

# Public Document Pack



## STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION AGENDA

6.00 pm

Tuesday  
3 March 2020

Committee Room 3A -  
Town Hall

Members **29**: 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 and beliefs (17):

Mr Peter Feinson, Baptist  
Dr John Lester, Baha'i faith  
Mr Om Dhir, Hindu  
Mr Sansar Narwal, Sikh  
Mr Kamal Siddiqui, Sunni Muslim  
Rabbi Lee Sunderland, Jewish  
Mr Tariq Mahmood, Sunni Muslim  
Saddhabhaya, Buddhist  
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  
Barry Smith, United Reformed Church  
Wendy Brice-Thompson, Roman Catholic

#### Group B

Representing the  
Church of England (3):

Mrs Sue Freeman  
Mrs Stephanie Ellner  
Ruth Everett, Anglican  
Marlene Wylie, Church of England

#### Group C

Representing  
teachers (4):

Kirsty Fanning, ATL  
Louise Linton  
Clare Beech

#### Group D

Representing the  
Local Authority (5):

Councillor Gillian Ford  
Councillor Stephanie Nunn  
Councillor Philippa Crowder

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**Standing Advisory Council on Religious Education, 3 March 2020**

Councillor Judith Holt  
Councillor Tele Lawal

**For information about the meeting please contact:  
Maureen Smith 01708 433665  
SACRE@haverling.gov.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 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING (Pages 1 - 6)**

To agree as a correct record the minutes of the meeting held on 3 December 2019 (attached) and to authorise the Chairman to sign them and to address any matters arising therefrom.

**4 NEW OFSTED FRAMEWORK**

To receive an update on the changes within the New Ofsted Framework in relation to RE.

**5 AGREED SYLLABUS**

To discuss any proposed changes to the syllabus.

**6 UPDATE ON LOCAL SCHOOL ACTIVITY (Pages 7 - 8)**

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

**7 NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION (Pages 9 - 10)**

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

**8 SCHOOL WEBSITE REVIEWS**

Members to agree which school websites they will review independently in readiness for discussion at the summer term SACRE meeting.

**9 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).

**10 DATE OF NEXT MEETING**

To note the date and venue for the summer term SACRE meeting as follows:

Tuesday 30 June 2020 at 6pm – Romford Baptist Church, Main Road

**MAUREEN SMITH**  
**Clerk to SACRE**

## **MINUTES OF A MEETING OF THE STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION**

**3 December, 2019 (6.00pm – 7.30pm)**

Present:

Representing Christian denominations and other religious dominations and beliefs (Group A):

Dr John Lester, Baha'i faith  
Mr Om Dir, Hindu  
Mr Kamal Siddiqui, Sunni Muslim  
Mr Peter Feinson, Baptist  
Mrs Jenny Fox, Salvation Army  
Mrs Dawn Ladbrook\*  
Mr John Smailes, Evangelical Free Church  
Mr Atta Ullah Issah, Ahmadiyya Muslim  
Ms Wendy Brice-Thompson, Roman Catholic  
Mr Luthaneal Adams, Pagan Federation

Representing the Church of England (Group B):

Mrs Stephanie Ellner, Church of England  
Mrs Marlene Wylie, Church of England\*  
Mrs Ruth Everett, Anglican

Representing teachers (Group C):

Mrs Clare Beech

Representing the Local Authority (Group D):

Councillor Gillian Ford  
Councillor Stephanie Nunn  
Councillor Judith Holt

Professional advisers:

Julia Diamond-Conway  
Deborah Weston

Michelle Morgan – Clerk

Chair's  
Initials

Observers:

Ms Kathryn Everitt – Ardleigh Green Junior

Ms Terry Riches – Upminster Junior

\*indicates for part of meeting

### **1. APOLOGIES FOR ABSENCE**

Mrs S Ellner (Chair) welcomed all to the meeting and for the benefit of those new to the group, introductions were made. It was noted that Ms M Wylie had sent her apologies that she would be arriving to the meeting late.

Apologies for absence were received from Saddhabhaya, Mr N Mubashar, Mr B Smith and Mrs K Fanning.

It was noted that Mr S Narwal, Mr T Mahmood, Rabbi L Sunderland, Pastor A Peter, Mrs S Freeman, Mrs L Linton, Cllr P Crowder and Cllr T Lewal were not in attendance but no apologies for absence had been received.

### **2. NEW OR SUBSTITUTE MEMBERS**

The Chair welcomed Ms K Everitt and Ms T Riches, both RE subject leaders who were observing the meeting. Members also welcomed Mr Atta Ullah-Issah who was representing the Ahmadiyya Muslim faith in the absence of Mr N Mubashar.

### **3. ELECTION OF CHAIR AND VICE CHAIR**

Mrs D Weston referred to the current terms of reference which state that the term of office of the Chair is for 2 years although if decided, the group could ask the Local Authority to amend these terms. Members were advised that the term of office of the Vice Chair was also for 2 years.

Members were invited to put themselves forward for the role of Chair and Vice Chair. Cllr G Ford (Group D) expressed an interest in the role of Chair and Mrs W Brice-Thompson (Group A) as Vice Chair.

Mrs D Weston stated that it would be ideal to have 2 different groups represented in the roles of Chair and Vice Chair.

Members elected Cllr G Ford as Chair of SACRE and Mrs W Brice-Thompson as Vice Chair for a 2 year term of office until the first meeting of the autumn term 2021. Cllr G Ford agreed to chair the remainder of the meeting. Formal thanks were passed on to Mrs S Ellner (former Chair) and Dr J Lester (former Vice Chair) for their time in service especially, more

Chair's  
Initials

recently in the successful organisation of the exhibition and competition linked to the BBC's Year of Beliefs.

#### **4. MINUTES OF MEETING HELD ON 16 MAY 2019 AND MATTERS ARISING**

4.1. The notes of the meeting held on 16 May 2019, were agreed as a true record subject to the amendment that Mrs J Fox had sent her apologies in advance of the meeting and that the Commission for RE report had been, rather than would be, published (page 4).

4.2. Matters arising from the minutes (not included elsewhere on the agenda) were noted as follows:

4.2.1. Letter of congratulations (minute 4.2, refers): Mrs J Diamond-Conway reported that to the best of her knowledge there had been no letters sent to schools congratulating them on their results when they had achieved higher than the national average. Members agreed to refer back to this when next reviewing school outcomes.

4.2.2. Year of Beliefs Art display (minute 5, refers): It was noted that Frances Bardsley Academy for Girls had been approached to facilitate a session for parents to view the exhibition.

4.2.3. HSIS Termly update (minute 5, refers): It was noted that not all Members had received the termly HSIS report and therefore the clerk agreed to redistribute.

**Action: HGS**

4.2.4. Resource catalogue (minute 6, refers): Mrs D Weston agreed to share the link to the resource catalogue via GoogleDocs.

**Action: Mrs D Weston**

4.2.5. NASACRE Conference (minute 7, refers): Mrs J Diamond-Conway agreed to share any resources from the NASACRE Conference.

**Action: Mrs J Diamond-Conway**

4.2.6. Membership (minute 11.1, refers): Members noted that approval had been received from the Diocese for Mrs W Brice-Thompson to become the Roman Catholic representative on SACRE.

Mrs J Diamond-Conway reported that she had attempted to contact Rabbi L Sunderland to discuss his representation however had not been successful. Members agreed that it was important to ensure that the Jewish Community were represented and as the Rabbi had not attended, nor sent apologies for over 3 meetings, it was agreed that Mrs J Diamond-Conway would contact the Board of Deputies to request a new representative.

**Action: Mrs J Diamond-Conway**

## **5. LOCAL UPDATES**

Members acknowledged receipt of the local updates report. There were no questions raised.

## **6. AGREED SYLLABUS**

Mrs J Diamond-Conway referred to the previous meeting, where Members had agreed not to make a decision regarding the future syllabus as more guidance was required regarding available resources and assessment. Members acknowledged that significant focus within the New Ofsted Framework regarding the need to demonstrate a broad and balanced curriculum and that inspections would now include a 'deep dive' into foundation subjects which might include RE. As a result, subject leaders would need to be able to articulate effectively the intent, implementation and impact of their curriculum. In the most recent survey, teachers had therefore requested to retain the current curriculum which, although fairly complex, was now embedded. Alternatively, Members were advised that the decision could be made to look at a new, simpler curriculum which might be easier to explain however would mean that teachers would have to start afresh.

Teachers present urged caution, explaining that staff were currently confident with the current curriculum in place and that although minor changes would be welcomed by staff it would be an incredible amount of work to put in place a whole new curriculum at a time when there were already a significant number of changes being introduced as a result of the new framework. Teachers reiterated that the aims and intent within the current syllabus were strong. Members agreed therefore to wait to gain more feedback following Ofsted Inspections and review next actions in the spring term.

**Action: HGS**

Mrs J Diamond-Conway reported that the RE training scheduled by HSIS over the autumn term had been welcomed; other boroughs had not been



so proactive in supporting subject leaders. Training dates for the spring term were available on the portal and teachers were encouraged to attend.

## 7. NATIONAL DEVELOPMENTS IN EDUCATION

Members noted that the National Updates document had been circulated with the agenda. Mrs J Diamond-Conway reported that she would welcome any response with regards to the following areas:

- How SACRE could improve the recruitment of trainee teachers of RE;
- What response SACRE Members had with regards to the Welsh consultation; and
- How could SACRE members use and promote the new online resource – Discovering Sacred Texts.

Mrs D Weston reported that one of the greatest challenges was to increase the number of secondary RE teachers who were specialists in the subject as currently 53% of RE was taught by teachers with no postgraduate level qualification in the subject; this ultimately would impact on the quality of teaching and pupils' learning and understanding. However Mrs D Weston was pleased to report, that partially helped by the introduction of a bursary, the recruitment of RE teachers had improved significantly over the previous year. In response to a question, Mrs D Weston confirmed that a number of these trainee teachers were based in London and therefore would possibly look to teach in Havering.

*Cllr Judith Holt arrived.*

Members agreed that it would be beneficial to put together a document which encouraged trainee teachers to come and work in Havering.

### **Action: Mrs D Weston/Mrs J Diamond-Conway / Chair**

Members asked if secondary RE teachers had access to a termly meeting like their primary colleagues. It was noted that it was often more complex to cover classes in secondary schools however that having an annual session might be more accessible if appropriate notice was given. Mrs D Weston explained that in the past, she had held a Youth SACRE Conference which had enabled staff in attendance to have their own sessions; this might be an option for secondary and primary colleagues. Mrs R Everett explained that she might be able to support with contacting secondary colleagues as a result of contacts in her role.

## 8. ANNUAL REPORT

Members received and agreed the annual report; there were no questions.

## 9. YEAR OF BELIEFS

Members were invited to look at the top 42 entries from the school competition in order to identify the top three.

First prize – Arwen

Second prize – Nevada

Joint third prize – Olivia Scarlett and Niyah

It was noted that there had been over 150 entries in total which had been deemed a great success. Moving forward, Members acknowledged that schools required more notice to contribute to and attend such events as numerous risk assessments and other reports had to be completed in advance. Thanks were passed onto the Frances Bardsley Academy for Girls and Havering Library for exhibiting the work.

## 10. ANY OTHER BUSINESS

Mr K Siddiqui agreed to send his identified errors within the syllabus with regards to the Sunni Muslim faith to the Chair and Mrs J Diamond-Conway.

**Action: Mr K Siddiqui**

Dr J Lester provided all members with a leaflet on 'The Shrine of the Báb in Haifa' and on the 'Week of Prayer for World Peace 2019-2020.'

## 11. DATES OF MEETINGS IN THE NEXT ACADEMIC YEAR

The Chair agreed to circulate dates of the remaining meetings of the 2019-20 academic year.

**Action: Chair**

The meeting closed at 7.30pm.

Chair's  
Initials

## Havering SACRE, March 3<sup>rd</sup> 2020

### Local RE update

#### Subject Leaders' meetings

This term's Subject Leaders' Network meeting was held at Ardleigh Green Infant School. Many thanks to the team at Ardleigh Green for hosting. The results of SACRE's RE and art competition were shared, alongside the British Library's Sacred Texts resource and NATRE's Primary 1000 scheme. The main focus of the meeting was thinking about Ofsted 'deep dives' into RE and how teachers in Havering might answer the inspectors' questions on intent, implementation and impact of their school's RE curriculum. This was an opportunity for teachers to share ideas and good practice. Examples from outside of the borough were introduced in order to show teachers from Havering differing points of view and ways of working.

Next term's Subject Leaders' meeting will be held at Upminster Juniors on 28<sup>th</sup> April.

#### Professional development package for teachers

This term saw a second HSIS Curriculum Matters CPD day for RE. This day revised some key points about Ofsted and progression that were introduced on the first day. There was also a short opportunity to look through some of the first 101 reports relating to RE and analyse key messages. One delegate had recent experience of a deep dive into RE at her school so was able to feed back about this to the rest of the attendees.

The day's focus was on subject knowledge enhancement. Sessions during the day focused on Subject Leaders' knowledge of RE and the law and teaching about religion in an authentic manner. We then focused on knowledge of Christianity, Hinduism and Islam and how to teach each of these religions in line with Havering's Agreed Syllabus for RE.

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## SACRE National Update: Spring 2020

### Ofsted reports

In late 2019 NATRE published a document showing all the Ofsted reports that mentioned RE. There are 101 of them! Teachers including middle and senior leaders might find it interesting to discuss some of the points that have emerged so far.

The document also picks out some of the key themes from the reports.

Read the [Ofsted NATRE report](#) here.

*How will Havering SACRE communicate with schools who get particularly positive reports or reports that show areas for improvement?*

### Guidance on RE and collective worship in academies

The Department for Education's 'Questions and Answers' document about Religious Education and Collective Worship in Academies and Free Schools has now been updated to the new format found here: [Collective Worship in Academies and Free Schools](#). This should be helpful to teachers and others looking for guidance on Government Policy with references to legislation.

This document is also linked to and from: [Religious Education guidance in English schools non-statutory guidance 2010](#)

### Collective Worship judicial review

Some of you may have noticed some coverage in the [press](#) last term regarding two children who had been withdrawn from Collective Worship in a primary school in Oxfordshire. The school concerned is a community primary. Although it has joined the Oxford Diocesan MAT, Oxford Diocesan Schools Trust (ODST), this didn't change the status of the school. It must still provide daily collective worship of a 'wholly or mainly of a broadly Christian character' in line with current legislation. One family, supported by Humanists UK, chose to withdraw their children from this Collective Worship, as is their right. The parents were seeking a judicial review because they felt that during CW, the school should provide an alternative of equal educational worth for their children to attend.

Before the Judicial Review took place the family and the school [agreed](#) an [out of court settlement](#).

The DfE have clearly stated that this case has no immediate implications for SACREs or schools.

'The complaint was settled by the two parties outside of court and as such has no bearing on current legislation or the current national policy on collective worship'.

Legislation and guidance have not been altered and community schools should still continue to provide a daily act of Collective Worship of a broadly Christian nature, unless a determination is

in place, or parents withdraw their children. There is no requirement for the school to provide alternatives for children withdrawn from CW, although as a result of the case, schools and SACREs may receive enquiries and requests.

***What does Havering SACRE know about Collective worship in schools? What support might be given to schools?***

**Wales**

In October 2019, the Welsh Government issued a consultation on Ensuring Access to the Full Curriculum for all pupils.

The Welsh Government have decided that there will no longer be a right to withdraw from RE and RSE as part of the new curriculum.

The Welsh government have also decided to rename RE as Religion, Values and Ethics in response to the consultation.

For more information, please see: <https://gov.wales/written-statement-ensuring-access-full-curriculum>

**Timing of SATs tests in 2021: Adaptations available for Muslim pupils**

In 2021, Eid-ul-Fitr is likely to begin on the evening of Wednesday 12<sup>th</sup> May. The DfE are aware that some pupils are likely to be fasting during Ramadan at the start of the week and absent from school on Eid-ul-Fitr. Guidance will be given to schools on how to best care for pupils and rearrange tests for some or all pupils if deemed necessary.

*How will Havering SACRE and LA make sure schools understands the guidance?*

**NASACRE National Conference and AGM 2020: Monday 18th May "Authority in RE"**

The **2020 NASACRE Conference and AGM** will be held on Monday 18 May at: Crowne Plaza London - The City, 19 New Bridge St, London EC4V 6DB

The hotel is across the road from Blackfriars underground (Circle and District line) and mainline station. It is less than a 10 minute walk from the Thameslink service.

Coffee and tea and pastries will be available from 10:30, ready for an 11am start. The keynote speaker is Matthew Purves, Ofsted's Deputy Director, Schools.

A number of workshops will be offered (see **conference programme**); delegates will need to indicate their preference of workshops on booking, alongside indicating any dietary requirements.

NASACRE encourages all SACREs to send representatives. Bookings can be made **here**.

***Who could represent Havering?***