

RESERVED TEACHERS

Section 58 of the School Standards and Framework Act 1998 requires the appointment in voluntary controlled (VC)/foundation schools, and academies that have converted from such 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.**

Academies

An academy that has converted from VC status also has the duty to ensure there are at least 2 reserved teachers.

What is a 'reserved teacher'?

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. These individuals must be qualified teachers and not other members of staff.

What is 'denominational RE'?

There is no explicit definition 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. **This might mean RE taught from the perspective of the Anglican faith or RE that meets [the stated expectations of the Church of England Education Office](#).**

Parents

Parents and guardians are entitled to request denominational RE for their children.

Federations

In federations, it is acceptable to have **2 reserved teachers across the federation.**

What do I need to do next?

Do we already have designated reserved teachers?

YES

Ensure this information is accessible on your school website.

NO

The governing board should offer appointment to any suitable existing members of staff; staff must be interviewed and foundation governors must give specific and individual approval to each appointment.

The governing board should include reserved teacher status in any teaching post advertisements that arise until 2 reserved teachers have been appointed.

Ensure this information is accessible on your school website.

Foundation governors

It is the responsibility of foundation governors to approve the appointment (and dismissal) of reserved teachers; they must ensure there are at least 2 reserved teachers.

Additional guidance and resources

[Staffing and employment advice for schools \(DfE\)](#)

[Faith Schools in England \(FAQs\)](#)

National Society Guidance for Reserved Teachers in VC/Foundation Schools (March 2011)

Proportion

There must be **at least 2 reserved teachers** (usually the headteacher and the RE subject leader); reserved teachers must not exceed one fifth of the total number of staff. In schools with small numbers of staff, two reserved teachers may exceed one fifth of the total number of staff; **in this case**, it is acceptable to have **1 reserved teacher**.