

Revised draft for Code of Conduct 6-3-25

For the avoidance of doubt in this Code any reference to “meeting” means any meeting of (a) WASACRE or (b) of the Executive Committee. References to “you” means as a member or co-opted member of WASACRE as representing your local SACRE/SAC or as an elected member of the Executive Committee of WASACRE.

As with any organisation it is to be expected that certain criteria apply in respect of the way in which you conduct yourself at a WASACRE meeting.

Those who attend the termly WASACRE meeting and/or a meeting of the Executive Committee are expected to abide by the following Code of Conduct which has been accepted and adopted by WASACRE at its meeting on-----

Social cohesion is recognised as being important to our society, now and in the future. The effective WASACRE meeting is in itself a model of social cohesion, in which every member is heard and respected, even when there are many different positions and opinions on particular issues under discussion. In an effective WASACRE meeting, potential conflict is managed harmoniously. By the same token, WASACRE has the potential to promote social cohesion more widely, in schools and in local communities.

All WASACRE members should be committed to education in Wales and to respect the views of others. They will have a responsibility to support children’s learning in Religious Education (RE), Religious Studies (RS), Religion Values and Ethics (RVE) and collective worship, and to work for the highest standards in these areas.

Members should represent the perspective of their community or SACRE/SAC or associate organisation in the work of WASACRE and communicate the interests and work of WASACRE back to their respective SACREs/SACs or organisations.

WASACRE is a body which affects education in Wales and in particular RE, RS, RVE and collective worship in Welsh schools. It is therefore essential that there is confidence in WASACRE, and members must therefore ensure that:

- as a democratic, advisory body, it engages with and is accountable to its representative groups, e.g. Faith and Belief groups (Group A), Teacher Associations (Group B), and Councillors (Group C);
- it conducts its business in accordance with the law and to proper standards;
- its individual members speak and act respectfully and appropriately in meetings;
- local authority subscriptions to WASACRE are properly accounted for and are used appropriately, efficiently and effectively; and
- it works continuously to improve the way it functions, in terms of effectiveness, quality, equality, fairness, sustainability and innovation.

WASACRE should be inclusive, open, honest and accountable. This Code sets out that commitment and how WASACRE aims to achieve it.

In order for WASACRE to be effective you should:

- attend all WASACRE meetings where you have been delegated so to do by your SACRE/SAC and take a full and active part in WASACRE’s work;
- show respect and consideration for everyone, particularly listening with respect to the views of other members and where a situation of disagreement occurs, disagree respectfully;

- express views and opinions openly, honestly and sensitively, always recognising that others have different views to one's own;
- allow the person expressing such views the opportunity to complete what they are saying without interruption or being shouted over whilst still speaking;
- seek reasoned consensus where views diverge and never disrespect the views of other WASACRE members or seek to convert them to a different belief stance;
- welcome new members and guests and make them feel comfortable;
- not harass, bully, threaten or intimidate others;
- promote equality and diversity by not discriminating unlawfully or unfairly against any person;
- not use discriminatory language;
- not make derogatory, inflammatory or personal remarks about other people;
- not do anything which compromises, or which is likely to compromise the impartiality of those who work for, or on behalf of, your local authority;
- show support for the provision of objective, critical and pluralistic RE;
- actively challenge and resist stereotyping;
- assume at all times that other members of WASACRE are honourable and concerned with the best interests of WASACRE.

It is important to note, outside of WASACRE meetings you should never speak on behalf of WASACRE without the permission of the Chair.

Remember that the central aim of WASACRE is to improve the quality of provision in RE, RS, RVE and collective worship in schools in Wales.

This Code will be revised biennially by the WASACRE Executive Committee at its autumn meeting and the review will be approved by the next termly meeting of WASACRE. Minor reviews and updates may be made by the Executive Committee (either of its own volition or at the request of a member SACRE/SAC) as required.