



**STANDING ADVISORY
COUNCIL ON RELIGIOUS
EDUCATION
AGENDA**

6.00 pm

**Thursday
5 December 2024**

via Teams

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):**

George Prinn, Humanist
Mr Peter Feinson, Baptist
Dr John Lester, Baha'i faith
Mr Om Dhir, Hindu
Mr Sansar Narwal, Sikh
Mr Kamal Siddiqui, Sunni Muslim
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):**

Karen Van Coevorden
Bal Degun
Kathryn Everitt
Terry Riches

Group D

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

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

**For information about the meeting please contact:
Michelle Morgan 01708 433879
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 5 - 18)

To agree as a correct record the minutes of the meeting held on 19 March 2024 and 2 July 2024 (attached) and discuss any matters arising.

4 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.

5 NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION (Pages 19 - 24)

To receive the report.

6 COLLECTIVE WORSHIP (Pages 25 - 36)

7 ANNUAL REPORT 2024 (Pages 37 - 50)

8 WORKING PARTY UPDATE - PRIMARY RE CONFERENCE (Pages 51 - 52)

9 SCHOOL WEBSITE MONITORING 2024-2025 (Pages 53 - 58)

10 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).

11 DATE OF NEXT MEETING

Monday 24 February 2025

Hosted by Tariq Mahmood (OBE)

Safeguard Academy
200-206 Elm Park Avenue
RM12

**Michelle Morgan
Clerk to SACRE**

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

19 March 2024

The meeting took place via Teams

Present:

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

Wendy Brice-Thompson, Roman Catholic
Peter Feinson, Baptist
Jenny Fox, Salvation Army
Tariq Mahmood, Muslim Community
Barry Smith, United Reformed Church
Pastor Aloysius Peter, Pentecostal Church
John Smailes, Evangelical Free Church

Representing the Church of England (Group B):

Ruth Everett
Stephanie Ellner

Representing teachers (Group C):

Karen Van Coevorden

Representing the Local Authority (Group D):

Councillor Jacqueline McArdle
Councillor David Taylor
Councillor Katharine Tumilty

Co-opted Member

Sidra Naeem

Professional adviser:

Julia Diamond-Conway (JDC)

Michelle Morgan – Clerk, Havering Governor Services

Chair's
Initials

1. APOLOGIES FOR ABSENCE

Apologies for absence had been received from George Prinn, Dawn Ladbrook, Marlene Wylie, and Dr John Lester.

Absence from the following Members was noted: Om Dhir, Sansar Narwal, Kamal Siddiqui, Rabbi Lee Sunderland, Nasir Mubashar, Luthaneal Adams, Bal Degun, Kathryn Everitt, Terry Riches, Councillor Garrard, and Councillor Ruck.

2. NEW OR SUBSTITUTE MEMBERS

There were no new or substitute Members in attendance.

3. MINUTES OF MEETING HELD ON 21 JUNE 2023 AND 9 NOVEMBER 2023 AND MATTERS ARISING

3.1. The minutes of the meeting held on 21 June 2023 were received and agreed as a true record. The minutes had been discussed at the previous SACRE, however, were not approved as the meeting was inquorate.

3.2. The minutes of the meeting held on 9 November 2023 were received and agreed as a true record.

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

3.3.1. Minute amendments, minute 3.1 refers: The clerk confirmed that amendments were made to the Minutes as requested.

3.3.2. Collective Worship (Minute 3.2.2, refers): Training had been provided on 31 January 2024. JDC advised that following the session she had been invited into 2 schools to deliver a session on Collective Worship. The clerk would collate any feedback.

ACTION: HGS

3.3.3. Survey re specialist RE teachers (Minute 5, refers): SACRE Members did not discuss the proposed survey.

3.3.4. Annual Report 2022-2023 (Minute 6, refers): Approval had been received regarding the Annual Report.

3.3.5. Working group (Minute 8, refers): KVC reported that there had not yet been the opportunity to meet with MW and JL to discuss the determination process. JDC made the

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recommendation that more SACRE Members could volunteer to join the working party; the Chair confirmed that she would be happy to support. A SACRE Member asked for some terms of reference for the working party. JDC agreed to draft a briefing document.

ACTION: JDC

3.3.6. Website monitoring (Minute 9, refers): The clerk confirmed that a reminder had been sent regarding the website audits.

3.3.7. Art competition (Minute 10, refers): As the meeting was being held virtually, it was agreed that example resources relating to the art competition/exhibition would be brought to the next meeting.

ACTION: JDC

3.3.8. Time of the next meeting (Minute 12, refers): The time and venue for this SACRE meeting had been amended to reflect Ramadan and enable colleagues to break fast at the appropriate time.

4. UPDATE ON SCHOOL ACTIVITY

SACRE Members received the report on the Local Activity.

JDC reported that excellent feedback had been received following the RE Subject Leader training that had been held earlier in the day.

SN referred SACRE Members to a BBC programme she had featured on where she had led a school assembly on Ramadan. A copy of the link would be shared.

ACTION: HGS

JDC advised that the BBC were in the process of uploading RE clips onto their website such as BBC Bite size and BBC Teach. It was noted that the ERA (Education Recording Agency) were normally able to source old clips if requested.

5. NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION

SACRE Members received the report on national developments.

Referring to the Ofsted national findings listed in the report around the teaching of RE in schools, SACRE Members were disappointed to see that many schools were failing to meet the statutory requirement to teach RE to all pupils in all year groups and that pupils were not being taught enough

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substance to prepare them to engage in a complex, multi-religious and multi-secular society. A SACRE Member highlighted that with the current conflicts ongoing around the world, the need to encourage discussion amongst young people about different faiths was needed more than ever. It was questioned if the lack of teaching of RE was related to the need for more resources. JDC responded that RE was a subject that was fitted in around the core subjects. At secondary level, even if not taken at GCSE level, pupils should still have Religious Studies, however again, it was often not seen as a priority subject or was referred to as 'life skills' and not explicit enough to be classed as RS.

JDC reported however that Havering did offer quality CPD for RE Subject Leaders and that she provided 1 full day and 6 twilight sessions per year. It was noted that local feedback had been given following Ofsted Inspections, where Subject Leaders had received a 'light dive' into RE and had been able to demonstrate how their pupils had made progress.

A SACRE Member questioned what could be done if schools were not fulfilling their statutory duty. JDC replied that a national contents standard document had been produced to ensure that there was a consistent standard in teaching nationally. Both leading political parties had also stated that education in general would be reviewed following the General Election.

A SACRE Member questioned if Havering was providing enough funding to support the teaching of RE in schools or whether there was a declining standard due to lack of resources. JDC responded that, in terms of CPD and revising the Agreed Syllabus, she felt that Havering was providing adequate funding. However, NASACRE had recently put out a FOI (Freedom of Information) to all Local Authorities and part of the reason was to ascertain the level of funding allocated to RE. It was noted that Havering SACRE did not have a specific budget, however money had always been provided in the past when requested, such as for training. It was anticipated that, once NASACRE had collated the information, Havering would be somewhere in the middle in terms of funding.

A SACRE Member questioned if there was a youth equivalent for the Havering Inter Faith Forum. JDC replied that Newham, for example, had 2 ongoing projects where they had a Youth SACRE and another was Young Ambassadors. It was noted that the roles differed with Youth Ambassadors visiting primary schools to talk about their faiths. Havering SACRE Members might decide to visit Newham to see these projects in action. JDC suggested that establishing a youth project might be an alternative to the previously discussed art competition. This would be considered further at the next meeting.

ACTION: HGS (to include on the agenda)

6. EXAM AND SCHOOL WORKFORCE DATA

A SACRE Member sought clarification on whether the data showed an improvement compared with the previous year however comparative data was not available to scrutinise.

JDC described the triangulation process where SACRE Members would look to compare the number of workforce data hours against the number of pupils taking RE at GCSE level alongside feedback from the website audits; if the evidence suggested low engagement, then SACRE could write to the school to offer support in how to improve. At times, different terminology used by schools meant that it might look as though RE was not covered whereas it may actually be included under 'philosophy and ethics, for example. The Chair and JDC would look at the content of the letters outside of the meeting.

ACTION: JDC / Chair

7. HAVERING SACRE ACTION PLAN

SACRE Members reviewed progress against the Havering SACRE Action Plan noting the 3 key objectives:

- Objective 1: Support and monitor quality and standards of Religious Education in Schools
- Objective 2: Monitor Collective Worship and develop protocols
- Objective 3: Improve SACRE impact and effectiveness

SACRE Members acknowledged that although good progress had been made, there remained a number of outstanding website audits that had yet to be completed. A copy of the template, alongside the list of allocated schools to specific members, would be resent out for reference.

ACTION: HGS

It was noted that plans were in place to establish a formal determination process for Havering schools.

SACRE Members were encouraged to attend the free training that was shared via email and included in the papers for the meeting.

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JDC also encouraged SACRE Members to volunteer their time to come along to Subject Leader meetings as this would help inform teachers and also raise the profile of Havering SACRE.

It was noted that the Collective Worship training had been delivered to which governors had been invited; feedback from discussions at Governing Board meetings would be shared once collated.

JDC suggested that SACRE could look to add more teachers onto its membership; new members could be offered a mentor to give them some additional support.

The Chair advised that she had attended a new SACRE Member webinar led by NASACRE, which had been very useful. It was agreed to have training as a standing item on agendas to give Members the chance to feedback on any sessions attended.

ACTION: HGS (for the agenda)

It was agreed that Havering SACRE were making good progress on the action plan.

JDC highlighted that the NASACRE Conference this year had been scheduled for 20 May 2024. JDC encouraged a SACRE Member to come forward and attend the conference on behalf of Havering, and to feedback what they had experienced at the next meeting. Interested parties were asked to advise the clerk by 15 April 2024 if they would like to attend.

8. SACRE SELF EVALUATION

A copy of the review document completed in June 2022 had been included within the pack, however it was agreed that it was time to review again to see where progress had been made. It was agreed to complete this at the summer term meeting. The outcomes would be used to drive the Havering SACRE Action Plan for 2024-2025.

ACTION: HGS (for the agenda)

9. DETERMINATION PROCESS

Those interested in the joining the Working Party would advise the clerk by 15 April 2024.

10. SCHOOL WEBSITE MONITORING 2023-2024

SACRE Members were thanked for completing the website audits; a reminder would be sent out regarding those which remained outstanding.

11. ART COMPETITION/EXHIBITION

As discussed at the previous meeting, although the art competition previously led by SACRE had produced some outstanding work from local schools, feedback was that it was challenging fitting it into an already full curriculum. It had therefore been suggested that a future event would need to be built into the curriculum so that it was not additional work. SACRE Members had agreed that the event could include artwork, poetry or indeed any item of reflection relating to a particular theme. JDC added that another activity could be for schools to have a big display of a particular unit of work which would show off what had already been done; this might also increase the profile of RE in schools. Schools could then be asked to send in a photo of their displays.

A SACRE Member referred back to the idea of establishing a Youth SACRE or Youth Ambassadors, especially as the demographic within Havering had changed significantly; it was important for young people to be able to discuss issues from an educated and informed perspective. It was however acknowledged that this would be a longer-term project. JDC was encouraged to hear enthusiasm for these roles however reiterated that training would need to be put in place for these roles.

It was agreed that SACRE would look to start a creative initiative from September 2024 and that JDC would start to communicate the display focus with Subject Leaders. At the end of the year, it would be possible to make an anthology of the work completed and share as good practice. A prize for the best displays could also be considered.

With regards to the Youth SACRE/Ambassadors, the first step would be to arrange to visit Newham to get a real understanding of the roles. This would be discussed at the next meeting.

Pastor Aloysius Peter and Councillor David Taylor left the meeting at 6.30pm due to other commitments.

12. ANY OTHER BUSINESS

NS thanked SACRE colleagues for changing the meeting venue and time to accommodate Ramadan; all SACRE Members had been supportive of this change.

13. DATE OF THE NEXT MEETING

The date of the next meeting was confirmed as Tuesday 2 July at 6pm. The clerk welcomed SACRE Members to come forward with any offers of venues for future meetings.

The meeting closed at 6.40pm.

Chair.....

Date.....

**Chair's
Initials**

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

2 July 2024

The meeting took place at the United Reformed Church, Hornchurch

Present

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

Wendy Brice-Thompson, Roman Catholic
Jenny Fox, Salvation Army
Tariq Mahmood MBE, Sunni Muslim Community
Barry Smith, United Reformed Church
John Smailes, Evangelical Free Church
Dr John Lester, Baha'i faith
Om Dhir, Hindu
Kamal Siddiqui, Sunni Muslim

Representing the Church of England (Group B):

Representing teachers (Group C):

Karen Van Coevorden

Representing the Local Authority (Group D):

Councillor Jacqueline McArdle
Councillor David Taylor

Co-opted Member

Sidra Naeem

Professional adviser:

Julia Diamond-Conway (JDC)

Michelle Morgan – Clerk, Havering Governor Services

1. APOLOGIES FOR ABSENCE

SACRE Members reflected on the sad passing of Rabbi Lee Sunderland who had reached out and worked alongside a number of other faiths.

SACRE Members held a minute's silence in remembrance.

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Apologies for absence had been received from Stephanie Ellner, Ruth Everett, Marlene Wylie, Cllr Tumilty and Dawn Ladbrook.

As there were no Group B (Church of England) representatives in attendance, the meeting was not quorate and therefore any decisions would be deferred to the next meeting.

In the absence of Cllr Tumilty, Dr J Lester chaired the meeting.

Congratulations were passed onto Mr T Mahmood for his recent recognition by being awarded an MBE.

Absence from the following Members was noted:

Peter Feinson, Pastor Aloysius Peter, George Prinn, Sansar Narwal, Nasir Mubashar, Luthaneal Adams, Bal Degun. Kathryn Everitt, Terry Riches and Cllr P Ruck.

2. NEW OR SUBSTITUTE MEMBERS

There were no new or substitute Members in attendance.

3. MINUTES OF MEETING HELD ON 19 MARCH 2024 AND MATTERS ARISING

3.1. The minutes of the meeting held on 19 March 2024 were received and agreed as a true record. The minutes however, would need to be ratified at the next meeting due to being inquorate.

ACTION: HGS

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

- 3.2.1. Collective Worship (Minute 3.3.2, refers): The clerk confirmed that the governor discussions regarding Collective Worship were currently being collated, and would be brought to the next meeting.

ACTION: HGS

It was noted that training on Collective Worship had been provided for governors and Headteachers; JDC advised that since then, she had been invited into 2 schools to support them to develop their Collective Worship provision.

- 3.2.2. Working group (Minute 3.3.5, refers): A briefing document on the determination proves had been sent out following the previous meeting as discussed.

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- 3.2.3. BBC programme link (Minute 4, refers): A copy of the link to Sidra Naeem's assembly on Ramadan featured on the BBC had been shared.
- 3.2.4. School letters (Minute 6, refers): JDC advised that school letters would be sent out once the monitoring had been completed, and evaluated.
- 3.2.5. Website audits (Minute 7, refers): The Clerk confirmed that the template and the list of schools had been shared.

4. UPDATE ON SCHOOL ACTIVITY

SACRE Members received the report on the Local Activity.

S Naeem reported that Harold Wood Primary School and Rise Park Junior School, had invited herself and T Mahmood to visit them to lead a session on Eid.

JDC referred to the report and advised that Havering Subject Leaders have received 3 CPD sessions; the meeting in May had focused on the published Ofsted report into Religious Education. The next session would include a discussion on non-religious World Views.

5. NATIONAL DEVELOPMENTS IN RELIGIOUS EDUCATION

SACRE Members received the report on national developments.

The report provided a summary of the key outcomes of the Ofsted subject report into Religious Education titled 'Deep and Meaningful?' which was published on 17 April 2024. The report included recommendations not only for schools, but syllabus writers and the Government. The report also included examples of good practice in order to provide clarity to schools. JDC explained that the RE Subject Leaders had gone through the technical definitions included within the report so that they were effectively able to reflect on about their own school's RE provision.

It was questioned if there were any actions required of the LA highlighted within the report. JDC explained that the report did include recommendations around CPD, however Havering already provided 6 twilights and 1 full days' worth of CPD for subject leaders.

JDC agreed to present to the group at the next meeting with regards to the report.

ACTION: JDC

It was questioned if Religious Studies remained an option for undergraduates at university; JDC confirmed that there remained degree options. There was now a bursary available if learning to teach RE, however the funding was not as much as some other subjects and therefore attracted a smaller number of students.

A SACRE Member asked if there was a national decrease in religion. JDC responded that the census data had shown that there was a reduction in people who had a religious world view, however the BBC had reported that there had not been a reduction in interest in religious programming. It was felt that anecdotally, there had been a drop in formal religiosity, but a definite increase in people identifying as being spiritual in some way. There was also a wider number of different faiths and therefore, it was even more important for people to be understanding of each other's beliefs.

6. EVALUATION AND MONITORING

It was noted that the Chair had made the suggestion to have a general discussion, on how SACRE could look more broadly, or creatively to build better relationships with schools so that the monitoring of RE, was more effective and meaningful.

K Siddiqui advised that SACRE Members used to go into schools, observe the teacher, and advise schools on how best to teach about their faith. JDC explained that this was a time where LAs had full time RE Advisors, and part of their role was to train SACRE Members on how to undertake school visits; this was no longer the case and SACRE Members would no longer be welcomed into schools in that capacity. At the time, all schools were also maintained schools, and therefore there was greater jurisdiction from the LA regarding such visits. JDC stated that if this was a route that Havering SACRE wished to pursue, they would need to invest in training and visit other SACREs (such as in Bedford), which had more experience in this. It was acknowledged that not all SACRE Members would have the time to visit schools due to other commitments.

It was agreed that for many schools, without having an established, trusted relationship, having SACRE Members coming in to comment on their RE provision would not be welcomed, and might see the visit as an intrusion. It was suggested that another way to build relationships might be to invite school staff to a SACRE meeting to share their good practice as an opportunity to celebrate their school.

SACRE Members discussed the option to organise a 'youth interfaith' day or 'youth conference' where pupils and teachers from multiple schools would be invited to attend and learn about different Worldviews through

various activities. It was suggested that all activities could be based on a common value, such as respect, or light (as examples).

Regarding venue, J Fox advised that the Salvation Army in Romford may be able to host the day, depending on availability.

JDC suggested inviting pupils from Year 5 and Year 8.

A working group would meet to discuss the details further, and bring an update to the next SACRE. JDC also offered to help if needed as she had organised a number of similar days.

ACTION: Dr J Lester / W Brice-Thompson / S Naeem and K Van Coevorden

Cllr McArdle advised that she would be happy to speak with Havering Changing, regarding potential funding for the project.

ACTION: Cllr J McArdle

7. DETERMINATION PROCESS

It was noted that the working party had not had the opportunity to meet. It was agreed that JDC would contact SACRE Newham to see if they would be happy to share their process which, once tweaked to suit Havering, could be adopted.

ACTION: JDC

8. YOUTH PROJECT

JDC reported that RE Subject Leaders had been enthusiastic about the display idea which had been drafted by Ruth Everett. SACRE Members in the summer term 2025 could look at the displays submitted. It was suggested that the Romford Recorder could be advised of the project to help raise the profile of RE and SACRE.

ACTION: Cllr Taylor / HGS

JDC would approach Newham to see if Havering SACRE could visit their Youth SACRE.

ACTION: JDC

9. TRAINING FEEDBACK

No training had been undertaken since the previous meeting.

10. ANY OTHER BUSINESS

10.1. S Naeem advised that the Interfaith Forum was running a 'Cleanliness in our Creed' session on Wednesday 24 July and asked for a volunteer from the Church of England. Karen Van Coevorden agreed to approach a member of the Romford Baptist Church.

ACTION: Karen Van Coevorden

10.2. Thanks were passed to Barry Smith for hosting the meeting, providing such a welcoming venue.

11. DATE OF THE NEXT MEETING

The date of the next meeting would be confirmed by the end of the summer term.

ACTION: HGS

The meeting closed at 7.30pm.

Chair.....

Date.....

**Chair's
Initials**

National RE Updates for SACRE Autumn 2024 For Havering SACRE

Calls for a National Plan for Religious Education

The Religious Education Council of England and Wales (REC) and the National Association for Teachers of RE (NATRE) have now called on the new Education Secretary, Bridget Phillipson MP, to introduce a National Plan for RE that provides a fair allocation of resources and prioritises the subject as part of Labour's plans to recruit more specialist teachers.

RE has recently seen a restoration of the teacher training bursary, but a shortage of specialism in schools remains a challenge given the long-term growth of the subject. The number of those recorded as teaching RE has remained roughly the same since 2011 at 16,200, while those delivering Geography and History lessons has risen by 1,700.

NASACRE News

Webinar Programme

The next in the series of NASACRE's training has been announced. Please consider which you can attend.

21 January 2025, 7-8pm: Calling all members of SACRE Group D – How to be an effective member of your SACRE?

25 February 2025, 7-8pm: Being an effective SACRE Clerk

11 March 2025, 7-8pm: Working on an Agreed Syllabus Conference – supports and processes

Various dates in March 2025, 6:30-8pm: NASACRE in Conversation
Free session for any SACREs to attend

24 June 2025, 6:30-8pm: So, you've joined your local SACRE...

Open University Religion, Belief and Worldviews Hub

The Open University Religion, Belief and Worldviews Hub can be accessed by all interested parties [Religion, belief and worldviews hub | OpenLearn - Open University](#). The Hub provides resources for schools and educational settings to support the delivery of RE in classrooms from Early Years through to post 16 education. The focus of the Hub is 'Religion and Belief' as a protected characteristic in UK legislation. Materials on the Hub have been provided by colleagues from The Open University, with classroom resources and online CPD opportunities for leaders and teachers of RE.

Strictly RE 2025

The annual NATRE conference for all RE professionals returns on 25th January 2025 and will be face to face following recent online conferences. This has become the annual date in the diaries of those

within RE and will be held at Leonardo Hotel in Birmingham. Click on the link to register interest in attending Strictly RE 2025. [NATRE Strictly RE 2025: National Religious Education Conference](https://www.natre.org.uk/courses-events/upcoming-courses-events/?page=1)

Upcoming RE Today Courses for the Spring Term

For more details on any of these courses, click here: <https://www.natre.org.uk/courses-events/upcoming-courses-events/?page=1>

PRIMARY PHASE

Help! I'm the RE Subject Leader

28/1/2025

cREative Primary RE

19/3/2025

SECONDARY PHASE RE

GCSE RS – Better Thinking, Better Writing, Better Results

10/02/2025

Peaceful and Purposeful Discussion in RE

03/03/2025

The RE Update: A day course for every secondary RE teacher

20/03/2025

CROSS PHASE (BOTH PRIMARY AND SECONDARY)

Introducing a Religion and Worldviews Approach

12/02/2025

The Ethics Cup

Saint Andrew's University are offering secondary schools the opportunity to participate in The Ethics Cup. Unlike traditional debating tournaments, pupils are asked to prepare to simply discuss a particular case with the other competing teams on the day of competition. The cases are not presented in a resolution format, there is no requirement for the teams to disagree with each other, and the competition is not won by proving the other team wrong. Each team is instead asked to craft its own position with as much nuance as judged appropriate. It is a collaborative discussion with a panel of three judges awarding points for insight, thoughtfulness, and civility.

This allows the pupils to put forward their own genuine beliefs, formed through prolonged thought and investigation, rather than a constructed polemic prescribed by the competition.

Schools can access information about The Ethics Cup here [The Ethics Cup – University of St Andrews Centre for Ethics, Philosophy and Public Affairs \(st-andrews.ac.uk\)](https://www.st-andrews.ac.uk/ethics-cup/)

RE Teaching in English Secondary Schools

The school workforce data is sourced from the annual school census which is submitted by schools in England to the DfE in November. Not every school completes the census each year however the data demonstrates who teaches RE in schools.

44% of teachers of RE have a post A Level qualification in the subject, compared to 80.3% for English, 76.6% for mathematics and 78.5% for History.

There has been an increase in the number of teachers of the other humanities subjects, history and geography between 2011 and 2023, however, the number of teachers of RE has remained static in the same period.

In response to a parliamentary question about how many RE lessons were taught by a teacher with another specialism, 51% of RE lessons were taught by teachers with another specialism, compared to 27% for history and 28% for geography.

A Level Religious Studies steady in England but a decrease in Wales

The overall trend in A level entries for Religious Studies over the last 5 years has been steeply downward in Wales but fairly stable in England.

Since 2020 entries in Wales have fallen by 37% from 1126 to 702. During the same period, entries in England, remained fairly stable with a fall of just under 0.5% from 14,564 to 14,499.

Even though the trend for entries in England is downwards, this is within a context where most Humanities subjects have experienced a fall in entries and most science, technology, engineering and maths subjects have seen an increase. It is worth noting that financial incentives for schools will have boosted these entries including the advanced maths premium scheme and a number of schemes established to boost science learning in schools.

Of the Humanities, Religious Studies in England was one of the smallest decreases between 2023 and 2024 at 1.3%.

Religious Studies remains a popular GCSE despite specialist teacher recruitment challenge

The number of students taking full course Religious Studies in England and Wales at GCSE has remained stable at 233,288 following a 0.5% rise in entries from 2023 making it one of the most widely studied humanities at GCSE.

223,034 students took RS GCSE (full course) in England, an increase of 0.3%. In Wales 10,254 students took the subject, an increase of 6.4%. For the third year running, the number of students taking a GCSE short course rose in England, this year by 9.5% to 20,627. In Wales however, entries fell by 27.1% to 2,201.

This is despite an ongoing challenge in recruiting specialist teachers amidst a gulf in government funding.

OCR Review – Striking the Balance: A Review of 11 – 16 curriculum and assessment in England

Oxford, Cambridge and RSA have published a report into the content of the curriculum at Key Stages 3 and 4 and the role and form of assessment including SATs and GCSE qualifications. The review was chaired by Charles Clarke and draws focus to four key areas

- Reducing the assessment burden
- Digital assessment and learning
- English and maths at 11–16
- Curriculum evolution at 11–16

The research was undertaken with over 2000 teachers and students at a variety of events as well as working with education specialists to draw the conclusions for each of the four areas.

Commentary in the section of the report on curriculum evolution points to an over-crowded curriculum in which some subjects have been overlooked due to a focus on EBacc subjects, there is reference not only to the creative subjects but also physical education and the following comment is made in relation to religious education

‘Another important aspect of the evolution of the curriculum is the teaching of religion and belief in schools. This remains a statutory requirement often honoured, outside faith schools, in the breach rather than the observance.’ – page 74

It is made clear in the report that although it is not necessary for all pupils in a school to follow the subjects contained within the EBacc there is a strong move within schools for pupils to study these as EBacc uptake is an accountability measure of school performance. The review calls for an independent curriculum authority to oversee the changes to the sector and to ease the examination burdens placed on students in Year 11 through a wholesale review of the processes and purposes of assessment in the education sector.

A copy of the review can be found here: [717919-striking-the-balance.pdf \(ocr.org.uk\)](https://ocr.org.uk/717919-striking-the-balance.pdf)

New Director for the National Association of Teachers of RE

After over a decade of dedicated service to NATRE as CEO, Fiona Moss has taken a new position at Culham St Gabriel’s Trust (CSTG) as Education and Programmes Manager. Fiona has made significant contributions to NATRE and the world of RE during her time as CEO, whether it be

lobbying political parties and government through to enabling the high-quality resources delivered by the NATRE Executive for its members.

Katie Freeman, the Chair of NATRE expressed these sentiments

All of us at NATRE would like to congratulate our wonderful Fiona Moss on her new role at CSTG. Fiona is a Powerhouse of RE and so many of us have stories about how she has inspired and supported us in our journeys within the RE community. Quite honestly NATRE won't be the same without her but we know that she will continue her important work in her new role and will be a vital part of the new CSTG team. She will be hugely missed but we look forward to continuing to work with her in new ways. Congratulations Fiona on your new role and thank you for all that you have done for NATRE members past and present!

Angela Hill, National RE Adviser and Editor of RE Today magazine has now taken over the role as Director of NATRE following Fiona's departure. Angela commented stated

I am honoured to take on the role at such a pivotal time for the National Association of Teachers of Religious Education. I look forward to working with the newly formed NATRE executive team to continue advancing the vital work of supporting and empowering all teachers, teaching the subject. Together, we will build on the strong foundation laid by Fiona and strive to create even greater opportunities for all teachers of religious education.

In welcoming Angela to her new role, Katie Freeman stated

NATRE are excited to welcome Angela Hill to her role working with and supporting the executive. Angela knows NATRE well as she has been working with us in her role as RE today's editor and we are looking forward to working with her more closely. She is a talented and knowledgeable adviser who will be able to support us with our existing projects as well as planning new ones. Congratulations Angela on your new role, we are so excited to see you develop your new role and we can't wait to work with you.

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Spring Term 2024 - Collection Worship discussions by governors - Havering Schools

Please note that the below relates only to spring term 2024 meetings

School Name	Board	Meeting date	Spring Term Discussion/ Minutes
Ardleigh Green Learning Federation		06/02/2024- LGC 07/03/2024- Local Committee	
Brady Primary School	FGB	26/03/2024	<p>10.1 T Cloak advised that she had completed Governor training on collective worship and had visited the school to confirm that the school met its legal duty in that all registered pupils received a daily act of collective worship. In discussing the scope and definition of collective worship, the Headteacher provided several examples of how this was applied within the school.</p> <p>10.2 On behalf of Governors, the Chair confirmed that a policy was in place for collective worship, and it was regularly reviewed and updated.</p>
Branfil Primary School	FGB	26/03/2024	<p>14.2 Training for next year was now available, the D&L committed to sharing any suitable training available with governors.</p> <p>An upcoming educational conference and exhibition on the 1st of February was noted as a potential interest for governors. Additionally, training opportunities for the next year were already available, and D&L link committed to reviewing these and informing governors about relevant sessions, including those related to Collective Worship.</p>
Clockhouse Primary School	FGB	20/03/2023	<p>10.1 On behalf of governors, the Chair confirmed that the school met its legal duty in that all registered pupils received a daily act of collective worship.</p>

			10.2 On behalf of governors, the Chair confirmed that there was a policy for collective worship in place and it was regularly reviewed and updated.
Concordia Academy	LGB	28/03/2024	10.1 Staff had been asked to have a few moment of reflection, and to note them after a story which may have included elements about beliefs and morals for example. 10.2 Collective worship was contained in the PSHE Policy.
Corbets Tey	FGB	18/03/2024	14.1 Governors were advised that Collective Worship practices in place but the Headteacher added that a lot of the students in the school would not benefit from collective worship. 14.2 Governors noted that Collective Worship was included in the Spiritual, Moral, Social and Cultural Development (SMSC) and Promoting British Values policy.
Crownfield Infant School	FGB	07/03/2024	8. The Headteacher reported that children gathered for collective worship at assemblies and if there was no assembly, there was a prayer in class.
Empower T/A Bower Park Academy			None
Empower T/A The Brittons Academy			None
Empower T/A Hacton Primary School			None
Empower T/A Hall Mead School			None
Engayne Primary	FGB	05/03/2024	10.1 Governors acknowledged their responsibility to ensure the school fulfilled its legal duty regarding Collective Worship. It was confirmed that all registered pupils at the school participated in a daily act of Collective Worship, aligning with statutory requirements.

			10.2 It was noted that the Collective Worship Policy was accessible on the school's website. Although this policy did not require governor approval, its availability ensured governors were informed about the school's approach to meeting its legal obligations for Collective Worship.
Gidea Park Primary School			None
Harold Court Primary School	FGB	13/03/2024	9. The Headteacher confirmed that assemblies were held. A singing assembly was held once per week, a story time assembly once per week and external people came in for assemblies. An example was given of currently assemblies being linked to Ramadan. Classes also had core value assemblies each month. The Clerk was asked to establish whether a template Collective Worship Policy was available.
Harold Wood Primary School	FGB	26/03/2024	9. Governors noted and confirmed that the school met the legal duty in that all registered pupils at the school received a daily act of collective worship via daily assemblies. Governors noted that there was a policy for collective worship.
Harrow Lodge Primary School			None
Hildene Primary	FGB	27/03/2024	10. Governors noted and confirmed that the school met the legal duty in that all registered pupils at the school received a daily act of collective worship. Governors were advised that consideration was being given to introducing a school prayer. The school council would be involved in the development of the prayer. In response to a Governor's question, the Assistant Headteacher advised that the school get data on the faith groups within the school.

			<p>The Muslim school community was growing and was around 30% of the school population; this was reflected in the attendance around Eid. Governors acknowledged the importance of terminology in ensuring that the school prayer be appropriate for numerous faith groups and non-faith groups within the school.</p> <p>It was noted that Collective Worship training for Governors would be available for Governors.</p> <p>10.2 Governors noted and confirmed that there was a policy for Collective Worship that was reviewed and updated regularly.</p>
Hornchurch Academy Trust			None
Hornchurch High School			None
Hylands Primary			None
La Salette Catholic Primary	FGB	21/03/2024	<p>11.1 Governors were happy with this and agreed.</p> <p>11.2 Prayer and Literature Policy needs to be updated, 'Celebration' needs to follow the Gospel. See pack for the prayers the children need to learn and the template has been amended for the school.</p>
Langtons Infant	FGB	27/03/2024	<p>14. A Boshier attended the HGS Collective Worship training session. Key point to note was that schools must have a daily act of worship. A Collective Worship statement would need to be included within an existing policy and made available to parents. An RE (Religious Education) Plan and Policy was a statutory requirement. Parents were allowed to withdraw their children from daily acts of worship. Essentially, it was about pupil reflection, wellbeing and mental health. A plan would be rolled out the following week. A training day for staff has been scheduled by the Headteacher.</p>

Langtons Junior Academy	LGB Finance Committee	21/03/2024 15/05/2024	<p>10.1 It was confirmed that the school met the legal duty in that all registered pupils at the school received a daily act of collective worship.</p> <p>10.2 It was noted the there was a policy for collective worship in the RE Policy but that the school would be creating a separate collective worship policy.</p> <p>4.2.6 <u>Collective Worship Policy (minute 10.2., refers):</u> The Headteacher confirmed that the Head of RE was working on a Collective Worship Policy and that once it is completed it will be made available to Governors.</p>
Mead Primary			None
Nelmes Primary			None
Parklands Primary	FGB	08/02/2024	14. The Headteacher confirmed that he attended the Collective Worship training delivered by the local authority on 31 January 2024.
Parsonage Farm Primary	FGB	14/03/2024	<p>13.1 Governors noted that the school met the legal duty in that all registered pupils at the school received a daily act of collective worship. K Angus added assemblies took place as well as versions of assemblies within class. Reception had a lunchtime song each day as well as carpet time. There used to be a Parsonage Farm prayer, but children found it was time to move on and would rather a different way, so the wellbeing team proposed aspirational quotes. KS1 had singing assembly each week, with wellbeing lessons and collective worship as part of the end of the day routine.</p> <p>Some children had written to the Headteacher, asking for a space to pray. The Headteacher had met with the children, and they now had a space to pray.</p>

			<p>Governors noted that children were not required to fast until age 12 but could if they wished to do so. The school currently had quite a few children who were fasting; it was nice for children to be able to celebrate their culture and explain this to other children.</p> <p>13.2 There was no specific Collective Worship Policy, but instead this was part of the Religious Education Policy.</p>
Rainham Village Primary			None
Scotts Primary			None
South Park Primary			None
Squirrels Heath Infant	FGB	27/03/2024	<p>9. The Chair reported that she had raised some queries about the Collective Worship Policy with HGS. They had replied that the guidance was from 1994 and they had not received a response about any revisions from the Department for Education. The Headteacher reported that she had attended a very beneficial collective worship training session that had also provided a guidance document. The session leader would visit the school in the summer term to meet with the Religious Education Leader, to look at the year planner and discuss a more engaging policy that would continue to cover all religions and beliefs. At the request of governors, the Headteacher agreed to check which policy contained the collective worship intent statement.</p>
Squirrels Heath Junior	FGB	25/01/2024	<p>12.2 Mona Robson asked if the collective worship training had been completed. She advised there was a good training session via Zoom on 31st January. Ofsted were keen for Governors to attend.</p>
	FGB	06/03/2023	<p>S Cane and N Ajayi attended the recent Pupil Premium training by the LA which was very informative. It was noted that all children were required to swim 25 metres by the end of Year 6 and that Pupil Premium funding could be used towards swimming lessons.</p>

			<p>N Ajayi attended the collective worship training sessions by the LA which was very good. Schools were expected to have a collective worship statement or policy. The good thing it helps the pupils to reflect. The training session documents had been shared with the HT and RE lead which shared activity and lesson structure ideas. The HT explained that collective worship was delivered in the school and it provided a good opportunity for the children to reflect.</p> <p>M Smith recently attended SEN training.</p>
St Alban's Catholic Primary	FGB	13/03/2024	<p>11.1 Governors noted and confirmed that as a Catholic school, it met the legal duty that all registered pupils at the school received a daily of collective worship.</p> <p>11.2 Governors noted and confirmed that the school had a policy for collective worship.</p>
St Edward'S CE Primary	FGB	12/03/2024	<p>6.2.5 The Chair reported on a visit with the Diocesan advisor and RE lead, covering Collective Worship, lesson observations, and RE discussions. She emphasised the need for governor involvement in RE and Collective Worship following Father David's departure and recommended reviewing the Church of England's Statement of Entitlement for schools.</p>
St Joseph's Catholic Primary			None
St Mary's Catholic Primary	FGB	25/03/2024	<p>13.1 On behalf of Governors, the Chair confirmed that the School met its legal duty in that all registered pupils received a daily act of collective worship.</p> <p>13.2 On behalf of Governors, the Chair confirmed that a policy was in place for collective worship and it was regularly reviewed and updated.</p>

			<p>13.3 K Wilson and Fr Reilly updated the Governors on their recent RE Catholic Life link visit with pupils during lunchtime. During discussion, Fr Reilly confirmed that he would continue to explore ways to strengthen the links between the School and parish church, including encouraging pupil involvement in the church choir.</p>
St Patrick's Catholic Primary	FGB	18/03/2024	<p>11.1 Governors addressed the school's adherence to the legal requirement of providing a daily act of Collective Worship for all registered pupils. The Acting Headteacher confirmed that the school fulfilled its legal duty to conduct a daily act of collective worship.</p> <ul style="list-style-type: none"> • <u>Monday</u>: Whole school assembly. • <u>Wednesday</u>: Child-led assembly, with parental involvement encouraged for the classes leading the session. • <u>Friday</u>: Celebration assembly, alongside a spiritual assembly, maintaining the focus on collective worship and achievements. • <u>Tuesday and Thursday</u>: In-class Collective Worship sessions, ensuring daily observation. <p>Additionally, the school had integrated visits to the church for mass, described as instructional and interactive, with Father Phillip providing commentary and engaging directly with the children. This had been highlighted as particularly beneficial in aiding in the spiritual education of the pupils outside the classroom setting.</p>

			<p>It was noted that Father Robert Green had intended to contribute insights on this matter, but was hindered by technical issues preventing effective communication.</p> <p>11.2 Governors did not review any policies to ensure collective worship was included as required.</p>
St Peter's Catholic Primary			None
St Ursula's Catholic Federation	FGB	20/03/2024	<p>13.1 Governors noted the school met the legal requirement for daily collective worship, a standard practice embedded within the school's routine due to its Catholic ethos.</p> <p>The importance of collective worship was acknowledged as a cornerstone of the school's identity, with the school community, including non-Catholic families, fully respecting, and participating in this aspect of school life.</p> <p>13.2 Governors noted and confirmed that there was a policy for collective worship or that it was included elsewhere in another policy that was regularly reviewed and updated.</p>
Success for All T/A Redden Court			None
Success for All T/A Rise Park			None
Success for All T/A Royal Liberty			None
Suttons Primary			None
The Aspire Learning Federation			None
The Growing Together Federation	FGB	06/03/2024	<p>10.1 Governors noted that the both schools in the Federation met the legal duty in that all registered pupils received a daily act of collective worship.</p> <p>Both schools had established assemblies, whole school assemblies, key stage assemblies and time in class. All of this was linked to the</p>

			<p>school values. Governors questioned if the differences and similarities between religions was discussed and were advised that they were and that the schools followed the Havering Policy for Religious Education. Governors were informed that Collective Worship would likely be renamed as Reflection Time, in future.</p> <p>10.2 Governors noted that Newtons were currently reviewing the Collective Worship Policy, and that this would likely become a Federation Policy.</p>
The James Oglethorpe Primary	FGB	21/03/2024	<p>7.1 Governors noted the requirement for the school to meet the legal duty in that all registered pupils at the school received a daily act of collective worship. The Headteacher reported that the R.E. Lead had contacted Havering Education Services to establish the expectation. An update would be provided at the next meeting.</p> <p>7.2 Governors noted that a policy for collective worship was required, or it could be included elsewhere in another policy that was regularly reviewed and updated.</p> <p>The Clerk reported that there had been a HGS training session earlier in the term, but the resources used by the trainer were under copyright. The Clerk would check if distribution of the resources was allowed or an alternative.</p>
The Learning and achievement	FGB	01/02/2024	<p>12.2 Development & Liaison Governor provided updates from a meeting on 23rd January 2024. The following highlights were noted:</p> <ul style="list-style-type: none"> ▪ An increase in of courses attended by governors. ▪ Havering Festival on Education from 18-25th March 2024. ▪ Equality Act including the 9 protected characteristics.

			<ul style="list-style-type: none"> Collective Worship which involves a time of reflection.
The Learning Federation	FGB	07/02/2024 20/03/2024	<p>7.3 A Collective Worship Policy was in place, which met the statutory requirement to provide a broadly Christian act of worship. At Broadford School, some acts were reflective and covered topics from Wordly Wise, Safer Internet Awareness and the Umbrella Project related to neurodiversity. At Mead School, it was difficult to accommodate all children in one space at the same time and so class-based assemblies were held.</p> <p>Across both schools, a daily act of worship took place.</p> <p>9.1 It was confirmed by the Headteachers that the schools met the legal duty in that all registered pupils received a daily act of collective worship.</p> <p>9.2 The Headteacher confirmed that Collective Worship was included in the Curriculum Policy for each school.</p>
Towers Federation			None
Whybridge Infant School	FGB	07/03/2024	<p>4.2.10 <u>Share recommended training courses and dates (Item 15 refers):</u> S Harvey advised that training had been discussed at the Development and Liaison Governors meeting. Collective Worship training had been discussed and it was noted that collective worship should legally form part of every school day. It was questioned if the Collective Worship training could be run for RE leads.</p>

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HAVERING

Standing Advisory Council on Religious Education

2023 - 2024



DRAFT

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Appendix

Circulation details of the Annual report

Foreword

For the Chair to fill in – can be a short intro

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 2023-2024 report starts from September 1st 2023 and runs to August 31st 2024.

SACRE met on three occasions during the academic year 2023-2024, Thursday 9th November 2023 (hybrid meeting – virtual attendance or Romford Baptist Church), Tuesday 19th March 2024 (virtual meeting) and Tuesday 2nd July 2024 (face to face meeting at Nelmes United Reformed Church). All meetings were quorate with the exception of 2nd July and minutes for these meetings are available on the Havering Council website (<https://democracy.havering.gov.uk/ieListMeetings.aspx?CommitteeId=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

Any other business

Dates of future meetings

Additional items in meetings:

9th November – Annual report 2022-2023, SACRE action plan, Determination form plan, Website monitoring 2023-2024, Art competition

19th March – Exam and school workforce data, SACRE self-evaluation, Determination process, School website monitoring update, Art competition/exhibition

2nd July – Evaluation and monitoring, Determination process, Youth project, Training feedback

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. Havering's new Agreed Syllabus was launched in October 2022. From September 2023, all schools for whom delivering the Agreed Syllabus is statutory requirement should have fully implemented the new one.

The Agreed Syllabus, and accompanying resources, including expanded plans for all units for Key Stage 1 and Key Stage 2, can be accessed by Havering schools via the Havering Education Services portal.

Standards and monitoring of RE

During this year, SACRE continued monitoring RE through the use of school websites. Several members were able to manage this task outside of SACRE meetings.

Havering validated GCSE RS data (2023)

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	43						2	1	2	9	7	11	5	6	93%	88%	5.95
3114001	12813	Redden Court School																	
3114003	12829	The Brittons Academy	21					2	2	2	2	4	5	2	2		71%	62%	12.19
3114006	12821	Emerson Park Academy																	
3114007	12831	Harris Academy Rainham	16						1	3	1	3	3	2		3	75%	69%	16.00
3114013	12827	Hornchurch High School																	
3114014	12825	St Edward's Church of England Academy	84					2	6	10	11	17	15	13	6	4	79%	65%	3.05
3114015	12847	Gaynes School	37					1	3	7	3	2	12	4	4	1	70%	62%	6.92
3114016	12801	Sanders School																	
3114025	12839	The Royal Liberty School																	
3114037	12853	Marshalls Park Academy	208			16	18	21	28	27	22	40	21	11		4	65%	51%	1.23
3114042	12841	Bower Park Academy	21				1	1	4	2	5	2	2		4	71%	62%	12.19	
3114700	12817	The Champion School	149					3	6	18	28	34	35	16	5	4	82%	63%	1.72
3115400	12837	The Frances Bardsley Academy for Girls	226			1	4	12	19	22	32	46	31	40	19		84%	75%	1.13
3115401	12815	Abbs Cross Academy and Arts College	155				4	5	34	23	28	27	16	14	4		72%	57%	1.65
3115402	12845	The Coopers' Company and Coborn School	199					4	11	16	27	37	34	39	31		92%	84%	1.29
3115403	12843	Sacred Heart of Mary Girls' School	119					6	11	16	17	19	23	14	13		86%	72%	2.15
3116905	12811	Drapers' Academy	44			1	4	4	10	6	4	6	5	3	1		58%	44%	5.82
3117000		Corbets Tey School																	
3117003		Ravensbourne School																	
3117004		Forest Approach Academy																	
311		Havering	1322			18	39	73	158	159	204	254	180	143	94		79%	67%	0.19
921		National																	

Havering validated A level RS data (2023)

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	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%						

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 the aims of RE in Havering, RE and Ofsted, diversity within worldview traditions and leading RE effectively.

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 – Aims of RE within the Havering Agreed Syllabus

Spring term – Personal knowledge in RE

Summer term – Ofsted’s Religious Education subject report

Main themes for RE CPD meetings:

Autumn term – RE ‘surgery’, facilitating discussion in your RE classroom

Spring term – cREative RE – thinking skills in the RE classroom.

Summer term – cREative RE – using art, photographs and statistics to bring RE to life.

During this academic year, the associate RE Adviser has provided support by phone and email and was 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

Whilst formal advice was not given to the Local Authority, SACRE continues to work closely with the Local Authority to ensure that all pupils receive high quality Religious Education.

Section 3: Collective worship

Standards and monitoring of Collective Worship

HSIS is asking governing bodies to ensure their schools are fulfilling statutory duties regarding Collective Worship. In order to enable governors to do this in an informed manner, a training session on Collective Worship for governors and schools (to which SACRE members were invited) took place on 31st January.

Determinations

No determinations have been requested in the year 2023-2024. 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

Training was provided free of charge to all schools in January 2024. Two schools have requested and received time for their Collective Worship leaders to work with the Associate RE Adviser in order to ensure that they have systems in place to provide meaningful Collective Worship for all pupils on a daily basis.

Other information

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

Advice to the Local Authority

SACRE advises the Local Authority to ensure that a determination process is in place and that SACRE is willing to design a form for schools to complete if seeking a determination.

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. It regularly utilises NASACRE's self-evaluation toolkit.

Information from NATRE, Ofsted 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 and regularly used as venues for SACRE meetings. Two places of worship have volunteered to host next year; one for a SACRE meeting, the other for a Youth Interfaith Conference.

It has been suggested that Havering SACRE contact the Romford Recorder to report on a project which it hopes to run next year, encouraging schools to raise the profile of RE through wall displays.

A member of Committee D is investigating whether Havering Changing can be involved in the Youth Conference.

Section 5: SACRE involvement in the Local Area

Governor and head teacher links

Governors are being asked to be more fully involved with the monitoring of Collective Worship. To ensure that they have a good understanding of this, a training session was delivered on Collective Worship which was attended by Governors and Head Teachers.

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 2023 -2024 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 3)
VACANT	A	New Church Movement		N/A
Wendy Brice-Thompson	A	Roman Catholic	17/05/2019	3
Rabbi Lee Sunderland	A	Jewish Community	05/03/2009	0
VACANT	A	Methodist		N/A
Peter Feinson	A	Baptist	19/06/2019	2
Sansar Narwal	A	Sikh Community	Pre 2004	0
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	1
Nasir Mubashar	A	Ahmadiyya Muslim	14/01/2014	0
Tariq Mahmood	A	Muslim Community	11/03/2014	3
Om Dhir	A	Hindu Community	06/06/2007	2
Jenny Fox	A	Salvation Army	24/09/2013	3
Barry Smith	A	United Reformed Church	28/06/2016	3
Dr John Lester	A	Baha'i Faith	10/11/2004	2
George Prinn	A	Humanist	08/11/2021	0
VACANT	A	Buddhist		N/A
John Smalles	A	Evangelical Free Church (shared)	01/12/2013	2
Dawn Ladbrook	A	Evangelical Free Church (shared)	01/12/2013	1
Luthaneal Adams	A	Pagan Federation	03/03/2016	0
Stephanie Ellner	B	Church of England	01/12/2013	2
Marlene Wylie	B	Church of England	16/05/2019	1

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

Training

Teacher representatives have attended Network meetings, CPD meetings and a CPD day. Members are able to attend NASACRE webinars.

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, a Collective Worship training session and a CPD day for those leading RE in primary schools.

Appendix:

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

Agenda Item 8

Monday 5th August 2024 - Meeting of SACRE Working Group to discuss the Proposal for a Primary Religious Education Conference

Present: Wendy Brice-Thompson, John Lester, Tariq Mahmood, Sidra Naeem and Karen Van Coevorden

- Focus/Theme: How do people express their faith through the arts? (Suggested unit from Agreed Syllabus)
- Suggested venue: Salvation Army
- Proposed date: Summer/Autumn Term 2025
- Audience: Year 5
- Two children from each school in the borough to be invited (with a maximum capacity of 50 children in total).
- Event to be promoted at RE Subject Leader meetings and through HES newsletter.
- Schools will be responsible for selecting the children who attend but need to ensure that children are confident at public speaking as they will be asked to share what they have learned in an assembly at school.

Suggested timetable for the day

- 9:30 Arrival and refreshments
- 10:00 Formal start, with an introduction by the Mayor/Deputy Mayor of Havering (WBT to approach the Mayor's Office) and then Julia Diamond-Conway to give a brief outline of the day.
- 10:15 Children to split into two groups (A & B) of roughly 25 children (and adults).
Group A: Workshop Carousel (15 minutes per station).
Members of SACRE to be approached initially to facilitate the workshops:
- Workshop 1: Bahá'í Faith (John Lester)
 - Workshop 2: Judaism (Harvey Lexton and wife)
 - Workshop 3: Hindu Dharma (Om Dhir)
 - Workshop 4: Sikhism (Sansar Narwal)
- Group B: Creative Workshop** – choice of either Christianity or Islam
- Christianity workshop to be led by Karen Van Coevorden and Wendy Brice-Thompson (and others TBC)
 - Islam workshop to be led by Sidra Naeem and Tariq Mahmood
- 11:15 Group A moves to the Creative Workshop while Group B participates in the Workshop Carousel.
- 12:15 Finish

TBC:

- Date of conference – schools to be asked for their thoughts (JDC to add to RE Subject Leader Meeting agenda)
- Venue (KVC to discuss with Jenny Fox availability and cost)
- Workshop hosts and content
- Purchasing and cost of refreshments
- Purchasing of art materials and involvement with ‘Havering Changing’

Phase	Academy/Trust	School	Monitoring year, 1=2022/23 2=2023/24 3=2024/25	SACRE Member	Completed
Secondary	Loxford School Trust	Abbs Cross Academy & Arts College	1	John Smailes	
Infant	Ardleigh Green Learning Federation	Ardleigh Green Infant	1	Sidra	Yes
Junior	Ardleigh Green Learning Federation	Ardleigh Green Junior	1	Wendy	Yes
Primary	Life Education Trust	Benhurst Primary	1	Peter F	Yes
Secondary	Empower Trust	Bower Park School	1	Tariq	Yes
Primary		Brady Primary	1	Dawn	
Primary		Branfil Primary	1	Luthaneal	Yes
Primary	Learning Federation	Broadford Primary	1	John Lester	Yes
Primary		Clockhouse Primary School	1	George	Yes
Primary	Reach 2 Academy Trust	Concordia Academy	1	Barry	Yes
Secondary		Coopers' Company & Coborn School	1	Ruth	
Special		Corbets Tey School	1	Stephanie	Yes
Primary	Growing Together Federation	Crowlands Primary	1	Kathryn	Yes
Infant		Crownfield Infant	1	Clr Ruck	
Junior	The Learning and Achieving Federation	Crownfield Junior	1	Clr Tumilty	
yes	Life Education Trust	Dame Tipping C.of.E Primary	1	Sidra	Yes
Secondary	Drapers' Multi-Academy Trust	Drapers' Academy	1	Wendy	Yes
Infant	Drapers' Multi-Academy Trust	Drapers' Brookside Infant School	1	Peter F	Yes
Junior	Drapers' Multi-Academy Trust	Drapers Brookside Junior	1	Tariq	Yes
Primary	Drapers' Multi-Academy Trust	Drapers' Maylands Primary School	1	Dawn	
Primary	Drapers' Multi-Academy Trust	Drapers' Pyrgo Priory School	1	Luthaneal	Yes
Primary	The Aspire Learning Federation	Elm Park Primary	1	Barry	Yes
Secondary		Emerson Park Academy	1	Ruth	
Primary		Engayne Primary	1	Kathryn	Yes

Special	Lime Academy Trust	Forest Approach Academy (Lime Academy Trust)	1	Kamal	
Secondary	Loxford School Trust	Gaynes School	2	John	
Primary		Gidea Park Primary	2	John	
Primary	Empower Trust	Hacton Primary School	2	Tariq	Yes
Secondary	Empower Trust	Hall Mead School	2	Tariq	
Primary		Harold Court	2	Peter F	Yes
Primary		Harold Wood	2	Peter F	Yes
Secondary	Harris Federation	Harris Academy Rainham	2	Karen	Yes
Primary	Partnership Learning	Harrow Lodge Primary	2	Karen	Yes
Primary		Hilldene	2	Jenny	Yes
Secondary	Partnership Learning	Hornhurch High	2	Jenny	Yes
Primary		Hylands	2	Marlene	
Primary		Langtons Infant	2	Marlene	
Primary	Reach 2 Academy Trust	Lantons Junior	2	Sidra	Yes
Secondary	South West Essex Community Trust	Marshalls Park	2	Sidra	Yes
Primary		Mead	2	Wendy	Yes
Primary		Nelmes	2	Wendy	Yes
Primary	The Growing Together Federation	Newtons	2	Ruth	
Primary	Oasis Community Learning	Oasis Academy Pinewood	2	Ruth	
Primary		Parklands	2	Stephanie	Yes
Primary		Parsonage Farm	2	Stephanie	Yes
Primary		Rainham Village	2	Barry	Yes
Secondary	SFAET	Redden Court	2	Barry	Yes

Havering SACRE Information from School websites on RE/Acts of Collective Worship

The Havering SACRE is examining what schools publish about their provision for RE and collective worship as part of its duty to:

- monitor provision and standards in religious education;
- advise on methods of teaching, choice of materials, and provision of teacher training;
- support schools in reviewing and self-evaluating their provision for religious education and collective worship

Many thanks to Haringey SACRE and Anita Compton on whose work this is based.

School	Has the school published the content of the RE curriculum for each academic year? Is this in line with the Havering Agreed Syllabus for RE?	Secondary - Is a GCSE course offered in Key Stage 4?	Secondary - Is there a non GCSE KS4 RE curriculum shown?
Notes			
<p>Does the website also include:</p> <p>A RE policy? (primary only)</p> <p>Information about collective worship?</p> <p>A nominated RE leader?</p> <p style="text-align: center;">Name:</p> <p>Any events linked to RE (e.g. relevant visitors, Inter Faith week etc)? Describe below:</p>			
<p>Overall impression of RE on school website</p> <p>Contact school?</p>			

Type	Phase	Academy/Trust	School	Monitoring year, 1=2	SACRE Member
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		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	