



**STANDING ADVISORY
COUNCIL ON RELIGIOUS
EDUCATION
AGENDA**

6.00 pm	Thursday 9 November 2023	Romford Baptist Church or via Zoom - hybrid meeting
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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
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 Stephanie Ellner
Ruth Everett
Marlene Wylie

Group C

**Representing
teachers (4):**

Kathryn Everitt
Terry Riches

Group D

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

Councillor Laurance Garrard
Councillor Jacqueline McArdle
Councillor Philip Ruck
Councillor David Taylor
Councillor Katharine Tumilty

**For information about the meeting please contact:
Michelle Morgan 01708 433879
michelle.morgan@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 7 - 14)

To agree as a correct record the minutes of the meeting held on 21 June 2023 and discuss any matters arising therefrom.

4 UPDATE ON SCHOOL ACTIVITY (Pages 15 - 16)

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

5 NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION (Pages 17 - 20)

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

6 ANNUAL REPORT 2022-2023 (Pages 21 - 34)

To receive and approve the Annual Report 2022-2023

7 SACRE ACTION PLAN (Pages 35 - 40)

To receive and approve the Havering SACRE Action Plan.

8 DETERMINATION FORM PLAN (Pages 41 - 42)

To receive and discuss.

9 WEBSITE MONITORING 2023-2024 (Pages 43 - 46)

To confirm the arrangements for website monitoring 2023-2024.

10 ART COMPETITION

11 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).

12 DATE OF NEXT MEETING

Dates for the spring and summer term to be confirmed.

**Michelle Morgan
Clerk to SACRE**

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Havering SACRE, Local RE update: Autumn 2023

This term's Subject Leader meeting was held on 21st September. The focus was on Aims of RE within the Havering Agreed Syllabus for RE.

- A. Know about and understand a range of religions and worldviews so that they can:
 - describe, explain and analyse beliefs and practices, recognising the diversity which exists within and between communities and amongst individuals;
 - identify, investigate and respond to questions posed, and responses offered by some of the sources of wisdom found in religions and worldviews;
 - appreciate and appraise the nature, significance and impact of different ways of life and ways of expressing meaning.

- B. Express ideas and insights about the nature, significance and impact of religions and worldviews, so that they can:
 - explain reasonably their ideas about how beliefs, practices and forms of expression influence individuals and communities;
 - express with increasing discernment their personal reflections and critical responses to questions and teachings about identity, diversity, meaning and value, including ethical issues;
 - appreciate and appraise varied dimensions of religion or a worldview.

- C. Gain and deploy the skills needed to engage seriously with religions and worldviews, so that they can:
 - find out about and investigate key concepts and questions of belonging, meaning, purpose and truth, responding creatively;
 - enquire into what enables different individuals and communities to live together respectfully for the wellbeing of all;
 - articulate beliefs, values and commitments clearly in order to explain why they may be important in their own and other people's lives.

Attendees discussed the meaning of each of these aims and how they link with the information in the most recent Ofsted research review into RE. The group looked at how these aims were apparent in unit plans and started to identify them in particular plans. It was felt that this could be a worthwhile job for the group to take forward, as it would familiarise teachers with where the aims appear in the plans and would benefit all primary teachers of RE in Havering if the results were shared via the portal. Therefore, a short part of the training day at CEME in March will be devoted to this activity.

The CPD session this term will be held on 23rd October 2023. This is open to any member of staff teaching RE in primary schools rather than just subject leaders. The group have asked for a Q and A session about RE and will be invited to submit questions beforehand, although this is not a requirement. If time, the meeting will then progress to interactive methods of teaching RE in the primary classroom.

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National SACRE Updates for SACRE From RE Today / Autumn 23

Open letter from over 30 Parliamentarians

An Open Letter was published on the 18th September by the Daily Telegraph. More than 30 MPs and peers have written to the Education Secretary, highlighting that school pupils receive tokenistic religious education or none. The MPs are blaming this on a lack of trained teachers and funding for the poor quality of religious education. They argue that this lack of education leaves children ill-prepared to understand their own and others' worldviews, hindering their ability to participate in society. Link to the [letter](#)

DfE Guidance on the place of Humanists on SACREs

The DfE have produced guidance which has now been sent to local authorities. It makes clear that, in relation to committee A, it is the Local Authority who select which groups can be represented on the local SACRE and on the Agreed Syllabus Conference (ASC) and that this selection may include representatives from non-religious belief systems.

See DfE guidance below:

Guidance for local authorities about membership of Standing Advisory Councils for Religious Education (SACREs)

This note provides information on a recent court ruling and shares the Department for Education's (the Department) view **that representatives from non-religious belief systems may be appointed to Group A of a SACRE and/or to an Agreed Syllabus Conference (ASC).**

Background

SACREs are established by local authorities, as required by legislation^[1], and their membership must consist of the following groups:

- Group A: members that represent Christian denominations and other religions and their denominations who will appropriately reflect the principal religious traditions in the area;
- Group B: members that represent the Church of England;
- Group C: members that represent the teaching profession or other relevant associations that, in the opinion of the authority, ought to be represented; and
- Group D: members that represent the [local] authority.

The recent legal case of *Bowen v Kent County Council* ^[2] (more details in the Annex) clarified that applications for Group A membership from persons who represent holders of non-religious beliefs should be considered in the same way as applications from those who represent holders of religious beliefs.

In the Department's view, the non-religious beliefs adhered to by the person to be appointed must be analogous to a religious belief. To be "analogous", the non-religious beliefs must, in accordance with case law under the European Convention of Human Rights and the Human Rights Act 1998, attain the necessary level of cogency, seriousness, cohesion, and importance to attract protection under the Convention Rights. ^[3]

The final decision on appointment of persons to a SACRE or ASC is a matter for local authorities. This may include consideration of whether such a representative would help ensure that the relevant traditions and beliefs in the local authority's area are appropriately reflected in Group A.

[1] Section 390(4)(a) of the Education Act 1996

2 www.bailii.org/ew/cases/EWHC/Admin/2023/1261.html

3 This aligns with the policy in Wales, where a non-religious belief for the purposes of education is aligned with those philosophical beliefs that are protected following European Convention of Human Rights caselaw.

Recruitment crisis in teaching and especially in secondary RE

A campaign to attract a new generation of RE teachers has been instigated with teaching groups, religious organisations and parliamentarians stressing the importance of the subject for preparing students for life in modern Britain. As of January, UCAS data show that teacher recruitment for all subjects is down 22% from last year. However RE stands out, being down a third of applicants from the last recruitment cycle. The shortage of religious education (RE) teachers has been highlighted in a Religion Media Centre briefing. Link to webinar below:

[Shortage of RE teachers “dangerous cycle” within religious education \(natre.org.uk\)](https://www.natre.org.uk)

The recruitment campaign – entitled ‘Beyond the Ordinary’ - draws attention to the academic and knowledge rich approach of the subject to life’s big questions, and will seek to attract a set of talented graduates up to the task of getting young people to grips with the complex nature of modern belief.

Anyone looking for more information about training to be a RE teacher should visit <https://www.cstg.org.uk/campaigns/teacher-recruitment/becoming-a-teacher>

The RE council is campaigning for the government to create a national plan to support high standards in RE provision and bursaries to encourage new teachers.

Question for SACRE: Do we know what this problem is like in our Secondary schools? How can we find out more?

NATRE analysis of GCSE and A level Religious Studies data: National and regional variations

The reports linked to below cover GCSE and A level RS in both England and Wales and reveal many similarities and some differences between the two nations in relation to trends over time. It is clear that the removal of the short course from performance tables has had a devastating impact on the number of children leaving school with a qualification in Religious Studies. In many cases, the loss of the short course has coincided with an increase in the number of schools reporting zero hours of timetable time for RE in year 11 in the school workforce data. At A level, entries have remained fairly stable over recent years in England but in Wales, there is a step decline, of around 33% since 2020. The reasons for this need further investigation.

For example:

A level West Midlands % A*-C 2023 76.7 % (Nat 79%)

Uptake in West Midlands 2.4% (Nat 1.88%)

GCSE West Midlands % Grade 9-4 2023 69.9% (Nat 72.2%)

GCSE Uptake West Midlands 27.2% (National Average 25.7%)

[NATRE analysis of GCSE and A level examination data for Religious Studies reveals interesting variations between nations and regions](#)

NATRE provide evidence at Education Select committee enquiry session

NATRE, along with 3 other subject associations, were invited to speak to a session of the Education Select Committee to support their enquiry into Recruitment and retention of teachers. Deborah Weston, NATRE Research Officer and Chair of the RE policy unit (Joint group made up of NATRE, REC, RE Today), gave evidence in the two hour session.

The session can be viewed [here](#)

The TES wrote about the session in which [D&T teachers 'rummage in skips' for materials, MPs told | Tes](#)

Deborah Weston is quoted:

'Deborah Weston, research officer at the National Association of Teachers of Religious Education, told MPs that "schools are very inflexible places". She said that the "pressures on headteachers are so significant in terms of accountability...that there's a nervousness about taking people on part time". Ms Weston also argued for an increase in the provision of part-time training to become a teacher, arguing that this could boost recruitment and retention.'

RE at the Party Political conferences

In late September and Early October, teams of teachers from NATRE joined representatives from the Religious Education Council of England and Wales (REC), Culham St Gabriel's and RE Today to attend the Labour, Conservative and Liberal Democrat party conferences.

At the party conferences, they shared the importance of high-quality RE for all pupils in all schools, talking about the need for a national standard in the subject, sharing constituency data related to RE with MPs, SACRE members, local councillors and party members and talking about what high-quality RE looks like in Primary and Secondary classrooms.

Training, networking, and other support

Global Neighbours: school awards from Christian Aid

The Global Neighbours accreditation scheme is an award scheme for schools run by the charity Christian Aid, in partnership with the Church of England Education Office. It is open to all primary schools and has recently expanded into secondary schools too. The scheme has been running for five years and celebrates the development of global citizenship and courageous advocacy in schools. Its aim is to encourage a deeper understanding of the world and for young people to be empowered to engage with and respond to global issues.

Schools can apply for a bronze, silver or gold award. To achieve accreditation, schools must demonstrate how they are fulfilling criteria relating to:

- Leadership, vision and values
- Teaching and learning
- Collective worship and spiritual development
- Pupil participation in active global citizenship
- Community engagement

For more information please contact Alison Brown (Global Neighbours Schools Programme Officer): abrown@christian-aid.org

RE Connect Teacher Fellowship Programme

This programme is designed to help deepen teachers' understanding and confidence for exploring the environmental crisis through the lens of religions and worldviews in RE. The programme is not just about getting ideas, but also enhancing your teaching practice and professional network around this theme.

After a successful pilot of the programme in 2021-22, RE:Connect will be running again from September 2023, thanks to a grant from the Culham St Gabriel's Trust. There are places for **up to 10 teachers** of RE (primary and secondary) on the 6 month teacher fellowship programme.

The initiative is run by Dr Jeremy Kidwell, Associate Professor in Theological Ethics at the University of Birmingham and Dr Ian Jones of St Peter's Saltley Trust, with input from experienced primary and secondary specialists, environmental scientists, climate activists and academic researchers in religion and environment.

The programme offers opportunities to:

- Deepen subject knowledge on the intersection of religion and ecology
- Work with cutting-edge subject specialists on religious ethics/practice, ecology, and climate change policy
- Work as part of a supportive and dynamic team to create and trial new approaches and resources for teaching on this theme
- Become a champion for teaching and learning on religion and environmental crisis

The Teacher Fellowship Programme involves monthly workshops from Autumn 2023 to Spring 2024, with tasks to undertake between workshops. Programme sessions will include one fully-funded weekend residential and 6-8 online evening sessions (roughly one per month). There is no cost of participation to the teacher or their school and Fellows receive a bursary of £500 to cover costs of participation plus travel expenses to enable attendance at in-person sessions.

Interested? Please contact Ian Jones (director@saltleytrust.org.uk) to register your interest. Selection for the programme is by a formal application process.

RE Hubs – Website now live!



RE Hubs website (www.re-hubs.uk) is growing. This project aims to create one platform to equip, enable and signpost everyone within the RE community.

Places of interest for RE and speakers can sign up to training and appear on the site so that schools can book.

How can we encourage speakers and places of worship to sign up to the training and appear on the site? What links do you have where you can share this?

HAVERING

Standing Advisory Council on Religious Education

2022 - 2023



DRAFT

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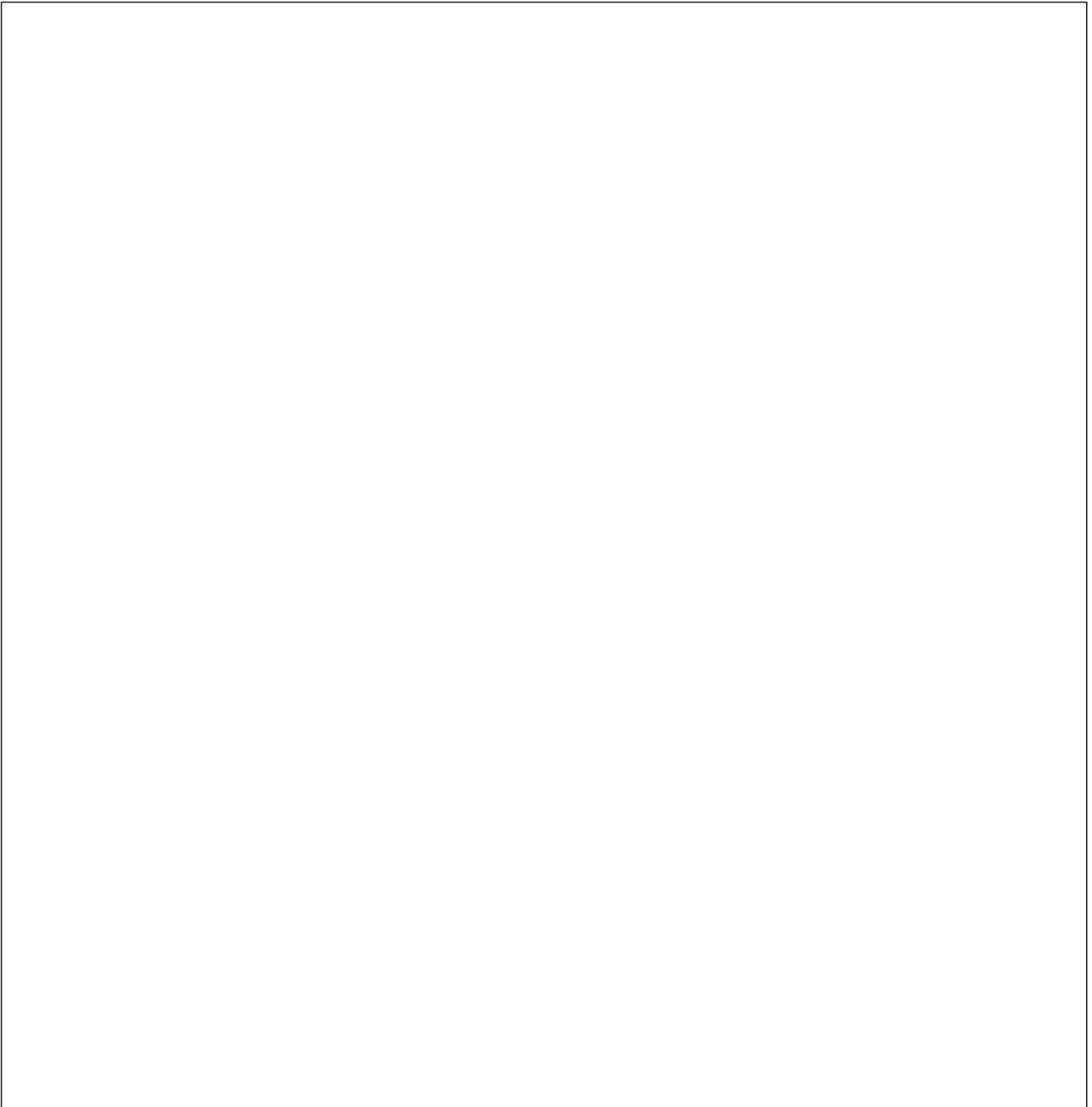
- Information and advice
- Professional development opportunities

Appendices

A: Unvalidated Key Stage 4 and Key Stage 5 Exam Data, Summer 2023

B: Circulation details of the Annual report

Foreword



Overview of the work of SACRE

Since 1988, each Local Authority (LA) has been required by law to have a Standing Advisory Council for Religious Education (SACRE).

The remit of a SACRE is principally to oversee the Religious Education (RE) and collective worship within the authority principally to:

- advise Havering Council upon matters connected with religious worship in community schools and in foundation schools which do not have a religious character. Religious education in these schools is to be given in accordance with the Agreed Syllabus;
- advise Havering Council on teaching methods, choice of materials and teacher training in religious education and collective worship;
- require Havering Council to review the locally agreed syllabus for religious education at least every five years.

The reporting period of the 2022-2023 report starts from September 1st 2022 and runs to August 31st 2023.

SACRE met on four occasions during the academic year 2022-2023, Thursday 29th September 2022 (virtual meeting), Tuesday 22nd November 2022 (face to face meeting at Ardleigh Green Junior School), Monday 6th March 2023 (face to face meeting at the Catholic Church of Christ the Eternal High Priest) and Wednesday 21st June (face to face meeting at the Romford Evangelical Free Church). All meetings were quorate with the exception of 22nd November and minutes for these meetings are available on the Havering Council website (<https://democracy.havering.gov.uk/ieListMeetings.aspx?Committeeld=393>).

Standing items in meetings:

Apologies for absence

New or substitute members

Minutes of previous meeting and matters arising

Update on school activity

National developments in Religious Education

School website monitoring

SACRE Self Evaluation

Any other business

Dates of future meetings

Additional items in meetings:

29th September – Agreed Syllabus, NASACRE Conference and workshop (feedback session)

22nd November – Election of Chair and Vice Chair, Annual report 2022

6th March – Election of Chair and Vice Chair, Exam data 2022, Collective Worship

21st June – Determination process

Section 2: Religious Education

The Locally Agreed Syllabus and RE in schools

RE is not part of the national curriculum. Each LA is required to produce an Agreed Syllabus for RE. Each LA is required to begin reviewing the current Agreed Syllabus within five years of its production. During this academic year, the new Agreed Syllabus was launched with a half day training event for teachers at CEME on 7th October 2022. Havering has once again produced its syllabus alongside Redbridge and teachers from both boroughs were in attendance. It is expected that schools required to teach the syllabus will implement the new one by September 2023.

Whilst the new syllabus is similar to the last one, it has a larger suite of resources including a full unit plan for each suggested key question, resource lists for each unit, exemplification and progression documents. The unit plan for unit 2.14 has proved unpopular with Havering schools in the past, so whilst the key question has remained the same, the unit plan was rewritten with the help of teachers from Ardleigh Green Junior School and Branfil Primary School. During the training day, teachers were reminded of the main features of the syllabus and introduced to the new resources.

Standards and monitoring of RE

During this year, SACRE began to monitor RE through the use of school websites. Members were able to manage this task outside of SACRE meetings.

For the first year since the pandemic, this academic year was the first in which SACRE was able to scrutinise data from exams sat in the summer of the previous year. This was triangulated with the school workforce data.

At present, the results from 2023 are unvalidated. Please see appendix A for the unvalidated results from 2023.

Having validated GCSE RS data (2022)

GCSE (9-1) Religious Studies																			
DfE No	SimID	School Name	Grand Total	Total	Uptake	0	1	2	3	4	5	6	7	8	9	4-9	5-9	APS	
3114000	12849	Hall Mead School		51					1	2	2	2	17	14	5	8	94%	90%	6.06
3114001	12813	Redden Court School																	
3114003	12829	The Brittons Academy																	
3114006	12821	Emerson Park Academy																	
3114007	12831	Harris Academy Rainham		37					1	5	4	10	3	5	7	2	84%	73%	8.35
3114013	12827	Hornchurch High School																	
3114014	12825	St Edward's Church of England Academy		81				2	1	4	15	11	25	10	6	7	91%	73%	3.81
3114015	12847	Gaynes School		52				1	2	7	2	8	14	9	7	2	81%	77%	5.94
3114016	12801	Sanders School																	
3114025	12839	The Royal Liberty School																	
3114037	12853	Marshall's Park Academy		157			3	11	19	25	14	17	29	16	13	10	64%	55%	1.97
3114042	12841	Bower Park Academy		29			2	2	2	1	4	3	5	5	4	1	81%	67%	10.66
3114700	12817	The Champion School		143			1	1	6	18	21	37	31	12	10	6	82%	68%	2.16
3115400	12837	The Frances Bardsley Academy for Girls		228			1	8	11	16	32	25	35	32	37	31	85%	70%	1.36
3115401	12815	Abbs Cross Academy and Arts College		138			1	9	16	18	7	17	27	22	13	8	69%	64%	2.24
3115402	12845	The Coopers' Company and Coborn School		185					1	6	9	25	43	40	32	29	96%	91%	1.67
3115403	12843	Sacred Heart of Mary Girls' School		118					1	4	13	11	18	24	22	25	96%	85%	2.62
3116905	12811	Drapers' Academy		27			1	2	1	5	4	6	3	1	4		69%	54%	11.44
3117000		Corbets Tey School																	
3117003		Ravensbourne School																	
3117004		Forest Approach Academy																	
311		Having		1246			8	36	62	111	127	172	250	190	160	129	83%	73%	0.25
921		National																	

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Having validated A level RS data (2022)

GCE (*-E) Religious Studies											
DfE No	SimID	School Name	Grand Total	Total	Uptake	E	D	C	B	A	*
3114014	12825	St Edward's Church of England Academy	3	3	100%					2	1
3114700	12817	The Champion School	10	10	100%	1	2	1	5	1	
3115400	12837	The Frances Bardsley Academy for Girls	6	6	100%	1	1		2	1	1
3115402	12845	The Coopers' Company and Coborn School	31	30	97%		1	4	11	8	6
3115403	12843	Sacred Heart of Mary Girls' School	15	15	100%	1		3	6	2	3
3116905	12811	Drapers' Academy	0	0							
3117000		Corbets Tey School									
3117003		Ravensbourne School									
311		Having	65	64	98%	3	4	8	26	13	10

Teacher training materials and advice for schools

This year saw six virtual twilight CPD sessions for RE in primary schools. Three of these were designed for Subject Leaders and three for all staff delivering RE, although Subject Leaders were the biggest audience at all six sessions. HES also provided a face to face Subject Knowledge Enhancement day for primary leaders of RE which took place at CEME and focused on intent, implementation and impact of RE.

All meetings give attendees the opportunity to network and receive updates. Main themes for each meeting are chosen in collaboration with attendees at the previous sessions.

Main themes for Subject Leader meetings:

Autumn term – Ways of Knowing in RE (linked to the latest Ofsted Research Review of RE)

Spring term – Implementation of the new Local Agreed Syllabus and activities for retrieval in the RE classroom

Summer term – Designing tasks to show progress and understanding

Main themes for RE CPD meetings:

Autumn term – Teaching RE with Confidence

Spring term – Encouraging questioning in RE

Summer term – Engagement in RE

The Associate RE Adviser provides support by phone and email and is able to visit schools on request.

Other information

There were no formal complaints to SACRE about RE during the year.

Advice given to the Local Authority

Advice was given to the local authority around the new RE agreed syllabus and which documents should be made available to teachers.

Section 3: Collective worship

Standards and monitoring of Collective Worship

As far as HSIS and SACRE are aware, schools remain compliant. There has been no indication otherwise in quality assurance reports, network meetings or Ofsted reports. HSIS is also recommending to governing bodies that governors ask schools about Collective Worship. In order to enable governors to do this in an informed manner, a training session on Collective Worship for governors (to which SACRE members are invited) will take place at the start of the next academic year.

Determinations

No determinations have been requested in the year 2021-2022. SACRE is working to ensure that a procedure for determinations in Havering schools is drafted and can be sent to the LA for improvement or adoption.

Teacher training provided

No training on Collective worship has been provided in 2021-2022.

Other information

There were no formal complaints to SACRE about collective worship during the year.

Advice to the Local Authority

Advice was given to the Local Authority that training could be provided to governors on Collective Worship and a publication on Collective Worship in Havering could be provided to schools.

Section 4: Links with other bodies

National Bodies

Havering SACRE are pleased to be linked with national bodies and receive national updates from Julia Diamond-Conway our RE adviser.

Havering SACRE has links with NASACRE and has received feedback from the NASACRE annual conference. It regularly utilises NASACRE's self-evaluation toolkit.

Information from NATRE and the REC has been used in meetings and shared with schools where appropriate.

Local bodies

Chelmsford Diocese provide excellent support to SACRE and we are pleased to have its RE Lead Schools Adviser as a member of committee B.

Local places of worship are well represented on SACRE.

Section 5: SACRE involvement in the Local Area

Governor and head teacher links

This year, the decision has been taken to involve governors more fully with the monitoring of Collective Worship and ensure that they have a good understanding of this. Therefore a training session is being organised for governors in Havering schools during the next academic year.

Advice on community issues

The RE adviser regularly gives advice on speakers coming into schools and visits to places of worship locally.

Section 6: Managing the SACRE and partnership with the Local Authority (LA)

Professional and administrative support

During the reporting period, clerking of SACRE was undertaken by Michelle Morgan of Havering Governor Services.

The Local Authority provided funding to support SACRE activity 2021 -2022 by contracting with RE Today Services of an RE Consultant for up to 6 days during the year. These days include attending SACRE meetings, writing statutory annual report, providing national updates and information and first response consultancy.

Julia Diamond-Conway from RE Today continued in the role of RE consultant.

Susan Sutton, Education Quality and Effectiveness manager holds responsibility for SACRE support and liaises with the RE consultant.

Membership

The table provided below demonstrates the diverse composition of Havering's SACRE.

Name	Group	Representing	Joined	Number of Meetings attended (max 4)
VACANT	A	New Church Movement		N/A
Wendy Brice-Thompson	A	Roman Catholic	17/05/2019	4
Rabbi Lee Sunderland	A	Jewish Community	05/03/2009	0
VACANT	A	Methodist		N/A
Peter Feinson	A	Baptist	19/06/2019	3
Sansar Narwal	A	Sikh Community	Pre 2004	1
Pastor Aloysius Peter	A	Pentecostal Churches	24/09/2013	1
VACANT	A	Religious Society of Friends		N/A
Kamal Siddiqui	A	Muslim Community	05/03/2008	2
Nasir Mubashar	A	Ahmadiyya Muslim	14/01/2014	0
Tariq Mahmood	A	Muslim Community	11/03/2014	4
Om Dhir	A	Hindu Community	06/06/2007	1
Jenny Fox	A	Salvation Army	24/09/2013	2
Barry Smith	A	United Reformed Church	28/06/2016	2
Dr John Lester	A	Baha'i Faith	10/11/2004	4
George Prinn	A	Humanist	08/11/2021	1
VACANT	A	Buddhist		N/A
John Smalles	A	Evangelical Free Church (shared)	01/12/2013	4
Dawn Ladbrook	A	Evangelical Free Church (shared)	01/12/2013	2
Luthaneal Adams	A	Pagan Federation	03/03/2016	2
Stephanie Ellner	B	Church of England	01/12/2013	2

Marlene Wylie	B	Church of England	16/05/2019	0
Ruth Everett	B	Church of England	16/05/2019	3
VACANT	B	Church of England		N/A
VACANT	C	ATL		N/A
VACANT	C	NAHT		N/A
VACANT	C	NEU		N/A
VACANT	C	NASUWT		N/A
Kathryn Everitt	C	Teacher (Primary)	14/07/2020	3
Terry Riches	C	Teacher (Primary)	14/07/2020	0
Karen Van Coevorden	C	Teacher (Primary)	16/01/2023	2
Bal Degun	C	Teacher (Primary)	16/01/2023	0
Cllr McArdle	D	Local Authority	23/11/2022	1
Cllr Garrard	D	Local Authority	23/11/2022	0
Cllr Ruck	D	Local Authority	08/09/2022	2
Cllr Tumilty	D	Local Authority	08/09/2022	3
Cllr Taylor	D	Local Authority	08/09/2022	2
Sidra Naeem		Co-Opted	21/06/2023	1
Michelle Morgan		Clerk to SACRE		4

Training

Teacher representatives have attended Network meetings, CPD meetings and a CPD day. One representative gave feedback from NASACRE's annual conference so that all could benefit. Members of SACRE have looked at what determination is and how the process works in other LAs in order to ensure they can advise the LA to follow a process that is most suitable for schools within Havering.

Finance

The LA allocated £4200 for support to SACRE from the RE Consultant. £600 was allocated for clerking. £105 was utilised on NASACRE membership. It should be noted that the Local Authority spent more widely on Religious Education during the reporting period with money being allocated to primary Subject Leaders' Network meetings, CPD twilight meetings and a CPD day for those leading RE in primary schools.

Appendix A:

Unvalidated Key Stage 4 and Key Stage 5 Exam Data, Summer 2023

GCSE

GCSE (9-1) Religious Studies																		
DfE No	SimID	School Name	Grand Total	Total	Uptake	0	1	2	3	4	5	6	7	8	9	4-9	5-9	APS
3114000	12849	Hall Mead School	198	43	22%			2	1	2	9	7	11	5	6	93%	88%	5.95
3114001	12813	Redden Court School	176		0%													
3114003	12829	The Brittons Academy	141	21	15%		2	2	2	2	4	5	2	2		71%	62%	12.19
3114006	12821	Emerson Park Academy	206		0%													
3114007	12831	Harris Academy Rainham	175	16	9%			1	3	1	3	3	2		3	75%	69%	16.00
3114013	12827	Hornchurch High School	153		0%													
3114014	12825	St Edward's Church of England Academy	86	84	98%		2	6	10	11	17	15	13	6	4	79%	65%	3.05
3114015	12847	Gaynes School	39	37	95%		1	3	7	3	2	12	4	4	1	70%	62%	6.92
3114016	12801	Sanders School	139		0%													
3114025	12839	The Royal Liberty School	137		0%													
3114037	12853	Marshalls Park Academy	229	208	91%	16	18	21	28	27	22	40	21	11	4	65%	51%	1.23
3114042	12841	Bower Park Academy	176	21	12%		1	1	4	2	5	2	2		4	71%	62%	12.19
3114700	12817	The Champion School	152	149	98%		3	6	18	28	34	35	16	5	4	82%	63%	1.72
3115400	12837	The Frances Bardsley Academy for Girls	232	226	97%	1	4	12	19	22	32	46	31	40	19	84%	75%	1.13
3115401	12815	Abbs Cross Academy and Arts College	165	155	94%		4	5	34	23	28	27	16	14	4	72%	57%	1.65
3115402	12845	The Coopers' Company and Coborn School	199	199	100%			4	11	16	27	37	34	39	31	92%	84%	1.29
3115403	12843	Sacred Heart of Mary Girls' School	120	119	99%			6	11	16	17	19	23	14	13	86%	72%	2.15
3116905	12811	Drapers' Academy	200	44	22%	1	4	4	10	6	4	6	5	3	1	58%	44%	5.82
3117000		Corbets Tey School	19		0%													
3117003		Ravensbourne School	6		0%													
3117004		Forest Approach Academy	20		0%													
311		Havering	2968	1322	45%	18	39	73	158	159	204	254	180	143	94	79%	67%	0.19
921		National																

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GCSE (*-E) Religious Studies																		
DfE No	SimID	School Name	Grand Total	Total	Uptake	E	D	C	B	A	*							
3114014	12825	St Edward's Church of England Academy	30	0	0%													
3114700	12817	The Champion School	228	0	0%													
3115400	12837	The Frances Bardsley Academy for Girls	131	5	4%				1	4								
3115402	12845	The Coopers' Company and Coborn School	234	31	13%			2	6	14	9							
3115403	12843	Sacred Heart of Mary Girls' School	125	16	13%		1	4	1	7	1	2						
3116905	12811	Drapers' Academy	101	0	0%													
3117000		Corbets Tey School	9	0	0%													
3117003		Ravensbourne School	5	0	0%													
3117004		Forest Approach Academy	12	0	0%													
311		Havering	875	0	0%													

Appendix B:

Circulation of the Annual Report

The Havering Standing Advisory Council on Religious Education Annual Report will be:

- Provided, via e-mail, to all SACRE Members
- Provided, via e-mail, to the Department for Education
- Provided, via e-mail, to NASACRE
- Published on the Local Authority website



Havering SACRE Action Plan 2023-2024

Objective 1: Support and monitor quality and standards of Religious Education in schools				
Action	Led by	Date	Additional costs	Success criteria
<p>Monitor websites of 1/3 of Havering schools to check compliance with the syllabus where appropriate and that adequate provision is made for RE.</p> <p>Monitor website findings.</p> <p>Contact schools in relation to findings on their website.</p>		<p>Schools assigned at Autumn meeting. Results should be sent in 2 weeks before Spring meeting.</p> <p>Spring meeting</p> <p>April 2024</p>		<p>1/3 school websites monitored, by 2 weeks before the Spring term meeting.</p> <p>SACRE has a good understanding of which schools are following the syllabus and the provision in 1/3 Havering schools.</p> <p>SACRE has a clearer understanding of the RE occurring in the schools contacted.</p>

Receive feedback on training delivered to local primary schools.		Termly		SACRE knows which training has been delivered.
Contribute to training of local teachers.		Termly		Teachers leading RE in the borough have met at least 3 SACRE members and are able to approach them for help and advice.
Monitor Ofsted reports for Havering schools that mention RE.		Termly		SACRE has a good understanding of Ofsted's findings in relation to RE in Havering schools.
Receive and consider exam and school workforce data.		Spring Term		SACRE knows the standard of RE at KS4 and 5 in Havering schools.
Contact schools in relation to data.		April 2024		SACRE has congratulated schools where appropriate and has a better understanding of the data.

Objective 2: Monitor Collective Worship and develop protocols				
Action	Led by	Date	Additional costs	Success criteria

<p>SACRE to make links with governors throughout the borough.</p> <p>Collective worship training delivered for governors (with as many SACRE members as possible in attendance)</p> <p>Process for determination formalised</p>		<p>July 2024</p> <p>Autumn term</p> <p>July 2024</p>		<p>Governors and SACRE members attend training session. Good lines of communication between SACRE and governors about collective worship in all schools.</p> <p>Governors understand the law surrounding Collective Worship and what good Collective Worship looks like. Governors able to judge the standard of Collective Worship in their schools. SACRE has a better understanding of the standards within Havering schools.</p> <p>SACRE able to advise the borough on an appropriate process for determination in Havering schools.</p>
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Objective 3: Improve SACRE impact and effectiveness				
Action	Led by	Date	Additional costs	Success criteria
Good representation on all 4 committees		July 2024		No vacancies
Standing item at each meeting on membership and potential members/their organisations contacted in response		Termly		No vacancies
Create a group willing to mentor new members		Autumn meeting		A small group of members who have been on SACRE for over 2 years and who are willing to have an introductory meeting with new members and give them guidance during the first 12 months appointed.
New members offered a mentor		On joining		All new members have a mentor
SACRE members feed back from external training		After training is attended		SACRE hears report from NASACRE conference, any NASACRE webinars and

<p>Ongoing self-evaluation</p>		<p>Termly – 1 section of the NASACRE form focused on per meeting.</p>		<p>any other training attended.</p> <p>SACRE has a clear judgement of its effectiveness and the actions of SACRE take the self evaluation into account.</p>
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Havering SACRE Determination Form Plan

Havering SACRE is aiming for a succinct form which will include:

1. **An explanation of the law** for ease of reference. This will also give definitions of the terms Collective Worship, Assembly and Reflection. As part of the explanation of the law, the information will be shared that a determination lasts for 5 years and then the school needs to reapply, however, Havering SACRE understands that schools may have reasons for re-applying beforehand if they wish their determination to be altered in some way, and this is acceptable.
2. **A flowchart** to show the process, including expected timeframes.
3. **A checklist** so schools can make sure they have collected all the evidence they need and finished all the groundwork before filling in the application form.
4. **The application form** itself. Most questions should be in the form of tick boxes unless evidence needs to be submitted or reasons given. If reasons need to be given, space should be left for this on the form. Space could be left here for worldviews and language spoken at home here. A note should be on this form, advising schools that determination is a serious request.
5. **Instructions for SACRE members** who attend meetings with school staff re determinations or go on visits to schools re determinations.

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Type	Phase	Academy/Trust	School	Monitoring year, 1=2022/23	SACRE Member	Completed
Academy	Secondary	Loxford School Trust	Abbs Cross Academy & Arts College	1	John Smailes	
LA	Infant	Ardleigh Green Learning Federation	Ardleigh Green Infant	1	Sidra	
LA	Junior	Ardleigh Green Learning Federation	Ardleigh Green Junior	1	Wendy	Yes
Academy	Primary	Life Education Trust	Benhurst Primary	1	Peter	Yes
Independent			BEP Academy			
Academy	Secondary	Empower Trust	Bower Park School	1	Tariq	
LA	Primary		Brady Primary	1	Dawn	
LA	Primary		Branfil Primary	1	Luthaneal	Yes
LA	Primary	Learning Federation	Broadford Primary	1	John Lester	Yes
LA	Primary		Clockhouse Primary School	1	George	
Academy	Primary	Reach 2 Academy Trust	Concordia Academy	1	Barry	Yes
Academy	Secondary		Coopers' Company & Coborn School	1	Ruth	
LA	Special		Corbets Tey School	1	Stephanie	
LA	Primary	Growing Together Federation	Crowlands Primary	1	Kathryn	Yes
LA	Infant		Crownfield Infant	1	ClIr Ruck	
LA	Junior	The Learning and Achieving Federation	Crownfield Junior	1	ClIr Tumilty	
Academy	Primary	Life Education Trust	Dame Tipping C.of.E Primary	1	Sidra	
Academy	Secondary	Drapers' Multi-Academy Trust	Drapers' Academy	1	Wendy	Yes
Academy	Infant	Drapers' Multi-Academy Trust	Drapers' Brookside Infant School	1	Peter	Yes
Academy	Junior	Drapers' Multi-Academy Trust	Drapers Brookside Junior	1	Tariq	
Academy	Primary	Drapers' Multi-Academy Trust	Drapers' Maylands Primary School	1	Dawn	
Academy	Primary	Drapers' Multi-Academy Trust	Drapers' Pyrgo Priory School	1	Luthaneal	Yes
LA	Primary	The Aspire Learning Federation	Elm Park Primary	1	Barry	Yes
Academy	Secondary		Emerson Park Academy	1	Ruth	
LA	Primary		Engayne Primary	1	Kathryn	Yes

Academy	Special	Lime Academy Trust	Forest Approach Academy (Lime Academy Trust)	1	Kamal
Academy	Secondary	Loxford School Trust	Gaynes School	2	
Independent LA	Primary		Gidea Park Preparatory School and Nursery	2	
Academy	Primary	Empower Trust	Gidea Park Primary	2	
Academy	Primary	Empower Trust	Hacton Primary School	2	
LA	Secondary	Empower Trust	Hall Mead School	2	
LA	Primary		Harold Court Primary	2	
LA	Primary		Harold Wood Primary	2	
Academy	Secondary	Harris Federation	Harris Academy Rainham	2	
Academy	Primary	Partnership Learning Trust	Harrow Lodge Primary School	2	
LA	Primary		Hilldene Primary	2	
Academy	Secondary	Partnership Learning Trust	Hornchurch High School	2	
LA	Primary		Hylands Primary	2	
Independent	All through		Immanuel School	2	
	Specialist pupil referral unit		KORU Educational Services	2	
LA	Primary		La Salette Catholic Primary	2	
LA	Infant		Langtons Infants	2	
Academy	Junior	Reach 2 Academy Trust	Langtons Junior	2	
Academy	Secondary	South West Essex Community Education Trust Limited	Marshalls Park School	2	
LA	Primary	Learning Federation	Mead Primary School	2	
LA	Primary		Nelmes Primary	2	
LA	Primary	The growing together federation	Newtons Primary	2	
Independent	Primary		Oakfields Montessori School		
Academy	Primary	Oasis Community Learning	Oasis Academy Pinewood	2	
academy	Special		Olive AP Academy - Havering	2	
LA	Primary		Parklands Primary	2	
LA	Primary		Parsonage Farm Primary	2	
LA	Primary		Rainham Village Primary	2	
Academy	Special	Lime Academy Trust	Lime Academy Ravensbourne	2	

Academy	Secondary	The Success for All Education Trust / SFAET LTD	Redden Court School	2
Academy	Infant	The Success for All Education Trust / SFAET LTD	Rise Park Infant Academy	3
Academy	Junior	The Success for All Education Trust / SFAET LTD	Rise Park Junior Academy	3
Academy	Secondary		Sacred Heart of Mary Girls' School	3
Academy	Secondary	The Success for All Education Trust / SFAET LTD	Sanders School	3
Academy	Infant	Hornchurch Academy Trust	Scargill Infant School	3
Academy	Junior	Hornchurch Academy Trust	Scargill Junior School	3
LA	Primary		Scotts Primary School	3
LA	Infant		Squirrels Heath Infants School	3
LA	Junior		Squirrels Heath Junior School	3
LA	Primary		St Alban's Catholic Primary	
LA	Primary		St Edward's CE Primary	
Academy	Secondary	Unity Schools Partnership	St Edward's Church of England Academy	
LA	Primary		St Joseph's Catholic Primary School	
LA	Primary		St Mary's Catholic Primary School	
Independent	Primary		St Mary's Hare Park School	
LA	Primary		St Patrick's Catholic Primary School	
LA	Primary		St Peter's Catholic Primary School	
LA	Primary		St Ursula's Catholic Primary (previously Junior School)	
LA	Primary		Suttons Primary School	3
Academy	Secondary	Empower Trust	The Brittons Academy	3
Academy	Secondary		The Champion School	3
Academy	Secondary	Life Education Trust	The Frances Bardsley Academy For Girls	3
LA	Primary		The James Oglethorpe Primary	3

LA	Primary	The Learning and Achieving Federation	The Mawney School	3
LA	Primary	The Aspire Learning Federation	The R J Mitchell Primary	3
Academy	Secondary	The Success for All Education Trust / SFAET LTD	The Royal Liberty School	3
LA	Infant		Towers Infant School	3
LA	Junior		Towers Junior School	3
Academy	Infant	Hornchurch Academy Trust	Upminster Infant School	3
Academy	Junior	Hornchurch Academy Trust	Upminster Junior School	3
LA	Infant		Whybridge Infant School	3
Academy	Junior	Hornchurch Academy Trust	Whybridge Junior School	3

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

21 June 2023

The meeting took place at the Romford Evangelical Free Church.

Present:

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

Wendy Brice-Thompson, Roman Catholic (Chair)
 Peter Feinson, Baptist
 Tariq Mahmood, Muslim Community
 Dr John Lester, Baha'i faith
 John Smailes, Evangelical Free Church
 Om Dhir, Hindu
 Sansar Narwal, Sikh
 Jenny Fox, Salvation Army
 Dawn Ladbrook, Evangelical Free Church
 Pastor Aloysius Peter, Pentecostal Church

Representing the Church of England (Group B):

Ruth Everett
 Stephanie Ellner

Representing teachers (Group C):

Karen Van Coevorden
 Katheryn Everitt

Representing the Local Authority (Group D):

Councillor Katharine Tumilty (Chair)
 Councillor Jaqueline McArdle
 Councillor Laurance Garrard

Co-opted Member

Sidra Naeem

Professional adviser:

Julia Diamond-Conway (JDC)

Michelle Morgan – Clerk, Havering Governor Services

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1. APOLOGIES FOR ABSENCE

The Chair welcomed all to the meeting.

Apologies for absence had been received from Barry Smith, Councillor David Taylor, George Prinn, Mr Siddiqui, and Rabi Lee Sunderland.

Absence from the following Members was noted: Luthaneal Adams, Nasir Mubasher, Marlene Wylie, Terry Riches, Bal Degun, and Councillor Philip Ruck.

2. NEW OR SUBSTITUTE MEMBERS

There were no new or substitute Members.

3. MINUTES OF MEETING HELD ON 6 MARCH 2023 AND MATTERS ARISING

3.1. The minutes of the meeting held on 6 March 2023 were received and agreed subject to a minor typographic amendment (Minute 11.2).

ACTION: HGS

3.2. Matters arising from the minutes, not included elsewhere on the agenda, were as follows:

3.2.1. SACRE Membership (minute 1, refers): The clerk confirmed that Members who had not attended regularly had been contacted via email. There had been no response received from Terry Riches (Group C) or Nasir Mubasher (Group A).

3.2.2. Subject Leader network meetings (Minute 4.3.6, refers): JDW extended the invitation for SACRE Members to join Subject Leader meetings to introduce themselves and offer any support. SN advised that since attending the meeting on 20 March 2023, she had been invited into some schools and had also welcomed pupils in the Mosque.

3.2.3. Collective worship (minute 7, refers): The clerk advised that it had been agreed to provide some further training to governors prior to asking them to consider how the requirement of collective worship were being met in their schools.

ACTION: HGS

3.2.4. Exam data (minute 9, refers): Clarification had been given that schools with no data for RE public examination outcomes had

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not offered that qualification.

- 3.2.5. Co-opted Member (minute 11.2, refers): The clerk confirmed that Trevor Cook, Assistant Director for Education had been pleased to approve the co-option of Sidra Naeem onto Havering SACRE.

4. UPDATE ON SCHOOL ACTIVITY

SACRE Members received the report on the Local Activity. There were no questions.

5. NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION

SACRE Members received the report on national developments.

The Chair reported that she had found the new animation which illustrated how humanists approached life, very interesting and recommended others to view the short film.

Referring to the article on using faith inspired art, the Chair questioned whether Havering SACRE should look to contribute. JDW advised that the closing date for entry was 31 July 2023, however, it would reopen again in September. It was agreed that this could be included on the SACRE Action Plan and could be promoted through schools.

ACTION: Chair / JDC

6. SACRE SELF EVALUATION

JDC thanked SACRE Members for their suggestions regarding the Havering Action Plan. It was agreed that JDC would liaise with the Chair and Vice Chair to put together a draft plan which would be brought to the next meeting to discuss and agree.

ACTION: JDC / Chair / Vice Chair / HGS

7. SCHOOL WEBSITE MONITORING

There remained some website monitoring to be completed.

The following schools remained outstanding:

- Crownfield Junior – this had been completed; the Chair agreed to resend to the clerk.

ACTION: Chair

- Coopers Company & Coborn – RE had completed the audit however were yet to submit the form.

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- Emerson Park Academy – RE had completed the audit however were yet to submit the form.

ACTION: Ruth Everett

- Ardleigh Green Infant School
- Bower Park Academy
- Brady Primary School
- Corbets Tey
- Crownfield Infant School
- Dame Tipping
- Drapers' Brookside
- Drapers' Maylands

The following SACRE Members agreed to complete some further audits and would be allocated schools to complete:

Ruth Everett / Luthaneal Adams / Wendy Brice-Thompson / Tariq Mahmood / Karen Van Coevorden

ACTION: Chair / JDC

8. DETERMINATION PROCESS

SACRE Members were advised that there had not been any requests for a determination in Havering, however a process needed to be in place should such a request be submitted. Prior to the meeting, SACRE Members had received the following documentation to use as a reference when considering a determination process for Havering:

- Determinations: Putting a system in place for your SACRE – Lesley Prior.
- Determination process – London Borough of Ealing SACRE.
- Seeking a determination process – London Borough of Lewisham SACRE.

Members worked in groups to review the information provided and share with the group any particular aspects that could be incorporated into the Havering process. A summary of the feedback received was provided below:

- A determination would last for 5 years however concern was shared that local demographics might change significantly over that period and, therefore could there be an option to change prior to the end of this period?
- Was there a possibility that schools were already just doing what they wanted in terms of collective worship, without seeking a formal determination? JDC advised that governors would be able to ascertain this as part of their monitoring. Previously HSIS (Havering School Improvement Service) had asked schools as part of their quality assurance meetings about collective worship, however this had discontinued post Covid.
- SACRE Members reiterated the importance of having a succinct process. It would be beneficial to include an explanation of the law as part of the request form, for ease of reference.
- Schools would likely access the documentation via the Havering Education Services portal.
- SACRE Members liked the checklist format and the flow chart.
- Consideration needed to be given for those, where English might not be their first language.
- The procedure should include expected timeframes for each stage of the process.
- It needed to be clear that seeking a determination was a serious request and contrary to law. JDC reiterated that Havering maintained schools followed the Agreed Syllabus which included learning about a number of different religious faiths. The determination was linked to collective worship and not the curriculum.
- SACRE Members recommended asking parents about the language spoken at home, from there; schools would have a greater idea of their religion. SN advised that parents born in the UK were more likely to be happy for their children to learn about all religions. Those parents who had moved from certain countries where the nature of that country allowed just one religion, might find it most daunting to allow their children to experience other religions.
- The procedure would be based on the request from the school, however it would be prudent to seek the views of parents.

- The procedure should include SACRE Members visiting the school to meet with staff and ask further questions about their consultation completed with stakeholders.

SACRE Members felt reassured that they had enough information to form their own process. An update would be brought to the next meeting.

ACTION: Chair / JDC

9. ANY OTHER BUSINESS

9.1. The Chair discussed the situation regarding using the Town Hall as a SACRE venue. Unless Members could meet from 5pm to 7pm, there would be a cost for using the Town Hall, for which there was no budget.

SACRE Members agreed that it was good to visit different schools and of worship. The following potential venues were offered:

- Romford Baptist Church
- Hylands Primary School
- Pentecostal Church

Dates for the next academic year would be shared after which venues could be confirmed. It was agreed that offering a hybrid option would be explored where technology allowed.

ACTION: Chair / HGS / JDC

9.2. SN invited all to attend the Havering Inter Faith Forum on Wednesday 19 July 2023 at the Havering Synagogue. The theme was 'The Founder of our Faith.'

9.3. It was advised that free new SACRE Member training was available on 26 June 2023. This was a free online webinar. Further details would be shared.

ACTION: HGS

10. DATE OF THE NEXT MEETING

Dates would be confirmed for the 2023-2024 academic year. The Interfaith week from 13th – 18th November would be avoided when considering options.

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The meeting closed at 7.40pm.

Chair.....

Date.....

**Chair's
Initials**

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