



Reserved Teachers in Church of England Voluntary Controlled/Foundation Schools and Academies

The named Reserved Teachers at Welton St Mary's Church of England Primary Academy 2020/21 are:

**Mrs Nicola Gough – Headteacher
Miss Emely Keane – RE Leader**

Agreed at the Governing Body Meeting November 26th 2020

There is a requirement to appoint Reserved Teachers in Church of England Voluntary Controlled/Foundation Schools and in Academies that have converted from such schools.

What is a Reserved Teacher?

1. Section 58 of the School Standards and Framework Act 1998 requires the appointment in Voluntary controlled (VC) schools of teachers who are able to provide religious education in accordance with the requirements of the Trust Deed of the school or in accordance with the tenets of the relevant religion or denomination.
2. Where the number of teachers at a foundation or voluntary-controlled school with a religious character is more than two, the teachers must include persons who are selected for their fitness and competence to teach religious education in accordance with the school's trust deed or with the tenets of the school's religion and are specifically appointed to do so.
3. These teachers are called Reserved Teachers.

What is denominational religious education?

4. There is no definition in the Act of denominational religious education but in practice it means any religious education provided in accordance with the requirements of the Trust Deed of the school and that is not the Locally Agreed Syllabus. Reserved Teachers may of course teach the Agreed Syllabus but that is not the purpose of their status.

Why is the provision of denominational religious education required?

5. Because parents have the right to request it. The norm in VC Church of England schools is that RE is provided according to the Locally Agreed Syllabus. Reserved Teachers are not needed for this. However, parents may request denominational religious education and the governing body must

make it available. Reserved Teachers are appointed in order that suitable persons are available should parents request this provision.

6. It is also important that VC schools ensure that denominational RE can be provided where requested because they will often be required to do so by their Trust Deed.

The appointment of Reserved Teachers

7. The appointment of Reserved Teachers is not optional: nor does a school have to wait until a request for denominational education is made before appointing Reserved Teachers. On the contrary, Reserved Teachers must always be there in readiness.

8. The number of reserved teachers must be at least two but not exceed one fifth of the total number of teachers including the head teacher. The head teacher can be selected but must count towards the one fifth quota. In primary schools it will often be the RE coordinator and the Headteacher.

9. Foundation governors have a key role in the appointment and dismissal of Reserved Teachers. They must approve the appointments and may require dismissal. The foundation governors can (and indeed must) insist that there be at least two Reserved Teachers. It is for the governing body to decide whether there should be more and whether it wishes the Headteacher also to have this role.

10. Reserved Teachers are appointed using the same criteria as those used for teaching staff in a Voluntary Aided (VA) school. Hence full account may be taken of religious belief and practice, as is appropriate for these key posts. The appointment of Reserved Teachers (especially if these include the Headteacher) can materially strengthen the Church of England character and ethos of VC schools through the appointment of staff who are fully supportive of the school's religious tradition and have a personal involvement in it.

What about Academies?

11. The Government has taken the view that when a church school converts into an academy it must largely replicate the governance and employment characteristics it had before conversion. Hence a VC school that becomes an academy is also required to appoint Reserved Teachers and should ensure that it does so. There must be at least two and may be up to one fifth of the total staff. The foundation governors and the foundation members of such academies have a duty to see that this is carried out.