



STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

AGENDA

5.30 pm <u>Please note</u> <u>time</u>	Tuesday 28 June 2016	St Edwards Primary School, Havering Drive, Romford RM1 4BD
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Members **26**: Quorum **9** ***BUT*** a minimum of **one** representative must attend from each group

Representative Groups (current membership)

Group A

**Representing
Christian denominations and
other religious
denominations (16):**

Dr John Lester, Baha'i faith
Mrs Christine Seymour (Chairman), Humanist
Mrs Pamela Coles (Vice Chairman), Methodist
Mr Om Dhir, Hindu
Mr Sansar Narwal, Sikh
Mr Kamal Siddiqui, Sunni Muslim
Mr Tariq Mahmood, Sunni Muslim
Rabbi Lee Sunderland, Jewish
Saddhabhaya, Buddhist
Mr Kevin Walsh, Roman Catholic
Mrs Jenny Fox, Salvation Army
*Mrs Dawn Ladbrook, Evangelical Free Church
Pastor Aloysius Peter, Pentecostal Church
*Mr John Smailes, Evangelical Free Church
Mr Nasir Mubashar, Ahmadiyya Muslim
Mr Luthaneal Adams (Pagan Federation)
Mr Barry Smith (United Reformed Church)
*Shared representation

Group B

**Representing the
Church of England (3):**

Mrs Sue Freeman
Mrs Stephanie Ellner
Mike Dean

Group C

**Representing
teachers (2):**

Ms Linda Munday, Teachers (NUT-Primary)
Kirsty Fanning, ATL

Group D

**Representing the
Local Authority (5):**

Councillor Gillian Ford
Councillor Jason Frost
Councillor Dilip Patel
Councillor Stephanie Nunn
Councillor Joshua Chapman

Councillor Wendy Brice-Thompson

For information about the meeting please contact: Grant Soderberg: 01708 433091
grant.soderberg@onesource.co.uk

Protocol for members of the public wishing to report on meetings of the London Borough of Havering

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

Announcement of the arrangements in case of fire or other events which might require the evacuation of the meeting-room or building.

Please turn off or mute any mobile phone

AGENDA ITEMS

1 APOLOGIES FOR ABSENCE - IF ANY, TO RECEIVE

2 NEW OR SUBSTITUTE MEMBERS

To note any substitute members present at the meeting and welcome any new members.

3 WELCOME TO VISITORS

To welcome guests and visitors to the meeting

4 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING (Pages 1 - 2)

To agree as a correct record the minutes of the meeting held on 3 March 2016 and to authorise the Chairman to sign them and to address any matters arising therefrom.

5 UPDATE ON SCHOOL ACTIVITY

To receive oral and written reports from the Primary and Secondary phase representatives and to comment on them or propose action as necessary.

6 NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION

To receive oral and written reports and to comment on or propose action as appropriate.

7 DRAFT ANNUAL REPORT - 2015/16 (Pages 3 - 14)

To receive the draft Annual Report for consideration and, if approved, to adopt it.

8 ANY OTHER BUSINESS

Any member may raise issues previously notified to either the Chairman or the Clerk (unless the issue relates to a matter arising from the meeting itself or is of an urgent nature, when the Chairman will determine whether to allow it or not).

9 DATE OF NEXT MEETING

The date of the Autumn Term meeting is: **Thursday 20 October** and the venue is the Romford Synagogue. The start time is to be confirmed. Proposed date for the Spring Term meeting: **Thursday 23 March 2017** and the venue will be the Town Hall, Romford, commencing at 7.00pm.

GRANT SÖDERBERG
Clerk to SACRE

**MINUTES OF A MEETING OF THE
STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION
Town Hall, Main Road, Romford
3 March 2016 (7.10 - 7.30 pm)**

Present:

Representing other Christian and religious denominations (Group A):

Mrs Christine Seymour (Chairman)

Mrs Pamela Coles (Vice-Chair)

Mr Om Dhir

Rabbi Lee Sunderland

Pastor Aloysius Peter

Mr John Smailes

Mr Lutheneal Adams

Representing the Church of England (Group B):

Mrs Susan Freeman

Mrs Stephanie Ellner

Mr Mike Dean

Representing the Teaching Profession (Group C):

Ms Linda Munday

Representing the Local Authority Councillors (Group D):

Wendy Brice-Thompson

Gillian Ford

Apologies were received for the absence of Councillors Jason Frost, Dilip Patel, June Alexander and Joshua Chapman and of Dr John Lester, Mr Sansar Narwal, Mr Kevin Walsh, Mr Tariq Mahmood, Saddhabhaya, Mrs Dawn Ladbrook, and Ms Susan Sutton.

All decisions were taken with no votes against.

The Chairman reminded Members of the action to be taken in an emergency.

41 NEW OR SUBSTITUTE MEMBERS

The Chairman welcomed the following new members of the Council:

Lutheneal Adams (Pagan)

Mike Dean (Church of England)

42 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING

Under minute 37, it was noted that CPD was an acronym for Continuous Professional Development rather than as stated. The minutes were otherwise agreed as a correct record and signed by the Chairman.

Members discussed the position with the RE syllabus and whether this was publicly available, both on-line and in hard copy. It was noted that this may not have been made public in order to facilitate the sale of the document to other bodies. It was suggested that this be an item at the next meeting but the Clerk to the Council would also investigate and look to update members by e-mail.

43 UPDATE ON SCHOOL ACTIVITY

In the absence of the relevant officer, this item was deferred to the next meeting.

44 NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION

In the absence of the relevant officer, this item was deferred to the next meeting.

45 DATE OF NEXT MEETING

It was agreed that the next meeting would be held at St Edward's Primary School. The meeting would commence at 5.30 pm probably on a Tuesday in late June or early July, exact date to be advised.

It was also agreed that the subsequent meeting would be held on Thursday 20 October at 7 pm at Romford Synagogue.

Chairman



**HAVING
STANDING ADVISORY COUNCIL ON
RELIGIOUS EDUCATION**

ANNUAL REPORT 2015-16



DRAFT



Chair's Foreword

The main thrust of SACRE's work this year has been the collaborative production of the syllabus on religious education, for use in the London Boroughs of Havering and Redbridge. Working with another borough has been a new and stimulating experience. It is a logical extension from our previous work, as the whole concept of SACREs is of collaboration amongst members of different professions and different faiths and beliefs.

The aims of religious education include “religious literacy” meaning that each pupil should understand what it means to be a member of each of the faiths and beliefs studied. To equip ourselves to achieve this we need to work continuously on our own religious literacy, by educating each other and by ensuring that our own membership reflects the current mix of beliefs within Havering. SACREs are designed to reflect the nature of their own localities. Havering is progressively diverse so we strive continuously to ensure that our membership reflects the many strands within our local community and our schools.

Given the current turmoil in many parts of the world, this work has never seemed more important nor more urgent.

Christine Seymour
Chair of SACRE

1. Religious Education (RE)

1.1. Standards in Religious Education

Examination results at GCSE, AS and A level are monitored as part of the Borough's overall monitoring of standards. SACRE receives an analysis of examination results in Religious Studies (RS) at GCSE and A level at its Autumn Term meeting.

GCSE results

In 2015, as in the previous year, all of the 18 secondary schools in Havering entered students for a GCSE Religious Studies examination. There were a total of 1,772 entries (2,370 in 2014) for either a full or a short GCSE course. The number of entries to a full GCSE course, which is considered to be of higher quality and requires a greater depth and breadth of study, has increased from 1,043 entries in 2014, to 1564 in 2015. In 2015 there were 206 entries for the short GCSE course. This was down from 751 in 2014. The number of entries varied considerably between the schools from 5% on roll to 100%.

GCSE full course

In 2015 the percentage of students gaining a pass at grade C or above in a full course was 67.5%. This was down from 68.9% in 2014. This compares with the national percentage of 70.1%. **(Table 1)**

GCSE short course

In 2015 the percentage of students gaining a pass at grade C or above in a short course was 79.1%. This was up from 50.7% in 2014. This compares with the national percentage of 70.4%. **(Table 2)**

AS/A Level results

In 2015 there were 114 entries for an A' level course in RE. This compares with 141 in 2014. In 2015 the percentage of students gaining a pass at grade C or above in an A 'level course was 72.8%. This was down from 73.9% in 2014. This compares with a national percentage of 79.9%. **(Tables 3 & 4)**



KS4 Grade Summary by Subject (beta)

Subject: Religious Studies (4610) / Exam: GCSE Full Course (310)

Est. No.	Centre	NOR	NOE	*	A	B	C	D	E	F	G	U	X	A*-C	A*-G	Avg Pts
-	National (All Schools)	611079	269248	11.1	19.0	23.3	18.8	11.6	7.2	4.4	2.6	1.7	0.4	72.2	97.9	41.9
-	National (State Funded)	553218	253196	9.7	18.2	23.5	19.5	12.0	7.6	4.6	2.7	1.8	0.4	70.9	97.8	41.4
-	LA (State Funded)	3074	1564	8.4	16.2	22.6	20.1	13.9	8.2	5.5	3.1	1.5	0.4	67.5	98.1	40.5
5401	Abbs Cross Academy and Arts College	169	165	9.1	24.8	28.5	17.6	9.1	4.2	3.6	2.4	0.6		80.0	99.4	43.8
4006	Emerson Park Academy	193	185	4.3	11.4	15.1	21.1	21.6	13.5	9.2	1.1	2.7		51.9	97.3	37.1
4026	Gaynes School	183	178	6.7	14.0	21.3	18.0	9.6	9.6	7.3	10.7	1.1	1.7	60.1	97.2	37.5
4037	Marshalls Park School	172	23		43.5	21.7	30.4	4.3						95.7	100.0	46.3
4001	Redden Court School	124	25		16.0	24.0	28.0	16.0	16.0					68.0	100.0	40.5
5403	Sacred Heart of Mary Girls' School	124	123	22.0	26.0	28.5	13.8	7.3	2.4					90.2	100.0	48.0
4009	Sanders School	175	8			25.0	25.0	25.0	12.5			12.5		50.0	87.5	33.5
4600	St Edward's Church of England School & Sixth Form College	203	17	35.3	29.4	17.6	11.8	5.9						94.1	100.0	50.6
4003	The Brittons Academy Trust	203	199	4.5	8.5	14.6	20.1	22.1	12.6	7.0	6.5	3.0	1.0	47.7	96.0	35.4
4700	The Champion School	149	149	5.4	10.7	32.2	25.5	12.8	4.0	5.4	2.7	1.3		73.8	98.7	40.8
5402	The Coopers' Company and Coborn School	183	179	15.6	21.2	29.1	19.6	8.9	3.9	1.7				85.5	100.0	45.8
5400	The Frances Bardsley Academy for Girls	218	209	7.7	18.7	24.9	22.0	12.0	10.0	3.3	1.0		0.5	73.2	99.5	42.2
4025	The Royal Liberty School	106	103	2.9	5.8	8.7	19.4	24.3	11.7	17.5	3.9	5.8		36.9	94.2	32.5



KS4 Grade Summary by Subject (beta)

Subject: Religious Studies (4610) / Exam: GCSE Short Course (320)

QAN: 50044837

Est. No.	Centre	NOR	NOE	*	A	B	C	D	E	F	G	U	X	A*-C
-	National (All Schools)	611079	21327	6.6	12.3	18.6	19.1	13.2	10.8	7.8	5.3	4.8	1.5	56.6
-	National (State Funded)	553218	20141	5.7	11.8	18.6	19.6	13.7	11.2	8.0	5.4	4.8	1.3	55.7
-	LA (State Funded)	3074	3			33.3			66.7					33.3
4042	Bower Park Academy	179	1						100.0					
4037	Marshalls Park School	172	1			100.0								100.0
5402	The Coopers' Company and Coborn School	183	1						100.0					

Subject: Religious Studies (4610) / Exam: GCSE Short Course (320)

QAN: 5004526X

Est. No.	Centre	NOR	NOE	*	A	B	C	D	E	F	G	U	X	A*-C
-	National (All Schools)	611079	25273	7.6	8.6	15.9	16.2	17.5	13.9	9.1	5.8	4.0	1.4	48.2
-	National (State Funded)	553218	23805	6.4	7.8	15.5	16.4	18.1	14.5	9.5	6.1	4.2	1.4	46.1
-	LA (State Funded)	3074	13	15.4	46.2	30.8	7.7							100.0
4042	Bower Park Academy	179	13	15.4	46.2	30.8	7.7							100.0

Subject: Religious Studies (4610) / Exam: GCSE Short Course (320)

QAN: 5004624X

Est. No.	Centre	NOR	NOE	*	A	B	C	D	E	F	G	U	X	A*-C
-	National (All Schools)	611079	18193	6.3	13.0	19.8	19.1	14.9	10.2	7.3	4.9	3.9	0.8	58.1
-	National (State Funded)	553218	16810	4.8	11.5	19.5	19.7	15.7	10.9	7.8	5.2	4.2	0.8	55.5
-	LA (State Funded)	3074	190	8.4	17.4	28.9	23.7	7.9	7.4	2.6	1.6	1.6	0.5	78.4
4600	St Edward's Church of England School & Sixth Form College	203	181	8.3	16.0	30.4	23.2	8.3	7.7	2.8	1.7	1.7		77.9
4011	The Chafford School, A Specialist Business and Enterprise College	183	9	11.1	44.4		33.3						11.1	88.9



KS5 Grade Summary by Subject (beta)

Subject: Religious Studies (4610) / Exam: GCE A level (111)

Est. No.	School/College	NOE	*	A	B	C	D	E	Q	U	X	A*-A	A*-B	A*-E	Avg Pts
-	National (all entries)	21313	5.5	18.9	30.1	25.4	13.8	5.1	< 0.1	1.0	0.1	24.4	54.5	98.9	225.9
-	LA (State-funded Schools/Colleges)	114	0.9	10.5	28.1	33.3	21.9	4.4		0.9		11.4	39.5	99.1	214.5
8600	Havering Sixth Form College	35		5.7	11.4	37.1	34.3	8.6		2.9		5.7	17.1	97.1	195.4
5403	Sacred Heart of Mary Girls' School	10	10.0	30.0	20.0	20.0	20.0					40.0	60.0	100.0	237.0
4600	St Edward's Church of England School & Sixth Form College	15		6.7	46.7	20.0	20.0	6.7				6.7	53.3	100.0	218.0
4700	The Champion School	16		12.5	18.8	50.0	18.8					12.5	31.3	100.0	217.5
5402	The Coopers' Company and Coborn School	25		8.0	36.0	32.0	20.0	4.0				8.0	44.0	100.0	217.2
5400	The Frances Bardsley Academy for Girls	13		15.4	53.8	30.8						15.4	69.2	100.0	235.4



KS5 Grade Summary by Subject (beta)

Subject: Religious Studies (4610) / Exam: GCE AS level (121)

Est. No.	School/College	NOE	A	B	C	D	E	Q	U	X	A-B	A-E	Avg Pts
-	National (all entries)	30507	20.4	22.7	23.3	16.1	9.6	< 0.1	7.5	0.4	43.1	92.1	100.9
-	LA (State-funded Schools/Colleges)	141	17.7	23.4	19.9	20.6	9.2		9.2		41.1	90.8	98.3
8600	Havering Sixth Form College	32	9.4	21.9	28.1	21.9	3.1		15.6		31.3	84.4	90.5
5403	Sacred Heart of Mary Girls' School	17	35.3	11.8	11.8	23.5	11.8		5.9		47.1	94.1	104.1
4600	St Edward's Church of England School & Sixth Form College	23	26.1	17.4	8.7	26.1	13.0		8.7		43.5	91.3	98.5
4700	The Champion School	24	4.2	20.8	25.0	20.8	20.8		8.3		25.0	91.7	91.3
5402	The Coopers' Company and Coborn School	34	20.6	29.4	17.6	17.6	5.9		8.8		50.0	91.2	101.9
5400	The Frances Bardsley Academy for Girls	11	18.2	45.5	27.3	9.1					63.6	100.0	115.9

1.2. Agreed Syllabus and compliance

The new Havering Agreed Syllabus was published in September. This has been supported over the academic year with training and networks to embed the teaching. The vast majority of Primary schools are using the new schemes of work as the basis for delivering the Agreed Syllabus. Most Secondary schools have developed their own schemes of work. In secondary schools there are a variety of curricular solutions, including carousels within humanities or PSHE.

The compliance of schools with requirements for RE delivery is checked through an annual quality assurance visit to the school. In the academic year 2014-15, no schools failed to comply with statutory requirements. There have been no adverse comments in Ofsted inspection reports.

1.3. Teacher Training

Advice is provided to Primary schools through the Havering Inspection and Advisory Service (Hsis) and there are regular, well-attended meetings for Primary RE co-ordinators. These meetings are free to all schools regardless of governance and are facilitated by RE Today professional subject advisors. In 2014/2015 this programme consisted of:-

- 28th April 2015 – Guidance on what “British Values” means, as well as how the concept could play a part in RE lessons and contribute to schools’ Prevent agenda.
- 25th September 2015 – Introducing the new Redbridge and Havering Agreed Syllabus: Making the most of RE: better teaching, better knowledge, better learning. A one-day conference introduced teachers to the new Redbridge and Havering Agreed Syllabus.
- 1st October 2015 – focused on planning RE, practical classroom strategies and the importance of knowledge enabling teachers to get to grips with the new syllabus and how to apply it in their schools.
- 4th November- How RE contributes to PSHE and personal development- practical teaching ideas and resources.
- 26th January 2016 – How we have started to implement the new syllabus in school, successful planning and children as enquirers in RE. Sharing of resources.

Attendance is good varying between 20 and 43 schools represented. Where RE co-ordinators have not been able to attend, all materials are put onto the portal. This includes Independent and Special schools.

The secondary RE teachers’ network has met once during the year, under the leadership of a Head of RE. Advice and support is available to all secondary schools from a specialist consultant commissioned through RE Today.

On-going advice can be obtained through HSIS. There have been four specific requests for advice in this academic year. Relevant updates regarding schools’ obligations are published on the weekly HSIS bulletins.

1.4. Complaints concerning RE

No formal complaints were made about religious education under the local statutory complaints procedure during 2015.

2. Collective Worship

2.1. Monitoring

Collective worship is monitored through advisor quality assurance visits at least annually to all schools, including academies. The quality of other elements of the RE curriculum, including the quality of teaching are covered through reviews of teaching and through specific audits of PSHE and British values.

2.2. Training

There has been no training on collective worship during the year.

2.3. Determinations

There were no applications for determinations (to alter the character of collective worship for all or some pupils in a particular school) during 2015.

2.4. Complaints concerning collective worship

No formal complaints were made about collective worship under the local statutory complaints procedure during 2015.

3. Links with other agencies

3.1. National

Havering SACRE belongs to the National association of SACRES (NASACRE). Members attend conferences and other events and report to full SACRE meetings.

3.2. Local

SACRE has links with a range of faith and secular groups in the borough. The practice of holding some SACRE meetings in schools and different places of worship continues.

4. SACRE arrangements

4.1. Meetings

SACRE holds regular meetings during the year. The meetings are well attended with good representation from the faith groups and local Humanist Association. There is usually one meeting each term. SACRE sets its own agenda and commissions reports and updates from the Local Authority Adviser and Consultant. The Advisory Council has met three times during

2015. In the spring and autumn terms the meeting was held at the Town Hall. The summer term meeting was held at the Salvation Army Citadel in Romford Town Centre. Members who attended were treated to an overview of the origins, background and current commitments and involvement of the Salvation Army by the Family Officer for the London North-East Division and this was followed by a choral treat from children and young people of the Salvation Army Youth Choir.

Following a break for refreshments, the Advisory Council convened in an upstairs room for its formal meeting which focused on the Agreed Syllabus the draft of which had been adopted a fortnight earlier at a meeting of representatives of the two SACREs (Havering and Redbridge) which had also been hosted by the Citadel.

At each meeting, the Advisory Council has received reports on local and national developments in RE. Topics discussed included the implications of the review of the secondary curriculum, the Ofsted report on secondary RE and the Ofsted report on RE and its importance in supporting community cohesion.

4.2. Agreed Syllabus Conference

2014 saw the commissioning of professional advisors to begin drafting a revised Agreed Syllabus in partnership with the London Borough of Redbridge. This work had continued over the winter and the two SACREs came together on 29 June at the Romford Salvation Army Citadel to consider the draft proposals and agree the content for the new Syllabus.

The Syllabus was presented to Havering Council at its meeting on 16 September where it was approved and was launched on 25 September at CEME where a whole day of activities and seminars had been organised. The new Syllabus was enthusiastically welcomed by teachers and educational professionals as being innovative, inclusive and imaginatively presented.

It is hoped that the new Syllabus – replacing the highly successful “Pathways” Syllabus – would be taken-up by a good number of the schools across the boroughs of Havering and Redbridge - and beyond.

4.3. Budget

SACRE has a small budget to cover the cost of its work.

4.4. Professional and administrative support

SACRE has the services of a Committee Officer from Committee Administration at each of its meetings, both to minute the meeting and to give procedural advice. The RE Consultant and the Primary Adviser attend SACRE meetings to report on work with schools, to offer advice and to assist SACRE in carrying out its role.

4.5. Monitoring

SACRE continues to monitor standards and quality in RE, the quality of provision for collective worship and for pupils' spiritual development from any information included in the most recent OfSTED reports for primary, secondary and special schools. In addition, examination results at GCSE and A/S and A level are monitored as part of the Borough's overall monitoring and evaluation of standards.

5. The Michael Edwards Award

This annual award had been made to commemorate the life and work of Michael Edwards, Adviser/Inspector for Religious Education in Havering, who died in 2004. The award had been made to schools which demonstrated good practice in multi-faith RE and alternated between primary and secondary schools. During 2015 the members of the Advisory Council were saddened to learn that despite strenuous efforts of Hsis, there had been no interest from schools in participating.

Members discussed various options, either to widen the range of participants (it had been opened to Pupil Referral Units but had failed to attract interest there and, with the secondary schools opting to become academies and move out of the local authority's control, the scope for realising lively competition was limited.

The Advisory Council, after a good deal of deliberation decided that, on balance it was probably time for the award to be withdrawn. It was hoped that it might return at some point in the future, but for the time-being – with the fading of the memory of Michael Edwards and the departure of his widow (who had been a staunch supporter of the award over the years) from the area – it was felt to be appropriate to suspend it. The ME Award was consequently withdrawn and will not be offered again unless demand for its reappearance is received.

Annual Report 2015-16

MEMBERS OF SACRE

The following is a list of SACRE members and officers in attendance for the period covered by this report.

Name	Group	Representing	Joined	Left
VACANT	A	New Church Movement		
Mr Kevin Walsh	A	Roman Catholic	22/02/2007	
Rabbi Lee Sunderland	A	Jewish Community	05/03/2009	
Mrs Pamela Coles	A	Methodist	30/06/2004	
VACANT	A	Baptist		
Mr Sansar Narwal	A	Sikh Community	Pre 2004	
Pastor Aloysius Peter	A	Pentecostal Churches	24/09/2013	
VACANT	A	Religious Society of Friends		
Mr Kamal Siddiqui	A	Muslim Community	05/03/2008	
Mr Nasir Mubashar	A	Ahmadiyya Muslim	14/01/2014	
Mr Tariq Mahmood	A	Muslim Community	11/03/2014	
Mr Om Dhir	A	Hindu Community	06/06/2007	
Mrs Jenny Fox	A	Salvation Army	24/09/2013	
Revd Dorothee B��rma	A	United Reformed Church	09/10/2014	14/10/2015
VACANT	A	United Reformed Church		
Dr John Lester	A	Baha'i Faith	10/11/2004	
Mrs Christine Seymour	A	Havering and District Humanist Society	26/11/2009	
Saddhabhaya (David Weston)	A	Buddhist	09/05/2013	
Mr John Smailes	A	Evangelical Free Church (shared)	01/12/2013	
Mrs Dawn Ladbrook	A	Evangelical Free Church (shared)	01/12/2013	
Mr Luthaneal Adams [NEW]	A	Pagan Federation	03/03/2016	
Mrs Stephanie Ellner	B	Church of England	01/12/2013	
Mrs Susan Freeman	B	Church of England	05/03/2009	
Mr Mike Dean [NEW]	B	Church of England	03/03/2016	
VACANT	B	Church of England		
Mrs Kirsty Fanning	C	ATL	26/03/2015	
<i>Mr Nick Hills</i>	C	<i>NUT – Secondary</i>	<i>26/11/2009</i>	26/03/2015
VACANT	C	NUT - Secondary		
Ms Linda Munday	C	NUT - Primary	11/03/2010	
VACANT	C	PAT		
<i>Mrs Barbara Usher</i>	C	<i>NASUWT</i>	<i>09/10/2014</i>	26/03/2015
VACANT	C	NASUWT		
VACANT	C	ASCL		
<i>Cllr Meg Davis</i>	D	<i>Local Authority</i>	<i>10/07/2014</i>	31/05/2015
Cllr Joshua Chapman	D	Local Authority	01/06/2015	
Cllr Gillian Ford	D	Local Authority	11/07/2004	
Cllr Jason Frost	D	Local Authority	10/07/2014	
Cllr Dilip Patel	D	Local Authority	10/07/2014	
Cllr June Alexander	D	Local Authority	01/06/2015	
<i>Cllr Alex Donald</i>	D	<i>Local Authority</i>	<i>10/07/2014</i>	31/05/2015
Cllr Wendy Brice-Thompson	D	Local Authority (Co-Optee)	11/10/2011	