

# **Kirklees Standing Advisory Council on Religious Education (SACRE)**

## **Annual Report 2020 - 2021**



## **Foreword by Chair of SACRE**

This is the second year in which SACRE has had to address the work in the context of the Coronavirus Pandemic which has presented schools with an enormous challenge, especially over the winter when a second national lockdown led to more closures and uncertainty. Kirklees Sacre has continued to meet online this year and while we have missed meeting face to face, meeting online has proved convenient and we have still given good time to carefully addressing the business before us. We are indebted to Ian Ross for his professional advice and contributions without which we would not be able to do our work. I also want to thank Anna Twist who served as the chair of Kirklees Sacre over this year, for her wisdom and fair-minded approach to this task. Among the good and creative things our Sacre has done over the last year is participate in drawing up the voices and viewpoints document which we hope will be of real value to teachers and children as they address questions about Faith and relationships. Thank you to the members of Sacre for their contributions this year. Above all I want to affirm the hard work and professionalism of teachers in this difficult year in all they do and especially in teaching RE in our lovely and diverse borough.

Mark Janes, Chair of Sacre.

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There is no appendix for local results this year due to Covid 19

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## **Part One: The Work of Kirklees SACRE**

### **The Annual Report and SACRE's responsibilities**

SACRE is required to produce an annual report as one its statutory responsibilities. The main purpose of the annual report is to inform the Secretary of State and key partners about RE and collective worship in schools, together with any advice SACRE has given to the local authority during the year and the response to such advice.

SACRE has responsibility for advising a Local Authority (LA) on its schools:

- For Religious Education (RE), SACRE advises community, voluntary controlled and Trust and Foundation schools without a religious designation.
- For Collective Worship SACRE advises the LA on community, Trust and Foundation schools without a religious designation.

Although not part of its compulsory statutory role, Kirklees SACRE also seeks to serve and support all schools and academies within the area and makes its agreed RE syllabus freely available to all.

The school year has yet again been dominated by the impact of the worldwide pandemic and its effects on schools and education, as well as the broader life, health and economy of the borough. Some of the impact will be outlined in the report and much is still unknown. Local analysis of public examination results is also normally included in the annual report, although this year is understandably exceptional and we have shared some national data from the National Association of RE Teachers (NATRE) and questions for subject leads to ask about RE in their school.

SACRE can report with insight and authority on the matters included in this report but does not have the resources to comment in detail on every aspect of the detailed provision of RE or collective worship in every school. However, through offering training and monitoring visits the RE Consultant is able to gain insight into many aspects of the provision of RE and collective worship in Kirklees. This knowledge has been included in this report.

## Meetings of SACRE

There were four meetings of SACRE scheduled during the year 2020 -2021. The meetings were to be held on the following dates and the minutes are included in Appendix 1: for 14<sup>th</sup> October 2020, 2<sup>nd</sup> December 2020, 17<sup>th</sup> March 2021 and 23<sup>rd</sup> June 2020.

A full programme has been arranged for 2021-2022 with meetings scheduled for:

- 6<sup>th</sup> October 2021
- 1<sup>st</sup> December 2021
- 16<sup>th</sup> March 2022
- 22<sup>nd</sup> June 2022

Venues will be published once these have been confirmed. Any subcommittee or working group arrangements will be published as appropriate.

In addition, there will be a meeting each term between the chairs and vice chairs of the West Yorkshire SACREs to share good practice and work collaboratively on key areas.

As well as considering the general position of RE and collective worship in the Kirklees, SACRE discussed the following issues at its meetings during the year:

- The Local Agreed syllabus;
- Funding for educational resources, including films of places of worship for use by schools;
- RE subject review prepared by Ofsted and written by RE lead, Richard Kueh, published in May;
- National Association of SACREs (NASACRE) – items of interest or action, including report from NASACRE on SACRE funding. This report was compiled following freedom of information requests to all local authorities in England;
- Discrimination and prejudice, including Black Lives Matter, islamophobia and antisemitism;
- Future joint meetings of chairs and vice chairs across West Yorkshire (WYSACRE);
- Faith and education project to encourage engagement between faith communities and schools;

- Relationships, Sex and Health Education and the production of support materials for schools.

### **NASACRE Conference**

In summer 2021, members attended the conference of NASACRE. This is what some of our members thought about it...

‘This was held on-line for the second year but it was still possible to meet and listen to the insight of Sacre members from very different local authorities and learn from their experience. I especially appreciated two workshops about scripture and education which respected their status as sacred texts while exploring ways children could investigate them and ask critical questions.’ *Mark Janes*

‘The theme this year was authority. Denise Crush was our first key note speaker. She focused on who has the most authority, who should have it and how, as SACREs, we can influence those who have it.

I then learnt about the Wire Award, an initiative created by South Gloucestershire SACRE which rewards school’s for engaging with their local community.

Trevor Cooling’s workshop was also highly interesting. He explained the reasons for the change of name from RE to Worldviews, how it’s a change in the way in thinking about what we do. He then looked at entitlement, structures for RE and High Quality teaching of the subject. I found the day inspiring, informative and food for thought.’ *Anna Twist*

### **Membership**

SACRE membership includes representatives from all four constituent committees.

Committee A	Faiths and denominations except Anglicans
Committee B	The Church of England
Committee C	Teachers and schools
Committee D	Kirklees Council

A full list of members and their attendance record is included in Appendix 2.

## **Priorities for 2020-21**

The main priorities for SACRE during 2020-21 have include these elements in SACRE's work plan. Uppermost in the Autumn of 2020 is the impact of the coronavirus threat and the uncertainties for the future. As a result all these priorities have been shaped accordingly. For example, including effective CPD shared electronically and the possibilities for on-line 'virtual' visits to faith communities.

1. Communication, information and guidance.
  - Produce regular information for schools, including regular updating of intranet for schools and half termly newsletter;
  - Provide updated guidance on key areas: RE, Collective Worship, Celebrating diversity, and nurturing tolerance of different faiths and beliefs.
  
2. Professional development and support
  - Provision of CPD and consultancy for schools;
  - Ensuring RE syllabus and resources are further developed.
  
3. Strategy and priorities
  - Widening participation and involvement in SACRE;
  - Exploring a Yorkshire SACRE Hub;
  - Forming a joint working group on faith and RSE.
  
4. Promoting understanding and tolerance
  - Developing a project to encourage visits and visitors to and from faith communities;
  - Offering free training to faith communities;
  - Designing an audit tool and consultancy support for promoting tolerance and understanding of different faiths in schools.

The report outlines how these priorities have been put in place this year.

## **Priorities for 2021 – 2022**

1. Communication, information and guidance.
  - Produce regular information for schools, including regular updating of intranet for schools and half termly newsletter;
  - Provide updated guidance on Celebrating diversity, and nurturing tolerance of different faiths and beliefs and refresh guidance already produced e.g. template policies.
  
2. Professional development and support
  - Provision of CPD and consultancy for schools including termly network meetings for Primary and Secondary subject leads, middle leader training and subject knowledge training;
  - Offering a day conference for primary teachers on thoughtful and creative RE;
  - Evaluating provision of RE in secondary schools and offering consultation and support where needed.
  
3. Strategy and priorities
  - Forming a joint working group on faith and celebrating diversity linked to priority 1 above.
  
4. Education and Faith
  - Continue offer of Schools Welcome through training and support for faith visits and visitors.
  - Set up a diversity days for both primary and secondary schools during Interfaith Week and for Spring Celebrations
  - Developing a video project with Calderdale and Leeds of virtual tours of a Synagogue and a Gurdwara.

## Funding of SACRE

In 2021 the National Association of SACREs (NASACRE) prepared a report on the funding of SACREs. The information was based on a Freedom of Information Request to all local authorities in England. The key findings were:

- The majority of SACREs in England do not get a sufficient share of the CSSB to enable them to carry out their duties well.
- Only 12 Local Authorities in 2019-2020 stated that they used 2% or more of CSSB funds on SACRE business, meaning 92% of SACREs were allocated less than 2% of the CSSB. 25 Authorities (18%) claim to use no funding on SACRE business in contravention of statutory responsibilities.
- Over a quarter (27%) of Authorities stated they allocate no funds to professional support for the SACRE.
- More than half of LAs (42, 53%) disclosed that they do not use any funds to support RE in schools. Due to lack of adequate support it is increasingly difficult for some SACREs to fulfil their statutory duties;
- 7 LAs said that their Agreed Syllabus was over 6 years old. One syllabus was last reviewed in 2010

Kirklees SACRE has a budget of £15,000 a year provided by Kirklees Council as part of its statutory duties. Most of this budget funds RE training and consultancy and other statutory roles. As part of the local agreed syllabus the sale of the units of work has increased the budget that SACRE can use to support RE which will include a conference for subject leaders.

During 2020 - 2021 the RE Consultant, Ian Ross, was contracted to support SACRE and was funded by Kirklees Council. The RE Consultant is also contracted to deliver training in RE and other areas through Kirklees Learning Services. The total amount of time allocated for SACRE and other related areas of RE is 40 days a year.

## **Advice to the Local authority**

The following advice is given by SACRE to the local authority:

1. To review the funding of SACRE to ensure it is in line with national recommendations and good practice;
2. To review the membership of SACRE to ensure it reflects the breadth and diversity of the borough in terms of faiths and beliefs.
3. To ensure SACRE's annual report is considered carefully by the Scrutiny Panel of the Council and any of its content noted.

## **Partners, Support and advice**

SACRE is grateful for the expertise of its members. Teacher and faith representatives continue to advise on the needs and progress of schools.

SACRE receives advice and information from a number of sources including: Kirklees MBC, The University of Huddersfield, NATRE (National Association of Teachers of RE), NASACRE (National Association of SACREs), The RE Council of England and Wales, Culham St Gabriel's, The Anglican Diocese of Leeds.

The consultants have continued to work with faith communities in Kirklees and beyond, offering training and support for school visits. Guidance for schools is available on all relevant issues.

## **Complaints**

There were no formal complaints registered to SACRE throughout the academic year.

## West Yorkshire Collaboration

For a few years, regional SACREs have held an annual joint meeting but we have aspired to develop closer collaboration across West Yorkshire, maintaining the diversity across the local areas but also recognising our shared interests and experiences. The two projects of the Syllabus and Voices and Viewpoints underline this opportunity.

During the year Kirklees SACRE agreed to join with the other four SACREs in West Yorkshire in establishing a joint meeting for chairs and vice chairs, along with advisers, each term. We have called this WYSACRE. This will probably normally be held on on-line, even once the pandemic subsides, though we may choose to meet face to face on occasions. For the first time it was good to include Wakefield in this partnership so it includes the whole region. Perhaps this is particularly significant in the year in which West Yorkshire has elected its first 'Metro Mayor'.

All the legal responsibilities of local SACREs remain but WYSACRE will enable the sharing and pooling of ideas in a regional group. The group first met in June 2021

In general, WYSACRE meetings will:

- Be a forum for regular communication between local SACREs, sharing common issues for RE and possible responses;
- Be able, as appropriate, to produce common materials such as guidance on specific areas;
- Explore possibilities of regional SACRE events or professional development for teachers;
- Provide a common voice for SACREs across West Yorkshire;
- Evaluate and support the RE syllabus and suggest future developments [for the four SACREs that share a common syllabus].

## Part Two: Religious Education

### The Local Agreed Syllabus

During 2020 our neighbours in Bradford reviewed their local agreed syllabus and, after due consideration and consultation, decided to adopt the syllabus shared by Leeds, Calderdale and Kirklees, 'Believing and Belonging.' Kirklees SACRE welcomed this development as an important collaboration across the region. As a result, some tweaks and adjustments were made to the syllabus and its resources to ensure it was inclusive to all four authorities now using the curriculum.

This was also used as an opportunity to refresh some supporting content to take account of national changes since 2019. There are revised sections, aimed at helping schools plan their curriculum intent and ensuring that a broad, balanced and robust RE curriculum is delivered.

The main changes include:

- A new section on designing an RE curriculum, including advice on Intent, Implementation and Impact;
- A revised section on Early Years and Foundation Stage to take account of the EYFS reforms framework 2020-21;
- Some updating of the guidance for RE and special educational needs;
- A new section summarising support for RE in West Yorkshire (p 81).

The 'refreshed' syllabus was agreed by Kirklees SACRE but there are no changes to the statutory requirements, nor to the expected coverage of the curriculum. It is not a new syllabus. However, it has been a chance to remind schools about the syllabus and to offer support and information through networks and links with headteachers.

This syllabus is the statutory curriculum for all maintained schools in the borough. Other academies and free schools must teach RE according to the requirements of their trust deed or funding agreement. Although SACREs and local authorities do not have any responsibility or authority for their curriculum, it welcomes use of these resources by all local schools.

## Professional Support

SACRE advises and supports the work of Kirklees Learning Service and the RE Consultants. Inevitably most of the day to day work is undertaken by these professionals as employees and contractors of the Council. During the year this professional support continued through two consultants, Ian Ross (SACRE and cross phase support) and Helen Rivers (primary schools, training and general RE enquiries), who are contracted through Pennine Learning, a small local company specialising in RE and community cohesion. Together the two consultants provide forty days support per year in total, though this is arranged as flexibly as possible to facilitate effective working with schools and others. They also support SACREs and RE in Calderdale and Leeds, enabling appropriate collaboration and partnership.

Through the Learning Service and the RE consultants, support has been available to schools, and used by teachers, in a number of ways, including:

- The provision of a range of on-line resources for remote RE teaching;
- Maintenance of the syllabus and its schemes of work, including prompt response to queries or difficulties;
- On-line consultancy over specific or general RE issues;
- Availability by phone, email or virtual meetings throughout the crisis;

A range of guidance continues to be available to Kirklees schools on a wide range of related areas, including:

- RE Policy
- Withdrawal from RE
- Collective Worship
- Celebrating Diversity
- Engaging with faith communities

In addition, a half termly newsletter and index of resources is available to all schools, together with a directory of possible visits and visitors.

## Provision of Training

SACRE does not directly provide other training but recognises and encourages the comprehensive provision of training and support through Kirklees Learning Services. This has included a termly primary network meeting and a day course for new RE coordinators. A secondary Subject Leaders Network Meeting is organised as part of the network package and is organised and lead by Ian Ross and a new Pennine Learning associate, Jake Womack.

A new course has been developed and delivered on Intent and Implementation to fit with Ofsted deep dives. A popular virtual course has also been run on teaching of World Faiths. This virtual course run over three twilight sessions included subject knowledge and teaching activities linked to Judaism, Sikhism and Islam. This was further enhanced through meeting a member of a faith community in each session to understand their faith as a lived religion. Tailored training, consultancy and staff training has been provided to schools, subject to demand and the constraints of capacity, and the consultants have attended meetings of headteachers during the year.

The following courses are planned for 2021-22:

- RE coordinators
- Primary RE network
- Teaching Christianity Well
- Teaching World Faiths
- Collective Worship
- Coordinators Plus

## RE Reviews and the Kirklees RE Award

The Kirklees RE Award has been developed as an opportunity to review the quality and provision of religious education in schools and to discover strengths and priorities for future improvement. It can be used as an internal self-assessment tool or it can be the focus for a

review with the RE Consultant, leading to recognition by a badge and award. This will continue to be offered and will be adapted as needed. Like the Kirklees RE Agreed Syllabus, the criteria emphasise the importance of RE in community cohesion, SMSC and the fundamental values that we seek to encourage among young people as citizens of Kirklees, Yorkshire and the UK. The award has also been designed to dovetail with the national RE Quality Mark and it can act as a stepping stone towards achievement of that national recognition.



The five strands mirror the five areas of assessment in the REQM Bronze award, but we have tailored these to the local syllabus priorities and to local schools. The award will itself be evidence that can be used towards gaining the REQM.

As part of supporting RE, all primary schools will be offered the opportunity of a half day review of RE, free of charge. Ten places will be allocated.

The aims of the reviews will be to:

- Offer the opportunity to support your self-evaluation in this important area;
- Recognise and celebrate good practice in RE and community cohesion;
- Identify future priorities for improvement;
- Act as a springboard for schools which may wish to gain the national RE Quality Mark.

Unfortunately, due to the pandemic the visits to schools have been postponed, but SACRE would like to congratulate the schools involved this year for all their hard work and preparation for the award.

## Engaging with faith communities and developing tolerance



Many schools find it invaluable to arrange links and visits to help broaden understanding and experience of our communities and world. These occasions can contribute to our obligation to promote fundamental values of respect and tolerance. They also broaden pupils' experience and perspectives and develop their critical thinking skills.

During the past year there have been several 'three faiths' days organised by Leeds Minster, Sinai Synagogue and Equilibria Experience (a social enterprise helping schools learn about Islam). These days have involved a school visiting three places of worship and having the opportunity to meet members of faith communities. Feedback has been very positive and it is hoped to build on this during the coming year. There has also been a training day for teachers based on the same model.

During the coming year, it is hoped to further develop this project and extend links, also continuing to offer free training to faith communities. An audit tool and consultancy support will also be made available for promoting tolerance and understanding of different faiths in schools.

One of the key elements to the Education and Faith Project is to provide for school conferences/ diversity days. In the academic year 2020 -21 a number of diversity days were planned and delivered. These included both Primary and Secondary questions times and creative activities in Interfaith Week 2020 and a diversity day on Spring Celebrations in April 2021. The Spring celebrations day involved primary schools in finding out about special celebrations for a number of faiths, creative activities and a chance to ask questions of faith representatives. As this was an online activity we could engage with schools across the borough and beyond with over 15 classes taking part in the question times at KS1, Lower Key Stage Two and Upper Key Stage Two. We estimate that about 1500 children engaged in RE activities on that day with very positive feedback.

To support schools and faith communities a directory of possible visits and visitors is regularly updated. It includes individuals who are willing to come into school and bring some direct engagement with faith communities. It also includes some general information about places and organisations.

## **Relationships, Sex and Health Education**

Since September 2020 schools have been required to follow statutory guidance on teaching Relationships, Sex and Health Education (RSHE) in English schools. These are deeply personal areas of human life, where facts, feelings, values and experiences all intertwine. Accuracy, sensitivity and safety are all key ingredients in helping children and young people understand how to live healthy and fulfilled lives with integrity and respect. This has always been a sensitive area and perhaps nowhere more so than at the interface between beliefs, sex and relationships. Standing Advisory Councils on RE (SACREs) are responsible for what their title says, Religious Education. We do not have a remit for RSHE and point schools and parents to the national and local guidance provided. However, recognising the links between RSHE and beliefs, Kirklees SACRE, in partnership with Calderdale, Leeds and Bradford, felt it would be helpful to offer some signposts and support to schools, teachers, parents and governors. In September, they formed a small working group of SACRE members and local authority advisers to prepare an anthology of authentic and diverse faith perspectives on the areas covered in RSHE, along with some basic background information. Over the year the group presided over the compilation of these materials and involved over 40 members of faith communities, including SACRE members.

The aims were:

- To offer a range of viewpoints from people of faith about the specific areas covered in the RSHE curriculum. (Not all of these are covered at every key stage);
- To support teachers with background information, so building knowledge, sensitivity and confidence;
- To reassure parents that faith perspectives are recognised;

- To signpost appropriate sources of guidance.

The document, 'Voices and Viewpoints', was published in July 2021 after the agreement of all four SACREs and is being sent to all schools, along with the offer of coordinated training and briefing through local networks.

There are diverse approaches within and between faith communities and they cannot usually be typecast within a convenient religious or denominational label. 'Voices and Viewpoints' therefore represents a range of personal perspectives rather than a summary of 'official' teaching.

### **Public examination results**

GCSE and A Level were not reported on in 2020 -21, however NATRE has provided some information on results and a series of questions that can support subject leads in Secondary and this has been shared in the Secondary RE Network.

## Part Three: Collective Worship

Through the consultant SACRE is always ready to advise or support schools on request though the scope of 'live' support has been limited during the past year.

A half day course has been held on-line to support schools in developing an effective and inspiring programme.

These questions may be helpful in reflecting on the value and effectiveness of collective worship in school:

1. Collective: How does the assembly celebrate and promote a sense of community within the whole school (or group)?
2. Educational: Is there a clear aim and focus, with appropriate learning? Does it engage and interest pupils and staff?
3. Spiritual: How does the assembly nurture pupils' awareness of their beliefs and values - and those of others (including non-religious beliefs)? How does it develop a sense of the meaning, purpose and value in their lives?
4. Reflective: Is there space and opportunity for thoughtful reflection, in the assembly or as a follow up? If prayers are used do these allow for different approaches and responses?
5. Inclusive: How does the assembly programme develop understanding of different perspectives and cultures? How does it promote values of tolerance, diversity and equality?
6. Responsive: How did pupils respond and participate?

Parents have a statutory right to withdraw their children from collective worship. During the year guidance on good practice and protocols for withdrawal has been prepared and is available to schools. SACRE recognises parents' legal rights but hopes all children will be enabled to receive stimulating and balanced RE as part of their entitlement to a broad curriculum. Guidance is also provided to schools in fulfilling statutory obligations over collective worship and promoting good SMSC development.

## **Complaints and determinations**

There were no complaints made during the year to SACRE about Collective Worship.

There is one determination to vary statutory requirements in a Kirklees school and this will be reviewed in 2021 - 2022. Responsibility for determinations in English academies and free schools rest with the Schools Funding Agency.

## **APPENDIX 1 Minutes of Meetings**

### **KIRKLEES STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION**

**Minutes of AGM 24<sup>th</sup> June 2020  
Via Zoom at 6:10pm**

#### **Members in attendance:**

#### **Committee A**

Representing Other Denominations & Faiths

Eileen Webb (EW)  
Suzanne Bridges (SB)  
Mashuda Shaikh (MS)  
Mark Janes (MJ)

#### **Committee B**

Representing the Church of England

Martin Short (MaS)

#### **Committee C**

Teachers/Unions

Carol Waters (CW)  
Janice Leam (JL)  
Mehrun Mohamed (MM)  
Anna Twist (AT)  
Emma Salter (ES)

#### **Committee D**

Representing Kirklees Council

Andrew Marchington

#### **In attendance**

Ian Ross (IR)

Quorum for the meeting is 1 representative from each of the 4 Committees.

## **Welcome/Apologies**

Introductions were made as new members have joined SACRE

Apologies had been received from Julie Anderson

## **Election of Chair**

One nomination was received prior to the meeting. Anna Twist was duly elected as chair of SACRE.

## **Election of Vice Chair**

CW asked MJ if he would be willing to stand especially with his experience of NASACRE and other SACREs. Mark Janes was duly elected as Vice Chair.

## **Election of Group Chairs and Vice Chairs for groups A, B, C and D if these are thought to be necessary**

Group chairs of the four committees would be appointed if the need arises during meetings.

## **Membership review**

IR went through the number of representations for each group. Vacancies were noted in Group A for representation from Buddhist, Sikh, Jewish, Humanist, Hindu communities and from the Roman Catholic and Evangelical Churches.

Group B has at present five members including representation from the Anglican Diocese of Leeds.

Group C has vacancies for a primary headteacher, a secondary headteacher.

Group D has 2 vacancies, but these could also be remedied through changes in the constitution.

IR asked if members knew of colleagues and friends who could join SACRE to fill the vacant positions. A number of names were shared. One area that Calderdale are doing with this is to ask for representation from schools re parents/ staff who would consider joining SACRE with a covering reference from their faith/ organisation leader. A similar letter could be sent to Kirklees schools.

SACRE also discussed whether we could offer an incentive to primary/ secondary headteachers by arranging for NATRE membership for their school if they were to join SACRE.

## **SACRE Constitution**

A draft document as discussed at the meeting and amendments made to some of the wording. IR will finalise the draft and send to members for discussion.

Amendments will include numbers of representatives in the groups and voting rights.

### **Minutes of the last SACRE meetings and Matters Arising**

The minutes of the last meeting were discussed. Amendments were made to some dates. These were received as a true record. Nominated by EW and Seconded by JL.

### **Work Plan and Budget 2020 -21 and discussions on SACRE roles and responsibilities.**

Ideas for the work plan and budget for 2020 -21 were discussed. These will be finalised at the October meeting 2020. Ideas include:

- Providing a day conference for teachers in Kirklees and Calderdale with joint funding from the two SACREs.
- Supporting the WYRE project and teachers as researchers in schools. This could take the form of a presentation evening/ twilight.
- Reviewing RE provision in secondary schools through questionnaire and contact with schools.
- Offering up to 10 school RE reviews at the request of schools or at the recommendation of the Learning Service. Others can be arranged as time permits. Up to 10 are provided free of charge to schools as part of SACRE's statutory responsibilities.
- Collective worship reviews for 10 schools.
- Additional consultancy can be offered to schools around RE, Collective Worship, SMSC and Fundamental Values as required.
- Maintaining and revising guidance to schools including RE, Collective Worship and sensitivity to faith issues in schools. The latter document will be re written this year.

### **Courses (these will be run for Kirklees Learning Service)**

- New to RE Coordinators Course – 29<sup>th</sup> January (full day)
- RE Teachers Conference in 2021 funded by SACRE – date to be advised.
- Teaching Christianity Well – date to be advised (half day)
- Ofsted, SIAMS and the RE Curriculum twilight briefing – date to be advised.
- Primary RE Coordinator Network each term

- Secondary RE Network

### **Consultant's report on 2019-2020**

IR gave SACRE a report on work carried out this year and what has continued to happen over lockdown.

- Led and administered SACRE. Two meetings were cancelled/ postponed due to the general election and one was to be a joint meeting regarding community cohesion and RSE and advisors for other LAs were not available to present at this meeting.
- Booked a visit to review the one determination in Kirklees. Postponed due to Covid 19. This will be rebooked in the 20 -21 academic year.
- Monitoring Collective Worship through visits to schools or consultancy as required. One review carried out in the Spring term. The two reviews booked for early summer term have been cancelled/ postponed until 20 -21.
- Reviewed the collective worship template policy and guidance.
- Drafted responses to FOI requests (at least 3 this year) including the annual question about determinations in the LA.
- Produced the annual report for the Council and DFE. This is available on Business Solutions. The draft report for 2019-20 will be available in September 20.
- Analysed performance data for KS4 and 5. We then sought clarification from all secondary schools re provision at KS4 and offered support in curriculum design for secondary schools.
- Advising the LA on RE and related matters as required e.g. RSE. One member of the SACRE sits on the governance panel for the roll out of the new PSHE curriculum.

### **Schools/RE**

- Managed the RE Hub to which 440 schools have subscribed this year, including most Kirklees schools and many in W Yorks and beyond. Kirklees network schools and academies have free access.
- Uploaded all resources and planning for the new agreed syllabus and edited as necessary. Continuing process of answering queries and helping access resources. Maintaining and revising RE, SMSC, Equalities resources on the website including the RE Hub.
- Primary RE Coordinator Network termly- 44 on the register. Two face to face networks carries out and one via zoom.
- Secondary RE Network termly – these were carried out either face to face or via zoom.
- New to Coordinators course in October 2019 – 12 attended.

- RE Coordinators Plus course planned for early summer term and will be rescheduled for next year.
- Devised new course on Teaching Christianity Well and plan to deliver this next year.
- Devised new training on RE, Ofsted and SIAMS Intent, Implementation and Impact, along with a selection of resources for schools including a toolkit for readiness for Ofsted and SIAMs.
- Training in schools – Honley JIN – Teaching, Learning and assessment in RE, Thornhill Lees – Teaching and Learning in RE in KS1 and outdoor provision.
- Three schools booked in for RE Award – Earlsheaton, St John’s Dewsbury, Gomersal Primary. These meetings will have to be rescheduled for next academic year.
- Provided advice and support for schools via email/ face to face re provision mapping including Linthwaite Clough and Gomersal St Mary’s.
- Provided Keeping In Touch sessions for teachers of RE weekly via zoom in lockdown.
- Provided half termly newsletter for schools on RE, SMSC and Equalities.
- Revised the RE template policy and written withdrawal advice from RE.
- Maintaining a resource folder for schools to access throughout lockdown with suggestions of online learning etc.

### **Report from NASACRE and any other outside agencies**

NASACRE have been sending out regular newsletters and support advice and IR found these helpful.

### **Dates of Meetings 2020 -21 and Venues**

IR suggested these dates/ venues and agenda items for the next year:

- 7<sup>th</sup> October – Baptist/ Evangelical Church – Finalising the Sensitivity to Faith Document
- 2<sup>nd</sup> December – Masjid – Finalising the annual report and presentation re community cohesion
- 10<sup>th</sup> March – Joint SACRE meeting – Bradford- The PSHE Curriculum
- 23<sup>rd</sup> June – AGM

The meeting closed at 7:25pm. AT thanked all for their attendance.

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## KIRKLEES STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

**Minutes of Meeting 14<sup>th</sup> October 2020  
Via Zoom at 5:30pm**

### **Members in attendance:**

#### **Committee A**

Representing Other Denominations & Faiths

Eileen Webb (EW)  
Suzanne Bridges (SB)  
Mark Janes (MJ)

#### **Committee B**

Representing the Church of England

#### **Committee C**

Teachers/Unions

Carol Waters (CW)  
Janice Leam (JL)  
Anna Twist (AT)  
Emma Salter (ES)  
Fehmida Patel (FP)

#### **Committee D**

Representing Kirklees Council

Andrew Marchington

#### **In attendance**

Ian Ross (IR)  
Val Flintoff (VF)

Quorum for the meeting is 1 representative from each of the 4 Committees.

## **Welcome/Apologies and minutes of the previous meeting (24/6/20)**

AT welcomed everyone to the meeting and introductions were made for the benefit of Val Flintoff. Welcome to FP who is a new teacher representative to SACRE, but could also be a member in other faiths. IR would ascertain which group she would like to represent.

Apologies had been received from Mehrun Mohamed who has sadly also resigned from SACRE.

The minutes were agreed as a true and accurate record.

### *Matters Arising*

Appointment of New Members: Agreed unanimously that any new members would be asked for a reference to be submitted from another member of their faith such as an Imam or Priest.

Membership request for Parents/ Other staff in school: IR had not progressed with writing to letter to schools for them to invite parents/ staff to be members of SACRE due to the pressure on schools at the moment during the Covid crisis. This was planned for after the half term when things should have settled down in school.

Constitution document: This was still in draft form although some of the wording had been changed. Once complete and had been agreed by SACRE members this would be sent to Legal by the Clerk.

## **2. SACRE Work Plan**

Members had received a copy of the SACRE work plan for this year. IR went through with the following points being noted:

There were 3 sections to the plan – communication, information and guidance; professional development and support and SACRE and strategic direction. IR explained the Yorkshire SACRE Hub to members that he hopes members would like to be part of. This is similar to the North West SACRE hub, where

members of all the SACREs in the North West meet together to share news and areas for work to try and encourage more consistency in approach.

In order to carry the work plan it was felt that members need to work similar to that of a governing body with members having specific roles in order to achieve the aims of the plan. Items to be looked at were:

### **1. Annual Report and guidance**

Reading and commenting on draft annual report  
Reviewing and commenting on guidance produced for schools

### **2. Schools and Teaching**

Referring news and issues from schools  
Raising issues around the syllabus and resources  
Suggesting areas for development or CPD  
Sending out and collating questionnaire re provision

### **3. National Association of SACREs (NASACRE)**

Reading and referring items from NASACRE newsletter  
Possible attendance at NASACRE annual conference

### **4. Relationships, Sex and Health Education (RSHE)**

Part of joint group with Leeds and Calderdale (about 2 from each authority)  
Aims to produce some guidance and support for Calderdale schools, outlining the perspectives and sensitivities of faith communities on RSHE  
See Nottingham document and other papers

The following roles were agreed:

Item 1 – SB and JL

Item 2 – Through Networks. AT and IR can report back on this.

Item 3 – MJ

Item 4 – AT, MJ CW

It was agreed that other members not present would be asked to join one of the 4 categories at the next meeting.

### **3. Black Lives Matter and Documentation – Statement and Further Work (Please see Annual Report Draft)**

Pages 9 – 10 of the draft annual report refers to the Black Lives Matter documentation. Members need to discuss and agree their stance on the documentation. The document submitted had already been through Leeds SACRE. Members felt that other issues within a similar category should also be commented on in the document. Other suggestions were made regarding the document and agreed that IR would implement the amendments and bring back to the next meeting.

### **4. Annual Report**

Members had received a copy of the draft report and IR went through each section. He explained that it followed the same format as last years. The only difference was that there was no data for this year so this had been replaced with information from NATRE. There will be no published data this year for us to comment on though there is anecdotal data from discussions at networks that can be included.

This document would be proof read by JL and SB before bringing back to be ratified in the December meeting. AT thanked IR for his work in producing this.

### **5. Relationships, Health and Sex Education**

Val Flintoff presented an update for this SACRE. The powerpoint will be shared with members with these minutes. Key questions/ discussion points about this are:

- How does working with faith communities enriches RSHE provision and practice?
- Some potential (but not inevitable) challenges that working with faith communities might involve. Challenges for whom? Why?
- What helps effective engagement and builds trusting relationships?

The meeting was opened up for discussion. EW reminded VF that Parent Kind were happy to engage with this and could be a way of communicating with stakeholders.

IR gave an update on the successes of the Education and Faith Project (Schools Welcome) run by Helen Rivers and how these contacts could be used to help develop community links.

Members also asked if they could hear from Catherine Kirk (Nottingham) on how she helped pull the Nottingham faith document together. This may help focus the working party on what could be produced.

## 6. **NASACRE and Other Outside Bodies**

Members had received the July report from NASACRE. It was felt that 2 members could possibly attend the NASACRE conference this year as this was via Zoom.

The other outside bodies that Pennine Learning were working closely with were NATRE and AREIAC. NATRE had produced some really useful resources on anti-racism which will be shared with schools. They have also produced on-line learning resources and it has been suggested that schools use these if and when bubbles close as part of remote learning.

AREIAC is a national organisation of RE Advisors and Consultants. Pennine Learning is part of the Trans Pennine group. Alastair is a Vice chair and shares the latest developments with the team. A newsletter is produced by Olivia Seymour who is the North East Regional Ambassador for RE and IR will share this with members.

NATRE are also advertising for 1000 primary schools to join the Primary 1000 project. A school can apply for this costing £55 which then entitles them to training, discounted resources and support. They produce a number of resources and although some are aligned to syllabus units (especially the ones RE Today wrote) some are much more based on textual analysis and similar to Understanding Christianity.

These are all discussed and shared at RE network meetings.

## 7. **AOB**

None.

## 8. **Dates of Next Meetings**

2nd December – Hopefully with Mashuda about community cohesion at a Masjid

10<sup>th</sup> or 16<sup>th</sup> March – Joint SACRE meeting

23<sup>rd</sup> June – AGM.

## KIRKLEES STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

**Minutes of Meeting 2<sup>nd</sup> December 2020  
Via Zoom at 5:30pm**

### **Members in attendance:**

#### **Committee A**

Representing Other Denominations & Faiths

Eileen Webb (EW)  
Suzanne Bridges (SB)  
Mark Janes (MJ)  
Mashuda Shaikh (MS)

#### **Committee B**

Representing the Church of England

Martin Short (MaS)

#### **Committee C**

Teachers/Unions

Carol Waters (CW)  
Mariyam Sharif (MSh)  
Anna Twist (AT)  
Emma Salter (ES)

#### **Committee D**

Representing Kirklees Council

Andrew Marchington

#### **In attendance**

Ian Ross (IR)  
Helen Rivers (HR)

Quorum for the meeting is 1 representative from each of the 4 Committees.

IR welcomed both SACREs to this joint meeting. Each SACRE met separately for the first three items and then discussed items 4 – 7 as a joint meeting.

### **Welcome/Apologies and minutes of the previous meeting (14/10/20)**

AT welcomed everyone to the meeting and introductions were made for new members.

No Apologies were received by the clerk.

The minutes were agreed as a true and accurate record.

### *Matters Arising*

Call for new members. IR explained that instead of writing to each school re asking for representation on SACRE he has placed a piece in the RE Newsletter which goes to all schools and up to 200 people on a mailing list. Three people have volunteered for SACRE as part of this call.

1. **Kirklees SACRE Report (2019-20)** – ES commented that she felt the report was well-pitched, showed good productivity and provided a clear background for all of SACREs work for the year. AT (Chair) is very impressed with the report and praised the amazing support of SACRE and how this was having a positive impact for teachers.

**Kirklees SACRE Constitution** – the group approved the ‘improved wording’ of the draft constitution which was amended in the summer meeting. A couple of grammatical errors were spotted and amended accordingly.

2. **Community Cohesion.** MS and HR gave a presentation on the work of engaging with faith communities and specifically events during Interfaith Week. The model of using online platforms to engage with schools and faith/worldview communities is being looked at to roll out for other events. HR explained the aims and activities of the Education and Faith project run within Kirklees including the Schools Welcome training and accreditation for faith centres, primary school diversity days and secondary school question time events. SACRE discussed how they could be more involved in community cohesion work. Volunteers were called for as part of the Schools Welcome programme but also as part of the question time panels in secondary schools.

SACRE thanked MS and HR for their presentation and the wonderful outreach work as part of Interfaith Week. To contact Helen re the project use the email [helen.rivers@kirkleeseducation.uk](mailto:helen.rivers@kirkleeseducation.uk)

3. Feedback from the NASACRE EGM. MaS and MJ had attended the NASACRE EGM and although this was great to meet with people online, they both felt that the face to face networking that would take place at a day conference was missing. They reported on the work of both Lambeth and Cumbria projects which involved meeting faith communities and the use of scripture in the Buried Treasure work in Cumbria. ES expressed an interest in finding out more about these projects. Jane Yates from Cumbria can be contacted on [jane.cumbriasacre@outlook.com](mailto:jane.cumbriasacre@outlook.com)  
 MJ explained that the next round of applications for the Westhill Awards was now open and that this might be of interest for SACREs to look at some of the projects we are doing. IR explained that this would be an excellent opportunity to showcase the work of the Education and Faith Project. SACREs will discuss this during the next meeting. MJ also explained that there were vacancies on NASACRE coming up and hoped that members would consider applying for these.
4. Feedback from RSHE working party. MaSh and MJ explained the first meeting of the joint working party for RSHE was held on 2<sup>nd</sup> December. The working party will produce a document that will support teachers and school leaders in the implementation of the statutory guidance for RSHE. This will include faith and worldview perspectives on aspects of the curriculum and also the views of young people in approaching topics within RSHE. IR and AR will be producing some heading of topics and generating questions to ask for viewpoints. The working group will continue to generate these questions and ask for volunteers to provide their views in short paragraphs. As this working party is across Calderdale, Kirklees and Leeds it is expected to be able to reach as many faith and non faith perspectives as possible, but still keep the document user friendly. ES explained the university are also working on a project and MaSh explained he would be happy to explain the process his school has gone through so far. The first compilation of the document would be at the next meeting of the group in February with the hope that this would be in a final draft form for Easter 2021. It is hoped that all members of SACRE would be able to contribute to the answering of questions and the preparation of viewpoints.
5. AOB. IR has forwarded to all members an open consultation to collect views that will underpin a Faith Engagement Review. CW explained it took her about 45 minutes to complete. IR encouraged all members of SACRE to complete

the consultation individually. The closing date for this is the 11<sup>th</sup> December 2020.

#### 8. Dates of Next Meetings

16<sup>th</sup> March – Joint SACRE meeting

23<sup>rd</sup> June – Kirklees AGM.

24<sup>th</sup> June – Calderdale AGM

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## KIRKLEES STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

**Minutes of Meeting 16<sup>th</sup> March 2021**

**Via Zoom at 5:30pm**

### **Members in attendance:**

#### **Committee A**

Representing Other Denominations & Faiths

Eileen Webb (EW)  
Suzanne Bridges (SB)  
Mark Janes (MJ)  
Mariyam Sharif (MS)  
Kuljinder Shokar (KS)  
Hannah McKerchar (HM)

#### **Committee B**

Representing the Church of England

Rupert Madeley (RM)

#### **Committee C**

Teachers/Unions

Carol Waters (CW)  
Anna Twist (AT)  
Emma Salter (ES)  
Janice Leam (JL)

#### **Committee D**

Representing Kirklees Council

No representation at this meeting

#### **In attendance**

Ian Ross (IR)

This meeting was not quorate as not all committees were represented.

1. **Welcome** – The chair welcomed everyone to the meeting including new members.

**2. Apologies, minutes, matters arising and membership update**

Apologies were received from Andrew Marchington, Mashuda Shaikh and Martin Short.

Minutes of the meeting dated 2<sup>nd</sup> December were received and agreed as a true record. This was proposed by Eileen Webb and seconded by Carol Waters.

Matters arising are included in the agenda for this meeting

IR explained that the Jewish Board of Deputies has agreed to find a new Jewish rep for SACRE.

**3. Local Agreed Syllabus** – For information and discussion

Bradford is joining the syllabus partnership from September. Some of the format will need minor editing but it is also an opportunity to refresh and update the introduction. This is not a revision of the syllabus itself. It may also be useful, two years in, to circulate the refreshed syllabus to schools ready for the autumn. Areas that will be updated include the SEND section and the EYFS section in light of the changes to the EYFS framework. We will also be taking this opportunity to refresh all the units of work including writing new units for EYFS, spirituality and creativity and include more text led learning in the religious studies units.

RM encouraged the writers/ editors of the units to make reference and links to the Understanding Christianity units. IR explained that the previous Diocesan RE Advisor had provided a mapping document with links between the Believing and Belonging units and the Understanding Christianity units and the writers will be using this document to make the links clear. HM offered to check the thematic units and suggest links to resources on the Understanding Humanism website.

**4. Education and Faith project**

IR updated SACRE on the Welcome Schools project and how this has been widened due to the opportunity for places of worship to attend virtually. A Leeds synagogue is planning to produce a virtual 360 tour and include video interviews of members. A Westhill grant application is being put into place and IR asked for SACRE's commitment to support this so that other places of worship could be included. MJ explained how the process of applying for a Westhill grant works.

ES asked when will we know if this grant has been accepted and how we will measure the impact of this project. IR explained that this was early days in the proposal of the project, but would ensure that the bid writers were aware of impact measures to be included in assessing how well the project was used.

## **5. RSHE working group**

A draft of resource for schools giving faith perspectives on aspects of Relationships, Health and Sex Education has been circulated. AT and MJ gave an update of progress on this and other area that would be included in the final version. IR asked for any more viewpoints from members of SACRE or friends from other traditions.

MS offered to write another viewpoint from a Muslim perspective.

ES asked who this document was for. It was agreed that this was a reference document for teachers to use to help develop subject knowledge. ES also asked if there was scope to include perspectives from the LGBTQ+ community who may also be faith members. IR explained that the useful websites and documents section would include a new Stonewall booklet on RSHE and Faith. This document includes perspectives from LGBTQ+ people who are also members of faith communities.

JL explained that the Methodist website has some interesting resources and interviews with LGBTQ+ community. A link to this will also be included in the useful documents section.

## **6. West Yorkshire SACREs**

The meeting of the West Yorkshire SACREs will take place in the Autumn term when face to face meetings should be able to resume. The theme for this will be about spirituality in the classroom. SACRE also discussed the proposal for a termly on-line meeting for chairs and vice chairs of West Yorkshire SACREs to network.

## **7. Any other business**

IR has circulated the latest update from NASACRE. The AGM of NASACRE will take place in May which will be a virtual meeting. This would make it cheaper to send more than one member. Anyone who wishes to attend the NASACRE meeting should let IR know before 19<sup>th</sup> April so that he can book places with admin at NASACRE.

Future Meetings – 23<sup>rd</sup> June 2021 (AGM)

KIRKLEES METROPOLITAN BOROUGH COUNCIL  
**KIRKLEES STANDING ADVISORY COUNCIL ON RELIGIOUS  
 EDUCATION**

**AGM**

**Minutes of Meeting 23<sup>rd</sup> June 2021  
 Via Zoom at 5:30pm**

**Members in attendance:**

**Committee A**

Representing Other Denominations & Faiths

Suzanne Bridges (SB)  
 Mark Janes (MJ)  
 Kuljinder Shokar (KS)  
 Hannah McKerchar (HM)

**Committee B**

Representing the Church of England

No representation at this meeting

**Committee C**

Teachers/Unions

Carol Waters (CW)  
 Anna Twist (AT)  
 Janice Leam (JL)

**Committee D**

Representing Kirklees Council

No representation at this meeting

**In attendance**

Ian Ross (IR)  
 Val Flintoff (VF)

This meeting was not quorate as not all committees were represented.

<b>Item</b>	<b>Discussion</b>	<b>Actions</b>
Apologies and Welcome	Members were welcomed to the meeting. Apologies received from: Eileen Webb, Andrew Marchington, Martin Short	
Election of Chair	As the meeting was not quorate members requested that we carry out the formal AGM business in October.	AGM delayed till October. IR
Election of Vice Chair	As above	
Election of group chairs	As above	
Membership review	A number of people have not attended for a year or more. We are still seeking representation for a Muslim, Hindu, Jew and a Pentecostal rep. Members will actively seek out other reps.	IR to write to non-attenders to remove from SACRE list. IR write to Outside Bodies with councillor attendance record.
Minutes of last meeting (17/3/21)	These were agreed as an accurate record of the meeting. Proposed by AT and seconded by CW.	
Matters Arising	Matters arising will be discussed through the rest of the agenda.	
Consultant's Report	IR gave a verbal report to the meeting of actions and impact this year. This will inform part of the annual report. AT thanked IR for all the hard work this year.	IR to arrange for HR to speak to October meeting re Education and Faith.
Report from NASACRE conference.	AT and MJ gave a report on the NASACRE conference and keynote speakers. AT explained about the WIRE project from South Gloucestershire SACRE and maybe this is something to consider in the work plan in October. MJ fed back on the workshop with the British Library and using text led learning.	AT – investigate WIRE and discussion at October meeting.
Recent reports (NASACRE, Ofsted Research paper.)	IR explained that he had attended a workshop run by NASACRE re SACRE funding. Deborah Weston from NASACRE and RE Today has discussed that she would like to write a case study on Kirklees SACRE as the tender for continuing the work of supporting SACRE and RE is up	IR and VF to ask finance what percentage of CSSB is spent on SACRE.  October meeting to

	<p>for tender. This would showcase how SACREs can best use the CSSB fund and also how this could work well with a traded service.</p> <p>IR gave a brief powerpoint presentation re the Ofsted research report. Implications of this to be discussed at the October work plan meeting</p>	<p>discuss implications of Ofsted report and inclusion in work plan.</p>
<p>Approval of Voices and Viewpoints Document</p>	<p>Val Flintoff (KLP) attended the meeting to thank Kirklees SACRE and to offer feedback on the document. She recognised the hard work of all those who have been involved with it; appreciates the diversity of the views included in it; and celebrates the piece of work as a good example of effective partnership work across 4 SACRE's from the geographical area of West Yorkshire.</p> <p>She hopes the document will help to facilitate important conversations between:</p> <ul style="list-style-type: none"> <li>•people of different faiths, world views and those with no faith.</li> <li>•schools and parents/the school community</li> <li>•teachers in schools</li> <li>•learners in RE and RSHE/PSHE ed lessons</li> </ul> <p>The document will support teachers to learn about faith perspectives and RSHE, reassure parents that their faith is recognised and shared in school, and helps teachers access further support.</p> <p>Val Flintoff outlined that the document would be shared with headteachers, RE leads, RSHE leads in schools and with Kirklees Communities. It will be available on the Kirklees Business Solutions website on an open page accessible by any</p>	<p>IR and VF to plan training around the document and how it can be used in schools.</p>

	<p>member of the public.</p> <p>Over the next 12 months we will work with leaders to help them to use the document to ensure that schools teach about faith perspectives as part of their RSHE programme.</p> <p>AT proposed we accept the document. HM Seconded this. All present in favour.</p>	Ratify approval at the quorate meeting
Agreement of Second edition of the syllabus	The edited version of the Agreed Syllabus has been shared with key edits noted i.e. SEND, EYFS and Intent, Implementation and Impact. IR explained that all units of work have been edited and that new units have been added. This was achieved through the hard work of teachers on the WYRE project working with Huddersfield University and Culham St Gabriel's. All the units have been changed on the Business Solutions website for subscribers. The syllabus and accompanying letter explaining the changes will be emailed to all schools week beginning 28 <sup>th</sup> June.	IR to send syllabus to all schools week beginning 28 <sup>th</sup> June.
Dates for next year	<p>SACRE members felt it was important to meet face to face and continue their own CPD through visiting different faith centres and learning about the beliefs of members. Dates suggested for the 2021 – 22 are:</p> <p>6 October 1 December 16 March 22 June</p> <p>Topics and themes to be discussed – The Gurdwara and Sikh belief, Being a Humanist Celebrant.</p>	<p>KS to investigate meeting at the Gurdwara.</p> <p>HM to prepare a presentation on humanism and being a celebrant.</p>
AOB	No AOB notified to the clerk.	
The meeting closed at 7:15pm.		

## Appendix 2 - SACRE membership and attendance 2020 -2021

	No		Exp	Attendance
<b>GROUP A – ALL FAITH GROUPS EXCEPT ANGLICANS</b>				
Roman Catholic Church	1	<b>VACANCY</b>		
Baptist	1	Mark Janes	Sep24	5/5
Methodist	1	Suzanne Bridges	Sep24	5/5
United Reformed Church	1	<b>VACANCY</b>		
Baha'i	1	<b>VACANCY</b>		
Islamic representatives nominated by mosques	4	<b>Mashuda Shaikh</b>	Sep 23	2/5
Evangelical Churches in Kirklees	1	<b>VACANCY</b>		
Buddhist rep	1	<b>VACANCY</b>		
Hindu rep	1	<b>VACANCY</b>		
Jewish rep	1	<b>VACANCY</b>		
Sikh rep	1	Kuljinder Shokar	Mar 25	2/2
Humanist rep	1	Hannah McKercher	Mar 25	2/2
Church of Jesus Christ of Latter-Day Saints	1	Eileen Webb	Mar 23	4/5
<b>GROUP B – C OF E</b>				
Church of England (lay & clergy)	5	Rupert Madley	May 22	2/5
		<b>VACANCY</b>		
		Julie Anderson	Mar21	0/5
		<b>VACANCY</b>		
		Martin Short	Sep23	2/5
<b>GROUP C – SCHOOLS</b>				
Primary School Head Teacher	1	<b>VACANCY</b>		
Secondary School Head Teacher	1	<b>VACANCY</b>		
Primary Teachers	3	Mehrun Mohammed Mariyam Sharif	Sep 23	1/1 2/2
ATL/ NEU	1	Janice Leam	Jun 21	3/5
NUT/ NEU	1	Carol Walters	Sep 21	5/5
Secondary School Teachers	1	Anna Twist Fehmida Patel	Sep 23	5/5 1/4
<b>GROUP D – COUNCIL MEMBERS</b>				
Elected Members of Kirklees Council	4	Cllr Nosheen Dad	20 -21	0/5
		Cllr O Donavan	20 -21	0/5
		Cllr A Marchington	20 - 21	3/5
<b>CO-OPTED MEMBERS</b>				
Not to exceed 1/4 of members appointed to Group A	4	Dr Emma Salter (Hudds Univ)	20 -21	4/5
<b>EX-OFFICIO MEMBERS</b>				
		Ian Ross		5/5

SACRE is looking for new members to join from any faith or education background especially in the areas with a vacancy.

### Appendix 3

#### Professional development and consultancy provided by Kirklees Learning Services

##### Courses during 2020 - 2021

Please note that all training took place virtually through Zoom or Teams.

<u>Training</u>	<u>Date</u>	<u>Attendees</u>
RE Secondary Network	One meeting per term	8
RE Primary Network	One meeting per term	40
Don't Panic! Leading RE in an Effective and Practical Way	January 21	8
SMSC, British Values and Equality Network	One meeting per term	10
From Intent to Implementation in RE	3 Webinars	15
Learning from Three Faiths	3 webinars	12

Schools were visited by Kirklees Learning Partners for a range of purposes including SMSC training, RE syllabus training. Further training on RE was also provided for ITE trainees on both the primary and secondary SCITT programme.