in religious education. The Second Regular General Meeting (SRGM) of the year is taking place on 16 November. The general meetings bring together representatives of all the constituent organisations. Since the COVID-19 pandemic these have been virtual meetings. The REC has a new chair – Sarah Lawn-Cawte and vice chair – Ed Pawson. Professor Trevor Cooling completed his term of service as chair of the REC during this critical period where the REC is taking forward the recommendations of the Commission on RE (CORE) report.

6. **Association of Religious Education Inspectors Advisers and Consultants (AREIAC):** The Primary Adviser is the joint chair of AREIAC currently. She and the secondary adviser attended the national AREIAC conference in July and discussed approaches to Agreed Syllabi and curriculum making in RE, along with hearing from the Ofsted lead for RE, Richard Kueh, about the recent Ofsted Research Review in RE. The secondary adviser has also set up a research group for AREIAC to consider relevant research and to contribute to research going forward.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

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

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

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

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

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

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

2. Equalities Impact Assessment:

Living Difference IV, the proposed locally agreed syllabus for religious education recommended for adoption at this meeting, has an interest in equalities at its heart. A high-quality religious education taught according to Living Difference IV seeks to contribute to the elimination of discrimination, harassment and victimisation especially and directly with regard to the protected characteristics of race and religion. Further through experiencing a high-quality religious education taught according to Living Difference IV there is the intention to mitigate xenophobia of all kinds thus fostering good relations. IN the revision of the locally agreed syllabus equalities in relation to race and religion have been taken into account through examining the way religious and other orientations on life are presented in the classroom.