



**HAVING  
STANDING ADVISORY COUNCIL  
ON RELIGIOUS EDUCATION**

**ANNUAL REPORT 2014**



## Chair's Foreword

Once more the report that follows gives testimony to all the hard work that goes on in teaching religious education at all levels in our schools, and the fact that recently SACRE was approached by a school concerned about improving its presentation of the subject is encouraging, as is the revival of meetings of secondary school teachers and the continuation of similar meetings for their primary counterparts. The results for 2014 GCSE courses are also a cause for optimism on the whole, for the numbers sitting this exam have increased by nearly 200 since 2013 and the A\*-C grades have remained constant, very close to the national average.

One of the pleasures of last year was the presenting of the Michael Edwards Award for 2013 to Sacred Heart School in Upminster. Sadly there will be no award this year and its future is under discussion. It will be a pity if the memory of this significant figure in the furthering of religious education in Havering is allowed to be forgotten and SACRE is seeking ways to continue the award in some way in the future. I hope that there will be a positive report on this next year.

The Pathways approved syllabus, which has served so well since its introduction in 2007, is now in its final year and the steps to finalising its successor are well advanced. SACRE expects to be discussing planning drafts soon.

The escalation of violence in the world caused by the ignorance and distortion of religion that delude even some of the youth of this country is a reminder of how vital it is to ensure that the children in our schools receive accurate and comprehensive education about the true tenets and teachings of all world faiths so that any perversion of those teachings can be instantly recognised as such. Religious Education is thus not just desirable but essential and the role of SACRE in this light assumes an importance that cannot be over-estimated.

I am pleased to commend this report.

John Lester

(Chair of SACRE)

## **Observations from the Secondary RE Advisor**

The last year has (as usual) been a busy year for secondary Religious Education. A huge highlight locally is the revived meeting of secondary RE teachers. This group of teachers began meeting regularly during 2014. It includes teachers from five local secondary schools (representing academies with and without a faith foundation). This local network group successfully bid for some funding from Culham St Gabriel's Trust to set up a London wide 'RE Hub' with teachers from various inner London boroughs and Essex working together to improve the teaching of RE. This hub will draw together the various local RE teacher groups, universities, and faith and belief communities. The inaugural conference will take place in central London on Saturday March 28<sup>th</sup>.

The exam reform process for GCSE and A-level Religious Studies began in earnest during 2014 and the consultation attracted lots of interest from teachers and faith communities. The final documents are due out imminently and the examination boards will soon start working on exam specification so that schools can begin teaching these new specifications in 2017.

In 2014 we saw a renewed interest in Religious Education from Government during the discussions concerning British Values, extremism and radicalisation. The lack of quality Religious Education has been commented upon in some recent Ofsted reports. The Religious Education community is keen to see this interest and scrutiny matched by practical support for the subject.

Daniel Hugill

Secondary Adviser to SACRE

Teacher of Religious Education at the Coopers' Company and Coborn School

## **REPORT ON RE IN EDUCATION FOR THE YEAR 2014:**

### **1. Religious Education (RE)**

#### **1.1. Standards in Religious Education**

Examination results at GCSE and A Level are monitored as part of the Borough's overall monitoring of standards.

The results for 2014 GCSE courses follow on the next three pages: They are:

Tables A and B: Religious Studies; Exam: GCSE Full Course  
Table C: Religious Studies; Exam GCSE AS Level

In 2014 the number of entries for GCSE Religious Studies rose strongly from one in three in 2010 to more than half of pupils on roll at the end of Key Stage 4.

In four schools the uptake has remained largely static with only one school having a downward trend in terms of entries.

With the subject becoming more inclusive in a school's curriculum, attainment has fallen marginally and this reflects national trends.

**Subject : Religious Studies ; Exam : GCSE Full Course**

Centre	NOR	NOE	A*	A	B	C	D	E	F	G	Q	U	X	A*-C	A*-G	QCA Av Pts
NCER	559506	217K0	9.8	18.7	23.1	19.2	11.9	7.6	4.7	3.0		2.1	[741]	70.7	97.9	41.34
LA Comparator	3065	1539	9.5	19.4	23.2	18.9	12.6	7.7	5.1	2.3		1.2	[4]	71.0	98.8	41.78
Abbs Cross	165	164	14.0	23.8	20.7	30.5	5.5	2.4	1.2	1.8				89.0	100.0	45.34
Bower Park	156	27	3.7	11.1	11.1	14.8	3.7	29.6	18.5	7.4				40.7	100.0	33.78
Brittons	220	116	5.2	8.6	27.6	17.2	18.1	13.8	5.2	2.6		1.7	[1]	58.6	98.3	38.64
Campion	148	146	4.8	17.8	24.7	19.2	13.7	6.2	6.8	3.4		3.4		66.4	96.6	39.49
Chafford	190	185	6.5	15.1	19.5	21.1	14.1	9.2	9.2	2.2		3.2	[1]	62.2	96.8	38.74
Coopers'Co And Coborn	180	179	16.8	27.9	21.8	18.4	8.4	4.5	1.7			0.6		84.9	99.4	46.11
Frances Bardsley	221	218	12.8	19.7	25.7	16.1	9.2	10.1	3.7	2.3		0.5	[1]	74.3	99.5	43.06
Gaynes	169	162	3.1	8.0	15.4	17.9	24.7	12.3	10.5	6.8		1.2	[1]	44.4	98.8	35.47
Hall Mead School	190	50	6.0	48.0	30.0	16.0								100.0	100.0	48.64
Marshalls Park	170	18			50.0	27.8	11.1	5.6		5.6				77.8	100.0	40.33
Redden Court	117	31	6.5	19.4	25.8	19.4	9.7	9.7	9.7					71.0	100.0	41.55
Royal Liberty	118	39	5.1	5.1	17.9	23.1	33.3	12.8	7.7					46.2	100.0	36.77
Sacred Heart R.C.	126	125	16.8	32.0	22.4	10.4	11.2	3.2	3.2	0.8				81.6	100.0	46.38
Sanders Draper	192	15	6.7	6.7	53.3	6.7	13.3			6.7		13.3		66.7	86.7	36.27
St Edwards CofE Comprehensive	209	64	12.5	21.9	32.8	17.2	12.5	3.1						84.4	100.0	45.72
<b>Total</b>		1539	9.5	19.4	23.2	18.9	12.6	7.7	5.1	2.3		1.2	[4]	71.0	98.8	41.78

Subject: Religious Studies (4610)  
Qual: GCSE Full Course

Centre	Entries										%A* - A					%A* - C					
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	
	NCER National	155424	179119	193455	210372	240403	29.0	29.0	29.0	29.2	28.9	28.2	72.1	72.0	72.6	72.2	70.4	72.1	72.0	72.6	72.2
LA Comparator	1038	1216	1413	1416	1615	36.5	25.2	31.3	29.9	27.7	80.0	70.3	74.1	70.6	69.1	58.6	66.4	71.4	71.4	89.0	89.0
Abbs Cross	0	162	146	168	164	16.7	4.3	16.7	4.3	25.0	25.0	55.6	43.5	62.5	62.5	62.5	43.5	43.5	62.5	62.5	62.5
Albany	18	23	0	8	0	15.4	10.1	15.4	10.1	11.5	14.8	76.9	100.0	100.0	100.0	40.7	76.9	100.0	100.0	50.0	40.7
Bower Park	13	0	3	26	27	27.8	14.8	27.8	14.8	3.9	13.8	83.3	77.0	56.2	45.6	58.6	83.3	77.0	56.2	45.6	58.6
Brittons	18	61	89	103	116	32.7	24.1	25.0	32.4	22.6	87.6	82.1	84.0	77.0	66.4	77.7	64.7	52.5	62.0	62.2	62.2
Campion	153	145	156	148	146	77.8	42.5	62.8	57.5	44.7	100.0	82.5	94.5	92.7	84.9	100.0	100.0	100.0	100.0	69.2	44.4
Chafford	184	184	179	163	185	36.2	24.1	31.1	22.8	32.6	80.9	67.1	83.2	70.6	74.3	100.0	100.0	100.0	100.0	69.2	44.4
Coopers/Co And Coborn	36	40	183	179	179	66.7	58.3	100.0	23.1	11.1	11.1	100.0	100.0	97.4	100.0	100.0	100.0	100.0	97.4	100.0	100.0
Frances Bardsley	199	216	190	180	218	46.2	92.3	63.2	87.0	54.0	87.5	36.4	68.8	90.9	77.8	89.5	68.4	75.9	58.8	71.0	71.0
Gaynes	9	24	6	13	162	37.5	0.0	6.3	31.8	0.0	0.0	87.5	36.4	68.8	90.9	77.8	89.5	68.4	75.9	58.8	71.0
Hall Mead School	13	13	38	23	50	26.3	5.3	37.9	32.4	25.8	89.5	68.4	75.9	58.8	71.0	43.2	50.8	46.8	28.9	35.7	35.7
Marshalls Park	16	11	16	22	18	13.6	8.5	4.8	4.1	4.3	85.4	94.3	88.7	89.5	81.6	62.0	62.2	59.4	70.1	66.7	66.7
Redden Court	19	19	29	34	31	48.8	53.7	60.5	54.8	48.8	62.0	62.2	59.4	70.1	66.7	100.0	88.9	83.7	87.1	84.4	84.4
Royal Liberty	44	59	62	97	115	17.8	16.5	14.7	20.6	6.7	75.0	44.4	38.8	41.9	34.4	100.0	88.9	83.7	87.1	84.4	84.4
Sacred Heart R.C.	123	123	124	124	125	75.0	44.4	38.8	41.9	34.4	100.0	88.9	83.7	87.1	84.4	100.0	88.9	83.7	87.1	84.4	84.4
Sanders Draper	129	127	143	97	15	75.0	44.4	38.8	41.9	34.4	100.0	88.9	83.7	87.1	84.4	100.0	88.9	83.7	87.1	84.4	84.4
St Edwards CofE Comprehensive	64	9	49	31	64	75.0	44.4	38.8	41.9	34.4	100.0	88.9	83.7	87.1	84.4	100.0	88.9	83.7	87.1	84.4	84.4

NCER National and LA Comparator figures never include User Defined Groups  
[ ] denotes actual figures due to a divisor of zero.

< denotes data which is protected due to a small cohort size. Protected values are not included in totals.

Subject: Religious Studies (4610)  
Qual: GCE AS level

Centre	Entries					%A* - C					%A* - E				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
NCER National	4704	5026	5351	4767	4487	51.8	52.2	51.1	49.3	49.1	88.0	88.8	86.5	85.2	86.4
LA Comparator	3	29	20	22	16	33.3	72.4	60.0	63.6	50.0	100.0	96.6	100.0	90.9	87.5
Campion	0	6	0	3	3		83.3		33.3	0.0		83.3		66.7	66.7
Coopers'Co And Coborn	0	11	12	7	5		72.7	58.3	57.1	80.0		100.0	100.0	85.7	100.0
Frances Bardsley	2	7	1	1	0	50.0	71.4	0.0	100.0		100.0	100.0	100.0	100.0	
Havering 6th Form College	6	5	9	19	30	50.0	20.0	22.2	5.3	20.0	100.0	40.0	55.6	63.2	80.0
Havering Coll of F. And H.E.	1	3	3	4	3	0.0	66.7	0.0	0.0	0.0	0.0	100.0	100.0	50.0	33.3
Sacred Heart R.C.	0	0	0	4	4				100.0	50.0				100.0	100.0
St Edwards CofE Comprehensive	1	5	7	7	4	0.0	60.0	71.4	57.1	50.0	100.0	100.0	100.0	100.0	75.0

## 1.2. Agreed Syllabus

Havering's syllabus "Pathways" is currently under review in order to reflect changes to the cultural and educational landscape as well as Havering's changing demography. An Agreed Syllabus Conference was jointly conducted with Redbridge's SACRE with unanimous agreement to commission nationally recognised RE Today advisors to conduct the review, including the production of Schemes of Work. In November and Early December 2013 Stephen Pett and Fiona Moss analysed the current syllabuses and mapped them onto the new framework in order to ensure evolution not revolution. The Consultants also took notice of the 2013 OFSTED report, "*RE: Realising the Potential*" and wrote a proposed purpose statement, outline for each key stage including revised key questions, religions and worldviews to be studied and proposed planning steps. Two examples of unit plans exemplify how to unpack a sample key question. These unit plans based their assessment on the end of key stage outcomes taken from the three aims of the NCFRE and a stepped approach to measuring progress.

In December Fiona Moss met with the first combined teachers working group. The ideas above were presented. Much time was spent refining the core purpose of RE to one that reflected the local situation. Time was also spent debating religions and worldviews to be taught and the questions that had been written.

In Spring further work was done redrafting in the light of the recommendations of the teacher group. This then went to a further teacher meeting in late spring. It became clear that there was not going to be clear advice on assessment in any subject and the teachers wanted to consider a fresh and innovative approach to assessment. Several solutions were considered by the consultants working closely and meeting with the SACRE consultants, Daniel Hugill and Deborah Weston. After a final face to face meeting in May it was decided to attempt an innovative and thoughtful approach, embracing the importance of knowledge in each of the religions and worldviews to be studied. Stephen and Fiona have written essential knowledge in Christianity in KS1 and 2.

This approach was then put to the teachers' working group. The approach was approved by the teacher group and now the rest of the outcomes can be drafted and unit plans can be written. We plan to write 3 levels of planning exemplification; some full unit plans with detailed lesson ideas exemplifying the planning approach that is at the heart of the syllabus, structured outlines showing how to unpack a key question with some indication of activities but allowing space for teachers' own creativity and planning sheets supporting teachers developing their own units. These three different styles will act as a form of professional development supporting teachers with planning. Workshops have provided the opportunity for members of both SACREs and RE leaders from all phases of education and Special schools to contribute their views.

It is planned for a future Agreed Syllabus Conference to discuss a) how and when the syllabus will be launched, b) how it will be shared with schools, c) whether it will be published digitally or on paper, and d) how



SACRE and the local authority can best support the implementation and teaching of the new Agreed Syllabus.

### 1.3. Teacher Training

Advice is provided to Primary schools through the Havering School Improvement Service (Hsis) and there are regular meetings for Primary RE co-ordinators. Attendance at the RE Co-ordinators conferences remains high, varying between 25 and 30 schools represented. Attendance at the termly network meetings is not as strong and varies between eight and twelve representatives. Where RE co-ordinators are unable to attend, all materials are electronically forwarded to those schools along with explanatory letters. This includes Independent and Special schools.

In 2014, termly network meetings were replaced with the following:

- Workshops to hear representative RE leaders and to contribute to the review of the Havering syllabus led by RE Today advisors;
- A day's conference for Year 5 pupils and RE co-ordinators, supported by Secondary student ambassadors. The flier below indicates the Big Questions explored during the conference:-

**Havering Youth SACRE Conference 2014**  
Organised by Havering Standing Advisory Council on Religious Education in partnership with the National Association of Teachers of RE and Culham St Gabriel's Trust  
Branfil Primary School, Cedar Avenue, Upminster, Essex RM14 2LW

**FREE CONFERENCE** Thursday, 3rd July 2014 10am—3pm

**Who am I? Learning about religious and non-religious identities**  
Conference Aims

- To encourage pupils to learn from each other through dialogue and shared experience
- To provide an interesting and exciting experience in RE to pupils from Havering schools
- To develop pupils' creative and expressive talents
- To promote the place of excellent, open-minded RE in Havering

Who is invited?

- We have free places for six year 8 students plus one accompanying teacher in Havering secondary schools
- six year 5 students plus **at least** one accompanying teacher from Havering primary schools

Plan for the day:  
**09.15:** Arrivals, registration  
**10.00: Session 1:**  
Engaging with identity: Talking with others about their identities  
**11.00:** Break  
**11.15: Session 2:**  
Exploring identity: Finding out about what people in different religions and beliefs say about identity  
**12.15:** Lunch  
**13.00: Session 3:**  
Expressing identity: Getting creative with ideas about identity through crafts  
**13.40 Session 4**  
Reflecting on Identity: Thinking about who we are becoming  
**14.30:** Evaluation: What did you think?  
**15.00: Depart**

Children will have the opportunity to work with Young Ambassadors of Religion and Belief with a range of religious and non-religious world views

Booking form attached  
Book now as places are limited

Havering LONDON BOROUGH  
CULHAM ST GABRIEL'S EXCELLENCE IN RELIGIOUS EDUCATION  
NATRE National Association of Teachers of Religious Education

Over one hundred pupils attended the conference representing twenty Primary schools. Responses from pupils and RE co-ordinators were positive and it is anticipated that this will become an annual event. SACRE would like to take this opportunity to formally thank the Headteacher of Branfil Primary School for making everyone most welcome at a time when the school was also being inspected.

#### **1.4. Complaints concerning RE**

No formal complaints were made about religious education under the local statutory complaints procedure during 2014.

### **2. Collective Worship**

#### **2.1. Monitoring**

Monitoring from Hsis during the academic year has taken the form of spiritual, moral, social and cultural health checks which include formal written reports to Primary school head-teachers and Chairs of Governors. This is a traded service and therefore is only offered to those schools who buy into the service.

#### **2.2. Training**

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

#### **2.3. Determinations**

There were no applications for determinations (to alter the character of collective worship for all or some pupils in a particular school) during 2014. There were a number of Freedom of Information requests throughout the year which were a nil return on applications to change the character of schools in Havering.

#### **2.4. Complaints concerning collective worship**

No formal complaints were made about collective worship under the local statutory complaints procedure during 2014.

### **3. Links with other agencies**

#### **3.1. National**

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

#### **3.2. Local**

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

## **4. SACRE arrangements**

### **4.1. Meetings**

SACRE holds regular meetings during the year. The meetings are usually well attended with good representation from the faith groups and the local Humanist Association. There tends to be one meeting each term. SACRE sets its own agenda and commissions reports and updates from the Local Authority Advisers. Since the last Annual Report, SACRE has met three times during 2014.

The first of these took place on 11 March in the Town Hall and was attended by 15 members. This was the first meeting at which the Havering Islamic Cultural Centre (Waterloo Road Romford) was represented and meant that another branch of Islam had a voice on the Council.

SACRE was updated on the local and national issues surrounding RE and was informed about a Twitter account (#REChatUK). In addition, members were given an update on the on-going work of the joint Agreed Syllabus Conference with Redbridge and was informed that steady progress was being made and that, for the first time, Humanism would be included in the Syllabus at Key Stage 2.

The draft Annual Report was approved and would be presented by the Cabinet Member for Children and Learning and SACRE was then informed about the presentation of the Michael Edwards Award which had been made to the Sacred Heart of Mary School. Mrs Coles said that it had not been straight-forward and had to be made, not in front of the whole school as planned, but afterwards. SACRE was also informed that Primary, Special Schools and Pupil Referral Units had been invited to register for the 2014 award.

SACRE met again on 10 July at the Coopers' Company and Coborn School arranged by Mr Hugill. 14 members attended and were treated to a debate by four members of the Interfaith Forum (which included one of SACRE's members – Saddhabhaya presenting the Buddhist perspective on "ideas of earthly justice [being] based on ideas of heavenly justice").

After the debate and refreshments - kindly provided by the school - SACRE welcomed another Muslim representative along with the newly elected councillors to their first meeting. The Council was provided with an update on the local and national events within RE and there was a good deal of concern expressed about the recent "revelations" involving alleged Muslim activity within a number of Primary schools in Birmingham.

Members were given a further update on the joint Agreed Syllabus Conference's progress and was informed that it was anticipated that the draft of the new Syllabus ought to be completed by the end of 2014 and it was expected that it could be published in the spring of 2015.

With regard to the Michael Edwards Award, it was reported that there had been a very disappointing response. Indeed, no applications had been received. It was suggested that perhaps it was time to think of different ways in which to engage pupils and that the Award – though it had

undoubtedly been very successful when most schools were within the ambit of the Local Authority, times had changed and with all senior schools now academies (and some of the primary schools going in that direction) the Award had less significance for RE teachers or pupils themselves, most of whom would have no idea who Michael Edwards was or the significance of the Award in his memory.

The Primary Advisor, Mrs Judith Payne, announced that she would be retiring during the summer and that this was her final meeting – though she would still be doing some work in education. A vote of thanks was proposed for all the years of hard work she had put into assisting SACRE.

SACRE met at the Town Hall again on 9 October and 19 members were in attendance. Mrs Payne's (interim) successor, Mrs Susan Sutton and Mrs Fanning (who was hoping to represent ATL) attended this meeting, though the clerk was able to inform members that due to Mr Hugill's efforts, there could soon be a representative for NASUWT as well. There had also been an application from the Pagan Federation, but to counter that, the Jewish representative had not attended for over two years and the Church of England Group had again been weakened by the departure of the Revd. McConnaughie.

Apart from the usual update on school developments and the national view, SACRE was informed that a final draft of the joint Agreed Syllabus ought to be available in February and it could be presented at SACRE's spring meeting which would be held in late March to allow time for it to be circulated.

With regard to the Michael Edwards Award, it was decided to put it "on hold" for the time being, but the Chairman was asked to give the matter some thought and SACRE would revisit the subject at the next meeting.

#### **4.2. Budget**

SACRE has a small annual budget to cover the cost of its work which is administered by the Education Service. In 2014, £5,000 was used to commission the joint review of syllabus.

#### **4.3. Professional and administrative support**

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

#### **4.4. Monitoring**

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

## **5. The Michael Edwards Award**

It was noted that interest in the Michael Edwards Award has been on the wane among secondary schools since the move from Local Authority controlled to Academy status. Michael's widow, a strong supporter of the award, has now moved out of the area severing another link with his memory.

As a result there has been no award made this year but SACRE is reluctant to lose the Michael Edwards Award completely. There is a feeling that its identity should be re-established and that it should be promoted to schools (both academy and non-academy) more vigorously. The thought that the information sent to schools could be better targeted has led to the possibility of using as a gateway staff responsible for undertaking the Spiritual, Moral, Social, Cultural (SMSC) audits, elements tested by OfSTED, and this avenue is being pursued.

This is the current position with members requested to give thought to the future of the award and to send ideas to the Chairman before the first 2015 meeting so that the award can be re-launched.

**MEMBERS OF SACRE**

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

Name	Group	Representing	Joined	Left
Mr Kevin Walsh	A	Roman Catholic	22/02/2007	
Revd. Lee Sunderland	A	Jewish Community	05/03/2009	
Mrs Pamela Coles	A	Methodist	30/06/2004	
Mr Sansar Narwal	A	Sikh Community	Pre 2004	
Pastor Aloysius Peter	A	Pentecostal Churches	24/09/2013	
<b>Mr Mark Adams</b>	A	Religious Society of Friends	<b>24/09/2013</b>	<b>14/01/2014</b>
Mr Kamal Siddiqui	A	Muslim Community	05/03/2008	
Mr Nasir Mubashar	A	Ahmadiyya Muslim Community	<b>14/01/2014</b>	
Mr Tariq Mahmood	A	Muslim Community	<b>11/03/2014</b>	
Mr Om Dhir	A	Hindu Community	06/06/2007	
Mrs Jenny Fox	A	Salvation Army	24/09/2013	
Dr John Lester	A	Baha'i Faith	10/11/2004	
Mrs Christine Seymour	A	Humanist	Pre 2004	
Saddhabhaya	A	Buddhist	09/05/2013	
Mr John Smailes	A	Evangelical Free Church (shared)	01/12/2013	
Mrs Dawn Ladbrook	A	Evangelical Free Church (shared)	01/12/2013	
Revd. Dorothee Bűrma	A	United Reformed Church	<b>09/10/2014</b>	
Mrs Stephanie Ellner	B	Church of England	01/12/2013	
Mrs Susan Freeman	B	Church of England	05/03/2009	
Revd Adrian McConaughie	B	Church of England	01/12/2013	<b>9/10/2014</b>
Mrs Anne Masters	C	ATL	28/01/2009	<b>30/06/2014</b>
Mr Nick Hills	C	NUT - Secondary	26/11/2009	
Ms Linda Munday	C	NUT - Primary	11/03/2010	
Mrs Barbara Usher	C	NASUWT	<b>09/10/2014</b>	
Cllr Paul Rochford	D	Local Authority	09/06/2010	<b>22/05/2014</b>
Cllr Gillian Ford	D	Local Authority	11/07/2004	
Cllr Paul McGeary	D	Local Authority	09/06/2010	<b>22/05/2014</b>
Cllr Pam Light	D	Local Authority	25/05/2011	<b>22/05/2014</b>
Cllr Damian White	D	Local Authority	09/06/2010	<b>22/05/2014</b>
Cllr Meg Davis	D	Local Authority	<b>10/07/2014</b>	
Cllr Jason Frost	D	Local Authority	<b>10/07/2014</b>	
Cllr Dilip Patel	D	Local Authority	<b>10/07/2014</b>	
Cllr Alex Donald	D	Local Authority	<b>10/07/2014</b>	
Cllr Wendy Brice-Thompson	D	Local Authority (Co-Optee)	11/10/2011	

*Advisors:*

*Judith Payne (retired 09/10/2014), Susan Sutton, Primary and Daniel Hugill, Secondary*