

# **Cumberland Shadow Executive**

**Thursday 16 February 2023**

## **Cumberland Schools Forum and Joint Standing Advisory Council on Religious Education (SACRE)**

---

**Report from:** Cllr Elaine Lynch, Executive Member – Lifelong Learning and Development

**Report Author:** Daniel Barton – Assistant Director Education & Skills – Cumbria County Council

**Wards:** All

**Key Decision:** No

---

### **1.0 Purpose/Summary of report**

- 1.1. To establish a Schools Forum for Cumberland in accordance with the constitution attached at Appendix 1.
- 1.2. To approve the constitution of a joint Standing Advisory Council on Religious Education ('SACRE').

### **2.0 Recommendation**

#### **2.1 It is recommended that the Shadow Executive**

**(1) Establishes the Schools Forum for Cumberland; and**

**(2) Constitute a joint SACRE in accordance with the constitution attached at Appendix 3 and appoint those listed at Appendix 4 as members of the SACRE.**

### **3.0 Background and Proposals**

#### **Schools Forum**

- 3.1 Each Local Authority is required by law to establish a Schools Forum. The current Cumbria Schools Forum will cease to exist on 31 March 2023 and two new Forums will be established, one for each of the two new authorities.

- 3.2 The role of the Schools Forum is summarised in the Education Skills and Funding Agency ('ESFA') Guidance 'Schools forum powers and responsibilities'. Essentially the Schools Forum has a consultative, or decision-making role (depending of the specific decision being made) in respect of schools/education financing.
- 3.3 The Schools Forum is not a committee of the Local Authority. Its membership is largely made up of senior managers/governors from schools and academies. The Schools Forums (England) Regulations 2012 ('the Regulations') provide a framework for the appointment of members but allow a considerable degree of discretion in order to accommodate local priorities and practice.
- 3.4 The membership of the Cumberland Schools Forum needs to include – school members, academy members, special school member(s), early years member(s), post 16 member(s), pupil referral unit member(s). It is proposed that there will also be representatives from the local dioceses and teaching/non-teaching professional associations. The Regulations permit some attendees from the Local Authority, but their role is largely advisory. At least two thirds of the membership must be made up of school and academy members. The balance between primary, secondary and academy members should be broadly proportionate to the pupil numbers in each category.
- 3.5 It is proposed that the Shadow Executive establishes the Schools Forum. The Forum will operate using the constitution set out in Appendix 1. Once established and quorate the Schools Forum could make changes to its membership to respond to changes to the educational landscape in its area.
- 3.6 It is proposed that, initially, the Cumberland Schools Forum should be made up of 16 school members and 6 non-school members; a proposed membership is set out at Appendix 2.
- 3.7 The Local Authority has the power to directly appoint non-school members to the Schools Forum. It can also appoint schools/academy members if an election has not been held by a prescribed dated.
- 3.8 Nominees are currently being sought to serve on the Cumberland Schools Forum. Current members of the Cumbria Schools Forum have kindly put themselves forward, but other expressions of interest are also being sought to ensure that there is representation from all education sectors.
- 3.9 If there are more nominees than members required for any group, then the Local Authority (as it stands Cumbria County Council) will support that group to hold an election (if required by the Regulations). Any

elections will be held by 31/03/23. If no elections have been held by that date, then the proposal is that Cumberland Local Authority will appoint members to the Schools Forum as required.

### **Standing Advisory Council for Religious Education (SACRE)**

- 3.10 Section 390 of the Education Act 1996 requires a Local Authority to constitute a SACRE.
- 3.11 The role of the SACRE is to advise the Local Authority on religious worship in community schools or in foundation schools which do not have a religious character, and the religious education to be given in accordance with an agreed or other syllabus, along with other functions as set out in the Education Act 1996.
- 3.12 The membership of the SACRE is largely determined by section 390 of the Education Act 1996. There are four committees within the SACRE –
  - A – Christian denominations (other than Church of England) and other faiths
  - B – Church of England
  - C – Teacher Associations
  - D – The Local Authority
- 3.13 There is currently a Cumbria wide SACRE and the proposal is that a joint SACRE will operate for Cumberland and Westmorland and Furness from 1 April 2023, initially using the constitution at Appendix 3 and with the initial membership as listed at Appendix 4.
- 3.14 The Local Authority is responsible for making appointments to SACRE in accordance with section 390 of the Education Act 1996. Members should be nominated by the groups they represent where appropriate/possible. Further members and support officers will need to be appointed/named as individuals are identified post vesting day. Currently there are no members listed in Committee D. As matters stand, the constitution (Appendix 3) asks Cumberland and Westmorland and Furness to appoint two members each. It is understood that such appointments will be made at the Councils' respective AGMs due to be held in April.
- 3.15 Constituting a joint SACRE will enable the new SACRE meetings to be regularly quorate and to have the membership required by statute.
- 3.16 Currently SACRE meetings are held as hybrid meetings, to facilitate attendance by all members. There is requirement that SACRE meetings are open to members of the public and appropriate arrangements can be made to facilitate this when required. Although the legislation doesn't specify the way/format in which a SACRE meeting should be held or voting conducted, the DFE advised (in the

context of covid) that as long as the approach is accessible to all and enables every member to fully contribute and to register their vote, remote meetings should be acceptable.

- 3.17 Once constituted a joint SACRE will be able to vote on changes to its constitution, therefore enabling the SACRE to develop to meet the needs of the Cumberland/Westmorland and Furness structure. Any changes to the constitution must be approved by the Local Authority.
- 3.18 Operating a joint SACRE will enable a seamless transition. This is particularly important, as the agreed syllabus review (which is legally required to take place every five years) is currently underway.
- 3.19 The SACRE is currently funded by the Central School Services Block, with funds allocated for expenses, administrative resources and supply teacher cover etc. It will therefore be a more efficient use of resources if a joint SACRE is established.

#### **4.0 Consultation**

- 4.1 The current Cumbria Schools Forum received reports in June and November 2022 setting out the requirement to establish a new Schools Forum in each of the two new councils from 1 April 2023.
- 4.2 The proposal to operate a joint SACRE has been discussed with the current SACRE members and is viewed as the pragmatic way forward.
- 4.3 The DfE has been informed of the proposal to operate a joint SACRE, as has the National Association of Standing Advisory Councils on Religious Education ('NASACRE'). Neither has objected to the joint SACRE.

#### **5.0 Alternative Options**

- 5.1 The Executive can:
  - Approve the proposed approach to establish a Cumberland Schools Forum from 1 April 2023; or
  - Propose an alternative approach towards the establishment of a Cumberland Schools Forum from 1 April 2023.

There is no provision in law for two or more authorities to discharge their functions jointly, for example by establishing a single joint Schools Forum with Westmorland and Furness.

- 5.2 Separate SACREs could be established for each of the new Local Authorities. However, this raises concerns (with SACRE's current membership) about securing requisite representation for all four committees. Some religious/denominational representatives cover the whole of Cumbria and as such, operating two SACREs would increase the call on their time. Operating two SACREs would increase

the expense to the public purse, as two sets of payments would be needed for administrative support and the religious education professional adviser etc.

- 5.3 Establishing two SACREs would potentially hamper the work required this academic year by the Agreed Syllabus Conference to review and issue and the agreed syllabus.

## **6.0 Implications**

### **Financial, Resources and Procurement**

- 6.1 The cost of support for School Forum including any expenses incurred by School Forum members is funded from the Central School Services Block (CSSB) of the Dedicated Schools Grant (DSG). In 2023/24 the proposed budget for the Cumberland School Forum is £6,353.

SACRE is also funded from the CSSB at a cost of £5,000 for all of Cumbria. The CSSB has been disaggregated on the basis of pupil numbers in maintained and academy schools resulting in a SACRE budget for Cumberland of £2,800. If the recommendation to constitute a joint SACRE is accepted each new unitary authority will be able to utilise their SACRE CSSB budget to support the joint SACRE.

SM 27.01.23

### **Human Resources**

- 6.2 The establishment of a Schools Forum for Cumberland is necessary to support Education provision across the Cumberland Authority footprint. There are no employment issues directly for Cumbria County Council with the Forum and SACRE being representative bodies.

Should the recommendation to have a single joint SACRE not be supported, then additional administrative support would be required increasing employment liabilities. In due course should the decision be taken to merge and have a single SACRE for the county then it is likely this would be a redundancy situation for the administrative support resource.

*Alice Madden, Manager – Operational Delivery, 26th January 2023*

## Legal

- 6.3 The functions of Cumberland Shadow Authority are set out in the Cumbria (Structural Changes) Order 2022 ('the 2022 Order') and in relevant consequential orders.

Article 7 of the Cumberland Council Constitution states that the role of the Shadow Executive is limited to functions contained in the 2022 Order.

The 2022 Order states that -

'13(1) Each shadow authority must take all such practicable steps as are necessary or expedient...

(b) to prepare the authorities for the assumption, as Cumberland Council or Westmorland and Furness Council, of local government functions and full local authority powers on 1 April 2023...'

The establishment of the Schools Forum and the SACRE are necessary preparations for the assumption of local government functions and powers from 1 April 2023.

Section 390 of the Education Act 1996 compels a Local Authority to constitute a standing advisory council on religious education ('SACRE'). A SACRE shall consist of such groups of persons appointed by the local authority members.

Section 47A of the School Standards and Framework Act 1998 states that every Local Authority must...establish for their area a body to be known as a schools forum.

SD 26/01/23

## Health and Sustainability Impact Assessment

- 6.4 Have you completed a Health and Sustainability Impact Assessment?  
No
- 6.5 If you have not completed an Impact Assessment, please explain your reasons: There are no direct implications associated with this report.

## Equality and Diversity

- 6.6 Have you completed an Equality Impact Analysis? No

6.7 If you have not completed an Impact Analysis, please explain your reasons: There are no new implications associated with this report.

<b>Risk Management</b>	<b>Consequence</b>	<b>Controls required</b>
None		

### **Contact Officers**

Nicola Shiels - Support Manager – Education & Skills - T: 07881264511

E: [nicola.shiels@cumbria.gov.uk](mailto:nicola.shiels@cumbria.gov.uk)

Sarah Dodds - (Acting) Senior Lawyer Environment & Litigation Team

T: 07768507321

E: [sarah.dodds@cumbria.gov.uk](mailto:sarah.dodds@cumbria.gov.uk)

### **Appendices Attached to this Report**

<b>Appendix No.</b>	<b>Name of Appendix</b>
1	Cumberland Schools Forum Draft Constitution
2	Cumberland Schools Forum Proposed Membership
3	SACRE Constitution
4	SACRE Initial Membership

### **Background Documents Available**

<b>Name of Background document</b>	<b>Where it is available</b>
Schools Forum Operational & Good Practice Guide – March 2021	<a href="#"><u>Schools forum operational and good practice guide amended March 2021.pdf</u></a>
Schools Forum Powers & Responsibilities	<a href="#"><u>Schools forums powers and responsibilities.pdf</u></a>

## DRAFT Cumberland Schools Forum – Constitution

### 1. Membership

The Schools Forum will consist of the following members:

- 1.1 School Members (**must** include at least one governor and at least one headteacher/senior member of school staff)
  - 6 maintained primary school headteachers/senior members of school staff or governors
  - 1 maintained secondary school headteacher/senior member of school staff or governor
  - 5 academy (primary and secondary) headteachers/senior members of school staff or governors
  - 1 academy special school headteacher/senior member of school staff or governor)
  - 1 maintained special school headteacher/senior member of school staff or governor
  - 1 maintained nursery school headteacher/senior member of school staff or governor
  - 1 PRU representative
- 1.2 Non School Members
  - 1 teachers' professional associations
  - 1 non-teaching staff associations
  - 1 CE Diocese
  - 1 RC Diocese
  - 1 representative 16 – 19 providers
  - 1 private voluntary and independent (PVI) early years provider
- 1.3 Observer Members

Lead Member for Education, Skills and Training, Childrens' Services or Financial Planning and Assets, Education and Skills Funding Agency (ESFA).
- 1.4 Local Authority Representatives

Officers of the Local Authority can attend Schools Forum meetings but this is restricted to:

  - Director of Children and Family Wellbeing or their representative
  - Director of Resources or their representative
  - Any person invited by Schools Forum to provide financial or technical advice
  - Any person presenting a paper to Schools Forum but their ability to speak is limited to the paper they are presenting
- 1.5 Clerking

Clerking of the Schools Forum is often provided by a local authority employee or Schools Fora can consider the appointment of an independent clerk.



## **2. Working Groups**

The Schools Forum may establish working groups. Each member of the Schools Forum will be expected to contribute to at least one of these groups but groups can also include wider representation to enable the group to give a considered view on the local authority's proposals to the School Forum.

## **3. Election of Members and Terms of Office**

- 3.1 For any vacancy that arises, each group or constituency will determine its own procedures for nomination, which may include elections.
- 3.2 Each constituency or group is responsible for the method by which they elect and nominate their representatives.
- 3.3 Appropriate support to each group or sub-group to manage their election processes will be offered by the clerk of the Schools Forum. This may be the provision of advice, but may also consist of providing administrative support in running the elections themselves. Support will be provided in line with the Schools Forum Operational Good Practice Guide – March 2021.
- 3.4 In the event of a tie between two or more candidates, then the LA will appoint the member instead.
- 3.5 There may be occasions where a constituency is unable to nominate a representative. The local authority can set a date by which the election/nomination should take place by and must appoint the member if the election has not taken place by that date. The person appointed should be a member of the relevant group.
- 3.6 The term of office is attached to the office and not the person. The usual term of office will be for a period of up to 2 years (to be reviewed).
- 3.7 A member's appointment will end before the expiry of his/her term of membership if that member resigns or no longer holds the office by which they became eligible for election, selection or appointment to the forum. If a member moves to a school within the same constituency, he/she will remain a member of the forum. However, if the member moves to a school in a different constituency, or no longer works in the LA area, that member will cease to be a member of the forum. Vacancies will be filled in line with the nomination and election process for the relevant constituency.
- 3.8 The LA will appoint non-school members who will be nominated by the relevant body. The LA will inform all represented bodies of the details of any non-schools member appointed to the forum within one month of such an appointment. This should be done when initially constituting the forum, and after the appointment of any new or replacement member.
- 3.9 There will be no maximum number of consecutive periods of membership.

#### **4. Appointment of Chair and Vice Chair**

- 4.1 The Chair and Vice Chair of the Schools Forum will be elected from among the members by a majority vote, but may not be an elected member or officer of the LA.
- 4.2 The Chair and Vice Chair will be elected annually at the first meeting of the financial year.
- 4.3 A Chair or Vice Chair may stand for re-election in successive years.

#### **5. Quorum**

- 5.1 The quorum shall be 40% of the current membership of the forum, excluding vacancies but including substitutes.
- 5.2 Being inquorate will not prevent a meeting from taking place however, the Schools Forum will not legally be able to take decisions. An inquorate meeting can respond to consultation and give views to the LA.

#### **6. Voting**

- 6.1 Decisions will be taken after full discussion and by a simple majority by a show of hands unless any one member requires a secret ballot. Decisions of the Schools Forum may only be rescinded at a subsequent quorate meeting.
- 6.2 School members will vote, by sector, on the level of delegation to schools.
- 6.3 Maintained primary school members will vote on levels of delegation for primary schools which will then be binding on all maintained schools within that sector.
- 6.4 Maintained secondary schools will vote on levels of delegation for secondary schools which will then be binding on all maintained schools within that sector.
- 6.5 Academies and special schools are not able to de-delegate in this way.
- 6.6 In the event of a tied vote the Chair will have a second or casting vote except for when voting, by sector, on the level of delegation to schools. In the event of a tied vote on the level of delegation to schools – action will need to be decided.

#### **7. Substitutes**

If elected, members should, wherever possible, attend all meetings. If a member is unable to attend, he/she should seek to secure an appropriate substitute to attend the meeting on their behalf. Appropriate being a headteacher/senior member of school staff or a governor from the same constituency. Substitute members will count as part of the quorum. Substitutes attending in place of members should not become the norm.

## **8. Clerk**

To be provided by the Local Authority, or appointed externally.

## **9. Frequency and Pattern of Meetings**

- 9.1 There will be a minimum of 4 meetings each year. The forum may wish to arrange additional meetings eg. to discuss budget issues in the autumn term; or it may wish to set up committees or sub-groups to consider specific issues.
- 9.2 Meetings can be held remotely; this includes telephone conferencing, video conferencing, live webcast and live interactive streaming.
- 9.3 Unscheduled or extraordinary meetings may be called to consider urgent business.
- 9.4 Alternatively, if it is not possible to schedule an additional meeting, a process such as clearance by email correspondence, allowing all Forum members to have an opportunity to participate, can be used.
- 9.5 The Chair cannot take a decision on behalf of the Schools Forum however, should an urgent issue arise which needs an immediate decision, the Chair will have the power to give the LA a view on the issue.
- 9.6 There is a requirement that meetings of the Schools Forum will be public meetings.

## **10. Exclusion of Access by the Public to Meetings**

- 10.1 Schools Forum meetings will be open to the public. Papers, agendas and minutes will be publicly available on the LA website in advance of each meeting (add link to page here).
- 10.2 The public must be excluded from meetings whenever it is likely, in the view of the nature of the proceedings, that confidential or exempt information would be disclosed.
- 10.3 Confidential information means information given to the LA by a government department on terms which forbid its public disclosure or information which cannot be publicly disclosed by court order.
- 10.4 Exempt information means information falling within (*number to be added in line with Cumberland Council constitution*) categories as set out in the LA constitution.

## **11. Expenses**

- 11.1 School members and non-school members will be entitled to claim reasonable travelling expenses.
- 11.2 Members of the Schools Forum will also be eligible to claim reasonable reimbursement for additional costs such as childcare costs, loss of earnings or

costs incurred at school due to absence. Should the need arise, the definition of reasonable will be determined by the Chair on the advice of the Director of Children and Family Wellbeing.

11.3 Such costs will not be paid to LA Councillors who have a separate expenses system.

## **12. Declarations of Interest**

Members of the Schools Forum will declare an interest in any individual proposal which directly affects a school at which they are employed, or at which they are a governor. In these circumstances members may participate fully in the discussion and any subsequent decision. However, where a member might have a pecuniary interest in any decision made they shall withdraw from the meeting, taking no part in the discussion and any subsequent decision.

## **13. Schools Forum Powers and Responsibilities**

The schools forum powers and responsibilities are set out in a separate document, published by the Education and Skills Funding Agency.

[2021 Schools forums powers and responsibilities.pdf](#)



2021\_Schools\_forum  
s\_powers\_and\_respor

E&S/NS  
November 2022

## Proposed membership of Cumberland Schools Forum

<b>Schools and Academy Members</b>	<b>Number of Members</b>	<b>Expression of Interest</b>
Maintained Primary Schools	6	1. 2. 3. 4. 5. 6.
Maintained Secondary Schools	1	1.
Academy		
- Primary	1	1.
- Secondary	4	1. 2. 3. 4.
- Special	1	1
Maintained Nursery	1	1.
Special Schools	1	1.
PRUs	1	1.
<b>Total</b>	<b>16</b>	
<b>Non-School Members</b>	<b>Number of Members</b>	<b>Expression of Interest</b>
CE Diocese	1	1.
RC Diocese	1	1.
16-19 Providers	1	1.
EY/PVIs	1	1.
Teaching Associations	1	1.
Non-Teaching Associations	1	1.
<b>Total</b>	<b>6</b>	
<b>Total Members</b>	<b>22</b>	



# **CUMBRIA STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)**

## **Constitution**

**Our aim is to enrich the quality of learning in religious education and collective worship for all Cumbrian pupils**

**February 2023**

## 1. The Duties of the Local Authority:

Establishing a SACRE has been a legal requirement for every Local Authority (LA) since 1988. The LA is legally obliged to ensure:

- that there is a functioning SACRE with all four committees represented
- that there is professional and financial support in place for SACRE to carry out its duties
- that there is an Agreed Syllabus for RE which is reviewed at least once every five years
- that it consults with SACRE on any issues to do with RE and collective worship
- that it takes note of, and responds to, any advice it receives from SACRE

## 2. The Duties of Cumbria SACRE are to:

- Provide advice to the LA and schools on collective worship and RE in accordance with the agreed syllabus.
- Advise the LA on how to monitor the provision and quality of collective worship and RE in Cumbrian community schools and foundation schools without a religious character.
- Advise the LA on any complaints concerning RE or collective worship.
- Consider any requests from community schools or foundation schools without a religious character to lift the legal requirement to hold a daily act of collective worship of a broadly Christian character for some or all of the pupils at that school. Such applications are to be made by the headteacher after consultation with the governing body. If SACRE agrees, the school is granted a 'determination' for five years, after which the school can reapply and the determination must be reviewed.
- Require the LA to review the agreed syllabus by convening an Agreed Syllabus Conference in accordance with the provisions of Para 3, Schedule 31 to the Education Act 1996
- Publish an annual report about its work.

## 3. The Membership of Cumbria SACRE:

Legally the LA is the appointing body and members are appointed to one of four committees:

- Committee A: people to represent Christian denominations and other religions as, in the opinion of the LA, appropriately reflect the principal religious traditions in the area
- Committee B: people to represent the Church of England
- Committee C: people to represent teacher's professional associations
- Committee D: people to represent the LA

### Cumbria SACRE aims to have:

Committee A: Representation from Catholicism, Methodism, Quakerism, United Reformed, non-conformists, Free Churches, Churches Together and other faiths including but not limited to Buddhism, Hinduism, Judaism, Islam, and Sikhism.

Committee B: Representatives nominated by the Diocesan Board of Education (Church of England)

Committee C: Representatives nominated by teacher unions and other professional bodies

Committee D: Elected Members - two members appointed by Cumberland and two by Westmorland and Furness.

## 4. The Appointment of Representatives to SACRE:

### Term of Office of Representative Members:

The LA appoints members of SACRE following consultation with the appropriate body. Members continue to serve until they resign in writing or the LA, following consultation with the nominating body, suspends their membership at which time they will cease to be a member of SACRE. Members who fail to attend three consecutive meetings without good reason will have their membership reviewed by the LA through the Clerk and in consultation with the appointing body who may suspend their membership.

### Co-opted members:

It is open to SACRE to co-opt people who may be able to contribute to its work. Co-optees are not members of any of the four committees and do not have voting rights. Such co-options will be reviewed annually at the first meeting of the academic year.

**Substitutes:**

A member who is unable to attend a SACRE meeting can be represented at that meeting by a substitute from the same nominating body. The member should inform the Clerk of the name of the substitute prior to the meeting. Substitutes do not have voting rights.

**5. SACRE Working Practices:**

**Quorum:** SACRE will be quorate when at least one member of EACH of the 4 committees are present.

**Appointment of Chair and Vice Chair:**

The Chair and Vice-Chair of SACRE are nominated by SACRE and appointed by the LA. The appointment is for 3 years.

**Working Groups/sub-committees:**

SACRE can appoint sub-committees to work on particular tasks on behalf of the full SACRE. They can elect a Chair who will report the results of the work of that committee to the full SACRE.

**Voting Arrangements:**

As far as is practical, items will be discussed fully and issues decided by consensus. If a formal vote is necessary each of the 4 SACRE committees has one vote. It may be necessary for the four committees to meet separately to determine how their collective vote will be cast. To facilitate such a vote each committee may elect a Chair. A committee's vote will represent the majority within that committee. In any vote, a majority of 3 carries the vote but if the vote is split (2-2) the status quo applies because the Chair of SACRE doesn't have a casting vote. Co-opted members do not have a vote.

**Agreed Syllabus Conference (ASC):**

SACRE must convene an ASC every five years to review the agreed syllabus and where necessary produce a new agreed syllabus. The agreed syllabus is the statutory document for RE which community and foundation schools must follow. It is a long standing tradition in Cumbria that each body nominates, and the LA appoints, the same people as on SACRE.

**Extraordinary Meetings:**

The Clerk to SACRE, following consultation with the Chair, may convene an Extraordinary Meeting. The Clerk must always consult with the Chair if requested to do so by 5 SACRE members. At least seven days' notice must be given to members of any such meeting.

**Appendix 1:****Meetings:**

Cumbria SACRE aims to meet on at least three occasions during the school year (normally one meeting per term). Non members are welcome to attend, to observe SACRE meetings.

**Agenda:**

Matters for the Agenda should be sent to the SACRE Clerk at least 21 days in advance of the meeting. The Agenda should be distributed at least seven working days in advance of meetings. The minutes of meetings are published on the Cumbria County Council website.

**Annual report:**

SACRE's annual report should be emailed to the LA, Cumbrian schools and academies, DfE and NASACRE.

**Code of Conduct of members:**

Cumbria SACRE encourages all of its members to:

- Attend all SACRE meetings and take a full and active part in its work and discussions.
- Appoint a substitute if unable to attend a meeting. (See Non-attendance above)
- Consult actively with the organisation you represent so that debate is fully informed.
- Listen with respect to the views of other members. Express views and opinions openly and sensitively, recognising others may have different views. Never denigrate or mock the views of others. Seek reasoned consensus where views diverge.
- Develop their understanding of the different faiths and beliefs represented in Cumbria and contribute to the wider community cohesion agenda.
- Remember that SACRE's aim is to improve the quality of provision in RE and collective worship for Cumbrian pupils.



Initial SACRE Membership (Committee D appointments needed)

**Committee A:**

**Other Faiths/ Denominations**

Sheila Gewolb - Jewish  
Rashmi Manemi - Hindu  
Wendy Ridley - Buddhist  
Mohammed Dhalech - Muslim  
Karen O'Donoghue – Baha'i  
Rev David Milner - Methodist  
Michael Watmough – Quaker  
Jane Yates - Humanist

**Committee B:**

**Church of England (CE)**

Laura Watson  
Richard Cox  
Vacancy

**Committee C:**

**Teacher Associations**

James Douglas - NEU  
Brian Eaton - VOICE  
Katherine France - NATRE  
Irene Roberts-Green - NAHT  
Bernadette Little – NASUWT

**Co-opted:**

Georgia Prescott  
Carolyn Reade  
Vicky Bunter - Secondary

**Clerk to SACRE**

Sue McGaw (Cumberland)