

# HSACRE



## HILLINGDON STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

**Date:** Thursday 4 November 2021

### Members

**Time:** 6.00 pm

**Venue:** Committee Room 6 - Civic Centre,  
High Street, Uxbridge

**Meeting:** Members of the Public and Press  
are welcome to attend this  
meeting

Carole Jones (Chair)  
Father Desmond Banister (Vice-Chair)  
Amir Ahmed  
Joan Beavington  
Pauline Byles  
Melanie Dring  
Alavari Jeevathol  
Balmukund Prasad Joshi  
Angela Lount  
Keith Lunn  
Jasvir Singh Rayat  
Dorothy Sadlik  
Alice Vahdat  
Councillor Shehryar Ahmad-Wallana  
Councillor John Hensley  
Councillor Carol Melvin BSc (Hons)  
Councillor June Nelson  
Councillor Jagjit Singh

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# Agenda

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## Chair's Announcements

- |   |  |         |
|---|--|---------|
| 1 | Minutes of the previous meeting                  | 3 - 6   |
| 2 | HSACRE Annual Report 2019/20                     | 7 - 16  |
| 3 | Draft Questions for Hillingdon RE Teacher Survey |         |
| 4 | Hillingdon School Workforce Data 2020 (NATRE)    | 17 - 19 |
| 5 | Any other business                               |         |
| 6 | Date of next meeting                             |         |

The date of the next Hillingdon SACRE meeting is currently scheduled for Tuesday 29 March 2022.

ORGANISATION	NAME
<b>GROUP A</b>	
Bahai	Alice Vahdat
Baptist	<i>Vacant</i>
Buddhist	<i>Vacant</i>
Hillingdon Area Salvation Army	<i>Vacant</i>
Hindu	Balmukund Prasad Joshi
Humanists UK	Alavari Jeevathol
Jewish	Dorothy Sadlik
Methodist	Angela Lount
Muslim	Amir Ahmed
Quaker	<i>Vacant</i>
Roman Catholic	<i>Vacant</i>
Sikh	Jasvir Singh Rayat
United Reform Church	<i>Vacant</i>
<b>GROUP B</b>	
Church of England	Father Desmond Banister
	Joan Beavington
	Pauline Byles
	Melanie Dring
	Keith Lunn
<b>GROUP C</b>	
National Association of Headteachers	Carole Jones
National Association of School Masters / Union of Women Teachers	<i>Vacant</i>
National Education Union	<i>Vacant</i>
Association of Secondary School & College Leaders	<i>Vacant</i>
<b>GROUP D</b>	
Local Authority Councillors	Cllr Shehryar Ahmed-Wallana
	Cllr John Hensley
	Cllr Jagjit Singh
	Cllr June Nelson
	Cllr Carol Melvin
<b>ADVISERS</b>	
SACRE Consultants for Hillingdon	Elenor Paul

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## Minutes

### HILLINGDON STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

17 June 2021

Meeting held in Committee Room 5 - Civic Centre,  
High Street, Uxbridge



	<p><b>Committee Members Present:</b> Carole Jones (Chair) Father Desmond Banister (Vice-Chair) Joan Beavington Pauline Byles Councillor John Hensley Keith Lunn Councillor Jagjit Singh Alice Vahdat</p> <p><b>Also Present:</b> Elenor Paul (Adviser to Hillingdon SACRE) Rani Dady (Education Manager – Education Improvement and Partnerships) Steve Clarke (Democratic Services Officer)</p>
1.	<p><b>MINUTES OF PREVIOUS MEETING</b> (<i>Agenda Item 1</i>)</p> <p><b>RESOLVED:</b> That the minutes of the meeting held on 07 November 2019 be agreed as a correct record.</p>
2.	<p><b>ELECTION OF CHAIR AND VICE-CHAIR</b> (<i>Agenda Item 2</i>)</p> <p>The Committee agreed that Carole Jones be elected as Chair of Hillingdon SACRE and Father Desmond Banister be elected as Vice-Chair for the 2021/22 municipal year.</p> <p><b>RESOLVED:</b> That the HSACRE formally confirmed the appointments of both the Chair and Vice-Chair for the 2021/22 municipal calendar year.</p>
3.	<p><b>DRAFT HSACRE ANNUAL REPORT 2018/19</b> (<i>Agenda Item 3</i>)</p> <p>Consideration was given to the draft HSACRE annual report for the academic year 2018/19. The chair asked the Committee if there were any changes or comments they would like to make regarding the 2018/19 draft report, to which there were none. The Committee approved of the report for submission to the Secretary of State for Education.</p> <p><b>RESOLVED:</b> That the Committee endorsed the HSACRE Annual Report for 2018/19 for submission to the Secretary of State for Education.</p>
4.	<p><b>AGREED SYLLABUS REVIEW UPDATE</b> (<i>Agenda Item 4</i>)</p> <p>Elenor Paul, Adviser to Hillingdon SACRE, introduced the item noting that the agreed</p>

syllabus document was a tool to support teachers of RE in the Borough and HSACRE acted as a point of contact in assisting RE teachers. Members were informed that the current agreed RE syllabus was out of date and a new syllabus document, which had been scheduled to replace the out of date syllabus in 2018 and had been included in Members agenda packs, was yet to be published. This was attributed to a change in personnel during the publication stage leading to multiple versions of the document remaining dormant. It was noted that a lot of work had gone into the currently unpublished syllabus by both the current and previous HSACRE Advisers however, further amendments would be needed to bring the syllabus up to date. Officers noted that a freedom of information request had been received in late 2020 enquiring as to when a new RE syllabus would be published.

The Committee were minded to undertake a virtual workshop in an effort to make the necessary amendments to the syllabus document before it could be published. The Adviser would organise and host the workshop with the intent being that the newly updated syllabus could be published shortly afterwards. It was highlighted that an editable, non-pdf, version of the document would be required, officers noted that they could circulate an editable version ahead of the workshop. Details of how to join the workshop would be circulated over the coming days.

**RESOLVED: That a virtual workshop be organised to make the necessary amendments to update the RE syllabus before the document can be published.**

5. **ANY OTHER BUSINESS** (*Agenda Item 5*)

The Committee noted that Newly Qualified Teachers (NQT) were now to be known as Early Career Teachers (ECT) following early career framework reforms in March 2021. It was also noted that ECTs would now be undertaking a structured 2-year professional development package following the reforms.

It was highlighted that the COVID-19 pandemic had effectively paused HSACRE's activities with the Committee being unable to meet in 2020 and the first half of 2021. Members noted that a planned pupil conference had taken place before the onset of the pandemic, however, the planned teacher training conference had been postponed. The Adviser noted that an in-person conference was highly preferred and suggested holding off on rescheduling the conference until a more appropriate time.

Members highlighted that it had been almost two years since any previous teacher training conference and were minded to consider the merits of a virtual conference if an in-person conference was not possible due to any potential third wave of the pandemic. It was noted that a virtual conference would be better than nothing and an emphasis was placed on getting the training out there to all teachers, including ECTs. Officers highlighted that schools could prospectively be charged a small fee for the teacher training conference as invited to the conference should cover academies and independent schools in the Borough; officers further noted that they could support with communications as they had close ties to all schools in the Borough.

The Committee discussed the recent OFSTED review of research into factors that influence the quality of RE in schools in England. Members noted some of the key findings in that; due to other curriculum pressures on schools, RE was potentially falling by the wayside with regard to time spent on the subject. It was highlighted that young people had never needed more of a religious literacy and indicated that the breadth of RE taught may be lacking; for example, even if a teacher had a keen interest and knowledge of their own faith, there would likely be numerous faiths in which they were

inexperienced. In those instances, HSACRE should be a point of contact and support for those teachers, nodding to the diversity of HSACRE. The Committee were minded to gauge the confidence levels amongst teachers of RE in the Borough in the form of a survey to RE teachers, leaders and head teachers. It was noted that a draft set of survey questions would be prepared for the following HSACRE meeting and the survey could be distributed in autumn 2021.

The Committee discussed the HSACRE budget noting that since HSCARE was resuming its activities after the hiatus imposed by the COVID-19 pandemic, a plan should be drawn up as to how HSACRE would spend its budget. It was noted that there was no budget for 2020 due to the pandemic, however the teacher training conference, whether it take place virtually or in-person, and the syllabus workshop could be drawn from the 2021 SACRE budget.

6. **NEXT MEETINGS** (*Agenda Item 6*)

It was noted that the next meetings of HSACRE were due to take place on Thursday 04 November 2021 and Tuesday 29 March 2022.

The meeting, which commenced at 6.00 pm, closed at 6.54 pm.

These are the minutes of the above meeting. For more information on any of the resolutions please contact Steve Clarke on 01895 250693. Circulation of these minutes is to Councillors, Officers, the Press and Members of the Public.

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## HSACRE ANNUAL REPORT 2019/20

<b>Committee name</b>	Hillingdon SACRE
<b>Contact</b>	Steve Clarke, Democratic Services
<b>Papers with report</b>	Appendix A – HSACRE Annual Report 2019/20

### HEADLINES

Each SACRE must submit a copy of its Annual Report to the Department for Education and the National Association of Standing Advisory Councils on Religious Education (NASACRE). HSACRE's activities were hindered by the COVID-19 pandemic during the second half of the 2019/20 academic year.

### RECOMMENDATION

**That the Committee endorse the 2019/20 HSACRE Annual Report for submission to the Department for Education and the NASACRE.**

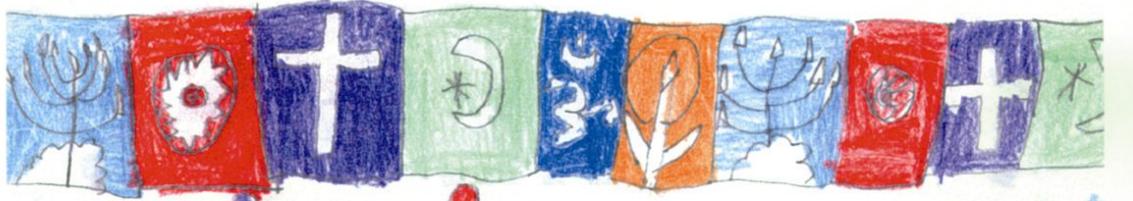
### SUPPORTING INFORMATION

1. HSACRE must produce and submit a copy of its Annual Report to the Department for Education and NASACRE.
2. The Committee is asked to comment on and endorse the 2019/20 Annual Report.
3. The HSACRE Annual Report for 2020/21 will be drafted for HSACRE to comment on and endorse at the following meeting on Tuesday 29 March 2022.

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# HSACRE

**HILLINGDON STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION**



## **ANNUAL REPORT 2019 - 2020**

The current HSACRE was inaugurated on 22 February 1989 and this is its 28<sup>th</sup> Annual Report, in accordance with its constitution and statutory obligations.

# CONTENTS

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1. Foreword by the Deputy Leader of the Council and Cabinet Member for Education and Children's Services – 2019/20
2. Membership
3. Activity report
4. Meetings in the academic year 2019 - 2020
5. Financial statement
6. Advice given to the Authority by SACRE
7. Publications and events
8. Monitoring and review

**1. FOREWORD BY THE DEPUTY LEADER OF THE COUNCIL AND CABINET MEMBER FOR EDUCATION AND CHILDREN'S SERVICES 2019/20  
COUNCILLOR DAVID SIMMONDS CBE**



*It gives me great pleasure to introduce the 28<sup>th</sup> Annual Report of Hillingdon's Standing Advisory Council on Religious Education [HSACRE].*

*I am very pleased to note that the first half of this year saw further RE Continuing Professional Development (CPD) training sessions, specifically the Key Stage 1 pupil conference in June. The sessions were positively received and play an active role in improving the religious literacy of pupils in the Borough. My thanks go out to all those who took the time to attend these training sessions, and to those who helped arrange the training and make them such a resounding success.*

*Unfortunately, HSACRE's work in 2019/20 was significantly affected by the COVID-19 pandemic, which disrupted plans for a teacher training conference and temporarily put a stop to HSACRE meetings. Religious Education continues to make a huge contribution to the Council's commitment to developing community cohesion, and I hope to see HSACRE reconvene as soon as is feasible in 2020/21.*

*I would like to conclude by, once again, thanking the whole membership of the SACRE, and those who work with and support it, for all their efforts over the 2019/20 academic year. Particular thanks go to Carole Jones, Chair of HSACRE, and Elenor Paul, Hillingdon SACRE's advisor, who has driven forward the CPD training sessions. I look forward to the year ahead, where I hope Hillingdon SACRE will be able to resume its activities following a pandemic that has significantly disrupted teachers and students academic progress.*

## **2. MEMBERSHIP**

HSACRE members are from four distinct groups and the Committee is only quorate when representatives from every group are present:

**GROUP A** – Representatives of all faith groups in Hillingdon, including representatives from the Christian community, but not members of the Church of England. HSACRE works to ensure that along with representatives from all the major world faiths, it works with all communities within the Borough and welcomes their representation so long as they recognise the emphasis placed on inclusion by HSACRE.

**GROUP B** - Representatives from the Christian Church of England.

**GROUP C** - Representatives from each of the teachers' professional associations.

**GROUP D** - London Borough of Hillingdon Councillors.

A list of members of each group is included as Appendix A.

**Chairman** - Carole Jones, Headteacher, Yeading Junior School

**Advisor** - Elenor Paul

**Clerk** - Luke Taylor and Steve Clarke (Democratic Services) served as clerks during 2019 – 20.

## **3. ACTIVITY REPORT**

During the first half of the 2019/20 year, Hillingdon SACRE continued to hold RE training sessions with a pupil conference for Key Stage 1 children held in June 2019, the series of CPD sessions for students and teachers began in June 2017. Over the two years of CPD sessions, between 45 and 50 schools had engaged with the training sessions, the training has proved to be a huge success. HSACRE had agreed to continue with these training sessions, although the onset of the COVID-19 pandemic in March 2020 effectively paused the HSACRE's activities and a planned teacher training conference was unfortunately cancelled.

HSACRE also agreed their advice to the Local Education Authority in response to the new Education Inspection Framework for OFSTED's inspections of primary schools. This improves the way in which schools are held accountable for the provision of Religious Education and to recognise best practice.

HSACRE were only able to meet once during the 2019/20 academic year, on 07 November 2019. Meetings in March and June of 2020 were understandably cancelled due to the COVID-19 pandemic. Many of HSACRE's activities were put on hold during the pandemic but advice and support was still given to RE coordinators and teachers where possible on matters relating to Religious Education.

Praise should be given to all of the members of the Hillingdon SACRE for their contributions throughout the 2019/20 academic year, and to the Advisor to HSACRE, Elenor Paul for their hard work in preparing and delivering the CPD training sessions and pupil conference.

## **4. MEETINGS OF HSACRE IN THE ACADEMIC YEAR 2019/20**

Full meetings of HSACRE were held on:

- 07 November 2019 - Civic Centre, Uxbridge

The following meetings were scheduled but were unfortunately cancelled due to the COVID-19 pandemic:

- 24 March 2020 - Cancelled
- 04 June 2020 - Cancelled

## **5. FINANCIAL STATEMENT**

HSACRE had a budget available of £4,900 for the 2019/20 financial year.

## **6. ADVICE GIVEN TO THE AUTHORITY BY SACRE**

Advice is given annually to the authority on Religious Education and Worship paragraphs in its information booklets for families entering a particular phase of education.

## **7. PUBLICATIONS AND EVENTS**

- Hillingdon SACRE's RE Key Stage 1 Pupil Conference took place in June 2019.
- Issued Ramadan Guidance to schools in the Borough April/May 2020.
- HSACRE sent a representative to attend the 2019 NASACRE Conference.
- The HSACRE Advisor attended a conference held by the National Association of Teachers of Religious Education.

## **8. MONITORING AND REVIEW**

Comments on this report are welcomed. These should be sent to:

Democratic Services, Phase II, Civic Centre, High Street, Uxbridge, Middlesex, UB8 1UW, or by emailing [democratic@hillingdon.gov.uk](mailto:democratic@hillingdon.gov.uk)

# APPENDIX A – Members of HSACRE throughout the 2019/20 Academic Year

## GROUP A

Bahai	Sina Rohani
Baptist	Vacant
British Humanist Association	Alavari Jeevathol
Buddhist	Vacant
Hillingdon Area Salvation Army	Vacant
Hindu	Balmukund Prasad Joshi
Jewish	Ruth Freedman
Methodist	Angela Lount
Muslim	Amir Ahmed
Quaker	Vacant
Roman Catholic	Vacant
Sikh	Jasvir Singh Rayat
United Reform Church	Vacant

## GROUP B

Church of England	Father Desmond Banister (Vice-Chair)
	Joan Beavington
	Pauline Byles
	Melanie Dring
	Keith Lunn

## GROUP C

Association of Secondary School and College Leaders	Vacant
National Association of Headteachers	Carole Jones (Chair)
National Association of School Masters/Union of Women Teachers	Vacant
National Union of Teachers	Simon Wallace

## GROUP D

Local Authority	Councillor Shehryar Ahmed-Wallana
	Councillor John Hensley

	Councillor Carol Melvin
	Councillor June Nelson
	Councillor Jagjit Singh

**OFFICER SUPPORT**

London Borough of Hillingdon Committee Services	Luke Taylor / Steve Clarke Democratic Services, Phase II, Civic Centre, High Street, Uxbridge, Middlesex, UB8 1UW
Consultant for Hillingdon SACRE	Elenor Paul

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Notes to accompany the release of school level data from the 2020 DfE School Workforce Census.



This data was reported by schools to the DfE as part of the school census in November 2020. The national data trends were published in June, but this dataset was extracted from the data as part of a memorandum of understanding between NATRE and the DfE. 2928 schools are included in the sample which includes the majority of state funded secondary schools. but not all; some have not reported any data this year for a variety of reasons.

## **Hours taught for years 7 to 13, in subjects RE, philosophy and all subjects, reported by a sample of state-funded secondary schools with electronic timetabling software, School Workforce Census 2020**

To note:

1. I calculate that around 20% of schools that completed their SWF this year chose not to report of RE but did report other subjects – some of those reported the more obvious “0.0%” last year.
2. Where schools reported that they allocate teaching hours to a specific year group, but have not included RE in that report, this is indicated by a dot in that year group column. SACREs are advised to investigate this issue as it appears unlikely that a discrete lesson of RE is being taught in these circumstances.
3. I’ve created a couple of new columns to indicate possible reporting issues e.g. where RE is either possibly not reported or under reported but Philosophy is reported (instead?). This can easily happen if the lesson on the timetable is Philosophy and Ethics or even Philosophy, Religion and Ethics. The timetabling software often looks at the first part of the title and makes a judgment about which code to allocate. Some schools report RE and Philosophy.
4. There has been an increase in provision in some schools and a decrease in others. These two figures, as a proportion of reporting schools, are roughly the same. Increases and decreases are labelled. Some of the differences are very small.
5. Where schools report zero hours in any year group, these are highlighted in pink.

**The usual health warning applies:** This data is a conversation starter not a definitive indicator of what schools are doing so SACREs need to treat the information alongside other information such as the school website, public examination results (where available) and school visits. I always write to schools to ask them to clarify, if there is no data or if the data suggests they are non-compliant.

The next step for a SACRE might be to use its statutory remit ‘to advise the local authority’ to formally report the fact that schools in their area have reported data to the DfE that suggests they are non-compliant with the law in relation to RE and in the case of academies, their funding agreements. The LA can be asked to investigate and report their findings back to SACRE after a conversation with a school leader.

**Deborah Weston: NATRE Research Officer**

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School name	Religious character	School type	LA name	% year 7 hours - RE	% year 8 hours - RE	% year 9 hours - RE	% year 10 hours - RE	% year 11 hours - RE	% mixed hours - RE	% all hours - RE 2020	% all hours - RE 2019	Change from 2019 to 2020 in total hours of RE	Reporting issues
Oak Wood School	None	Foundation school	Hillingdon	3.0	1.5	1.5	2.5	2.1	.	1.9	3.5	Decrease	
Harlington School	None	Foundation school	Hillingdon	3.5	3.3	6.7	5.7	6.3	.	4.1	4.1	Increase	
UTC Heathrow	Does not apply	University technical college	Hillingdon	.	.	.	.	.	.	.	.	.	
Park Academy West London	None	Academy sponsor led	Hillingdon	5.0	5.0	4.5	0.0	0.0	.	2.5	.	Decrease	
Bishopshalt School	None	Academy converter	Hillingdon	4.0	4.0	4.0	1.5	1.4	.	2.4	2.8	Decrease	
The Global Academy	Does not apply	University technical college	Hillingdon	.	.	.	.	.	.	.	unavailable	unavailable	
Guru Nanak Sikh Academy	Sikh	Academy converter	Hillingdon	3.0	2.5	2.8	6.8	5.9	.	4.4	4.9	Decrease	
The Harefield Academy	Does not apply	Academy sponsor led	Hillingdon	3.9	3.7	3.5	0.0	0.0	.	1.6	0.8	Increase	
Haydon School	None	Academy converter	Hillingdon	4.1	4.1	3.9	5.7	3.4	.	3.2	3.3	Decrease	RE and Philosophy reported
Barnhill Community High School	None	Academy converter	Hillingdon	4.7	4.3	4.8	2.2	1.9	.	2.9	2.3	Increase	RE and Philosophy reported
Queensmead School	None	Academy converter	Hillingdon	2.3	2.2	2.1	2.2	2.0	.	2.2	2.7	Decrease	
Northwood School	None	Academy converter	Hillingdon	3.7	3.7	0.9	1.0	1.0	.	1.6	1.6	Increase	
The Douay Martyrs Catholic School	Roman Catholic	Academy converter	Hillingdon	9.1	9.4	11.5	10.7	11.6	.	9.5	8.8	Increase	
De Salis Studio College	Does not apply	Studio schools	Hillingdon	.	.	.	.	.	.	.	unavailable	unavailable	
Rosedale College	None	Academy converter	Hillingdon	0.0	0.0	4.8	7.5	6.6	6.6	3.1	unavailable	unavailable	
Hewens College	None	Academy converter	Hillingdon	0.0	0.0	6.7	6.8	5.9	1.7	2.7	unavailable	unavailable	
Uxbridge High School	None	Academy converter	Hillingdon	3.8	3.8	3.6	3.5	3.4	.	3.0	2.6	Increase	
Ruislip High School	Does not apply	Academy converter	Hillingdon	.	.	.	.	.	.	.	.	.	Philosophy reported but not RE
Vyners School	None	Academy converter	Hillingdon	0.0	0.0	1.2	1.5	1.5	.	0.6	0.4	Increase	
Bishop Ramsey Church of England School	Church of England	Academy converter	Hillingdon	5.9	5.8	5.6	6.8	6.9	.	6.2	6.1	Increase	

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