

HSACRE



HILLINGDON STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION

Date:	Tuesday 21 November 2023	Members
Time:	6.00 pm	Sumen Starr (Chair) Alice Vahdat Balmukund Prasad Joshi Alavari Jeevathol Dorothy Sadlik Angela Lount Naseem Bint Amir Dr Ninette Fernandes-Viana Jasvir Singh Rayat Pauline Byles Melanie Dring
Venue:	Committee Room 6 - Civic Centre, High Street, Uxbridge UB8 1UW	Keith Lunn (Vice-Chair) Tim Wright Hedson De Castro Ria Searle Councillor Kishan Bhatt Councillor June Nelson Councillor Jagjit Singh Councillor Colleen Sullivan
Meeting:	This meeting is open to Members of the Public or Press	

Steve Clarke - Email: sclarke2@hillingdon.gov.uk
Clerk to HSACRE
London Borough of Hillingdon,
Civic Centre
High Street, Uxbridge, UB8 1UW
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Agenda

1 Apologies for Absence

2 Membership

- HSACRE Appointments (Verbal) 1 – 2
- Audit of HSACRE Members 3 - 6
- Updated Draft Constitution for Discussion

3 Declarations of Interest

4 Minutes of Previous Meeting

Minutes of the meeting dated 17 July 2023 to be discussed and approved 7 - 12

5 National Updates

5.1 RE Hubs Website (Verbal)

5.2 National content standard (Verbal)

<https://religiouseducationcouncil.org.uk/2023/09/national-content-standard-for-re-released/>

6 Local Updates

6.1 NASACRE RE HUB Network (Verbal)

6.2 RE Leader/Coordinator Meetings (Verbal)

6.3 RE in Schools – Survey (Verbal)

7 Determinations

7.1 Draft Determinations Policy Guidance and Application Form 13 - 16

8 Hillingdon SACRE Action Plan

8.1 Draft Action Plan for 2023/24 17 - 18

9 Dates of Future Meetings

Future Hillingdon SACRE meetings are currently scheduled for:

- Tuesday 05 March 2024

Meetings for the 2023/24 summer term, 2024/25 autumn term and the 2024/25 spring term will be scheduled when Full Council meet on 22 February 2024. HSACRE will be able to discuss/amend these dates at its meeting on Tuesday 05 March 2024.

10 AOB

Membership List

ORGANISATION	NAME
GROUP A	
Other Faiths and Worldviews represented in the LA, including other Christians	
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	Naseem Bint Amir
Quaker	<i>Vacant</i>
Roman Catholic	Dr Ninette Fernandes-Viana
Sikh	Jasvir Singh Rayat
United Reform Church	<i>Vacant</i>
GROUP B	
Church of England	Pauline Byles
	Melanie Dring
	Keith Lunn (HSACRE Vice-Chair)
	<i>*Tim Wright (NEW MEMBER)</i>
	<i>Vacant</i>
GROUP C	
Teachers' Professional Associations	Sumen Starr (HSACRE Chair)
	Hedson De Castro
	<i>*Ria Searle (NEW MEMBER)</i>
	<i>Vacant</i>
GROUP D	
Local Authority Councillors	<i>*(Con) To be appointed</i>
	Cllr Kishan Bhatt
	Cllr June Nelson
	Cllr Jagjit Singh
	Cllr Colleen Sullivan
NON-VOTING	
Hillingdon SACRE Advisor	Stacey Burman
Local Authority Education Officer	Michael Hawkins
Clerk	<i>*Rebecca Reid</i>

****New/Updated since previous meeting***

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CONSTITUTION (DRAFT)

1. Aims, Vision and Duties

Our aim is to promote, support and encourage good practice in the teaching of Religious Education in Hillingdon schools, as we seek to ensure that all pupils are educated to develop spiritually, academically, emotionally and morally in a way that enables them to understand themselves and others and to cope with the opportunities, challenges and responsibilities of living in a rapidly changing, multicultural world.

Hillingdon SACRE may seek to implement its aim through the following:

- a) Keep under review the provision for Religious Education and Collective Worship in Hillingdon schools
- b) Advise the LA on aspects of collective worship and the teaching of Religious Education in accordance with the Agreed Syllabus
- c) Publish an annual report outlining the advice given by SACRE and send copies to the Department of Education
- d) Ensure the LA set up an Agreed Syllabus Conference to review the Agreed Syllabus if, in the opinion of SACRE, this becomes necessary or every five years as according to the law.
- e) To provide a Hillingdon Agreed Syllabus which promotes the agreed vision and aim of SACRE
- f) To provide training and produce materials, guidance and resources to support the teachers in Hillingdon schools to deliver Religious Education which meets the agreed vision and complies with the Hillingdon Agreed Syllabus
- g) To receive and determine whether an application from a Head Teacher to vary the requirement for worship of a broadly or mainly Christian character, is appropriate for the whole school or for groups of pupils.
- h) To consider any complaint to Hillingdon SACRE with respect to provision for Religious Education or Collective Worship in schools.
- i) To carry out any other actions that are deemed appropriate.

2. Membership

All members shall be delegates who are interested in education in general and religious education in particular.

Committee A: Other Christian Denominations, other Faiths and Worldviews represented in the LA.

Nominated from the endorsing body of the specific community <10 (ten) representatives.

Committee B: The Church of England

Nominated by London Diocese <4 (four) representatives.

Committee C: Teachers' Professional Associations (Primary and Secondary)

Nominated from Hillingdon Schools <6 (six) representatives.

Committee D: The Local Authority

Elected Members <4 (four) representatives.

Plus (non-voting):

RE/SACRE Consultant Adviser to SACRE

Clerk provided by Southwark Council

Co-option: SACRE has the power to co-opt members onto any committee for a specific action and time e.g. working on an Agreed Syllabus, when and as agreed by the majority of its members.

Substitution: There can be a substitute member nominated by the absent member and notice of this substitution should be notified to the clerk of SACRE at least 6 hours in advance of the meeting.

Term of Office: While there is no fixed term of office for members, Hillingdon SACRE shall review the membership annually at the first meeting following receipt of the annual report.

A member shall cease to be a member of Hillingdon SACRE if:

- a) They tender their resignation with a named replacement in writing to the Chair of SACRE or the Clerk
- b) Members cease to be deemed an appropriate representative of the religion, denomination or associations which they were appointed to represent in the opinion of the LA, SACRE or their endorsing authority
- c) The LA determine on reasonable grounds the member is unable, unwilling or unsuitable to continue these duties
- d) Failure to attend three consecutive meetings without a valid reason is prima facie grounds for removal.

3. Chairing of Hillingdon SACRE

The Chair and Vice Chair of the SACRE can be drawn from any of the committees (see Membership) and will be annually elected upon individual SACRE member votes.

The Chair shall be responsible for:

- a. The management of meetings
- b. Representing the SACRE to other bodies
- c. Such other duties as the SACRE considers appropriate.

In the absence of the Chair and Vice Chair for a meeting SACRE members will elect a member to act as chair for that meeting.

4. Voting of Hillingdon SACRE

A meeting will only be quorate with a minimum of 1 representative present from each of the committees.

Group D – minimum of 1 representative

All members are entitled to speak and vote on any issue, but substitute or Co-Opted members may speak but not vote at any meeting. SACRE will always seek to reach decisions on a consensus basis, but voting is to be exercised with only one vote allowed from each of Committee A, B, C and D as mentioned above.

In the event of an equality of votes on any issue the Chair will exercise a casting vote.

5. Clerking of Hillingdon SACRE

The LA shall appoint and supervise a Clerk to:

- a) Attend the meeting of Hackney SACRE
- b) Take appropriate minutes and notes at the meetings
- c) Maintain and update the records of SACRE and its meetings.

The Clerk will have no voting rights.

6. Procedures

Dates: At least one meeting should be held each term. The dates of these main termly meetings will be decided at the first meeting in the education (academic) year. Members of SACRE and the LA will be notified of any changes to dates or additional meetings made via agreement of SACRE as soon as they have been made.

Agenda: Matters for the agenda of any meeting shall be sent to the Clerk at least 21 days in advance of the meeting. The agenda shall be distributed with relevant documentation to reach members at least 7 working days in advance of the next listed meeting.

Minutes: Draft minutes of the meeting shall be sent to the Local Authority appointed Religious Education Advisor and Chair for approval within 14 days after the meeting was held. These shall then be circulated to Members within one month of the meeting taking place.

7. Amendments to the Constitution

Any proposed amendments to this constitution should be sent in writing to the Clerk for inclusion in the agenda (21 days in advance, as per above) and agreed via consensus vote (one vote from each of Committee A, B, C and D) at a subsequent quorate meeting. These changes will become effective once signed.

Signed: Chair

Date:

Signed: Clerk

Date:

Appendix 1

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Minutes

HILLINGDON STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

17 July 2023

Meeting held at Committee Room 4 - Civic Centre,
High Street, Uxbridge UB8 1UW



	<p>Committee Members Present: Sumen Starr (Chair) Alice Vahdat Balmukund Prasad Joshi Dorothy Sadlik Jasvir Singh Rayat Keith Lunn Hedson De Castro Councillor Colleen Sullivan</p> <p>Also Present: Stacey Burman, HSACRE Advisor Michael Hawkins, Head of the School Improvement Team Rebecca Reid, Democratic Services Apprentice Steve Clarke, Democratic Services Officer</p>
1.	<p>WELCOME (<i>Agenda Item 1</i>)</p> <p>The Chair welcomed all who were present to the meeting and thanked them for their attendance.</p>
2.	<p>APOLOGIES FOR ABSENCE (<i>Agenda Item 2</i>)</p> <p>Apologies for absence were received from Ninette Fernandes Viana, Pauline Byles, Councillor Jagjit Singh, Councillor June Nelson, and Councillor Kishan Bhatt.</p>
3.	<p>MEMBERSHIP (<i>Agenda Item 3</i>)</p> <p>Hillingdon SACRE Members introduced themselves to the meeting. Members were also introduced to new Group C Member Hedson De Castro, a SEND teacher.</p>
4.	<p>INTRODUCTION OF NEW HSACRE ADVISOR (<i>Agenda Item 4</i>)</p> <p>Stacey Burman was welcomed and introduced as the new HSACRE Advisor, it was noted that they had worked with a number of local SACREs in the London region and had worked on national projects with the National Association of Standing Advisory Councils on Religious Education.</p> <p>The Chair noted that an introductory meeting had recently taken place with the new Advisor, Hillingdon's Head of the School Improvement Team, the Chair HSACRE and Democratic Services, which centred on proactive ideas to push HSACRE forward and maximise school engagement.</p>

5.	<p>ELECTION OF CHAIR AND VICE-CHAIR FOR 2023/24 <i>(Agenda Item 5)</i></p> <p>Following a discussion and subsequent approval, the HSACRE agreed to appoint Suman Starr as the new Chair, and Keith Lunn as the Vice-Chair for the municipal year 2023/24.</p> <p>RESOLVED:</p> <p>1) That Sumen Starr be elected as Chair of HSACRE for the 2023/24 municipal year; and,</p> <p>2) That Keith Lunn be elected as Vice-Chair of HSACRE for the 2023/24 municipal year.</p>
6.	<p>MINUTES OF PREVIOUS MEETING <i>(Agenda Item 6)</i></p> <p>RESOLVED: That the minutes of the meeting dated 15 June 2022 be agreed as a correct record.</p>
7.	<p>DETERMINATIONS <i>(Agenda Item 7)</i></p> <p>It was noted that, going forward, a new standing item had been added to the HSACRE agenda, which was introduced as 'Determinations'. This was defined and explained as being one of the legal duties of SACREs, in that, community schools could ask the local SACRE to modify the requirement to have collective worship which was wholly or mainly of a broadly Christian character. It was noted that the current law provided schools were required to hold an act of collective worship either daily or regularly throughout the week based loosely of a Christian nature.</p> <p>As no determinations had been received from Hillingdon schools in recent years, it was noted that as a first step, the HSACRE's focus would concentrate on the broader delivery of RE in schools. However, in future, attention would be given to collective worship in the Borough's schools once a HSACRE action plan had been agreed.</p> <p>Members heard that, if a school wished to change its 'determinations', such as a faith school changing its religious focus from Christianity to another religion, it needed to first go through a consultative process with parents and teachers before applying to SACRE for a change in determination. In effect, this meant the collective worship would have a specific religious focus, other than that which was of a 'loosely Christian nature'.</p> <p>It was highlighted that, in most cases when it came to community schools, collective worship was already of a loosely Christian nature because all that was required to constitute this was for collective worship to be communal and that there was a recognition of spiritual or moral values. Provided that most religions had a degree of recognition of a supreme being, it would naturally follow from this that most community schools would be able to sufficiently fulfil the legal requirements for collective worship without the need to formally apply to HSACRE in order to change the determination.</p> <p>It was however highlighted that, as it was a statutory obligation for SACREs to respond to any requests for a change in determination, it was agreed that regard should be had to place determinations on the agenda as a standing item that was established in advance in the case that schools applied for it. It was also noted that guidance ought to be clarified in order for HSACRE to be able to fulfil its statutory duty to respond, where a request was submitted for a change in determination.</p>

8.	<p>NATIONAL UPDATES (<i>Agenda Item 8</i>)</p> <p>The Advisor clarified for Members that Hillingdon's SACRE was indeed a member of the National Association of Standing Advisory Councils on Religious Education (NASACRE) which recently held their National Conference in May 2023. A key topic discussed at the conference was an update on the Freedom of Information request made to all SACREs on funding levels for the preceding year of each local education authority's SACRE. NASACRE collated the budget information and produced a funding report.</p> <p>It was highlighted that, in theory, the Department for Education (DfE) recommended that all SACREs be provided with a minimum of 1% of the funding in the Central Schools Services Block (CSSB), which covered funding allocated to Local Authorities (LAs) to carry out central functions on behalf of pupils in maintained schools and academies in England and Wales. Where local education authorities were reporting less than 1% of CSSB funding to SACREs, they were requested to notify the DfE, who then sent letters to the various SACREs for a follow-up. It was noted that if funding was not satisfied for the following budget year due to budgets having already been decided, HSACRE could explore grants and bids to boost the budget in other ways.</p> <p>HSACRE accepted these comments and requested for clarification as to whether the budget spending of SACREs needed to be published on the Council's website, to which the HSACRE Advisor responded that there was no statutory requirement for any SACRE or local authority to publish on their website what funding had been provided beyond the Freedom of Information Act request.</p>
9.	<p>LOCAL UPDATES (<i>Agenda Item 9</i>)</p> <p>The Advisor introduced to Members a new website, RE Hubs (www.re-hubs.uk), which was a national project that was both funded and supported by all national organisations for RE, including the Religious Education Council, NASACRE and The Association of RE Inspectors, Advisers and Consultants (AREIAC).</p> <p>The RE Hub was designed to be a service for all teachers, where each DfE region had its own area on the website. Teachers would be able to find information on a calendar of any event or upcoming courses, with both free and chargeable options. The Advisor highlighted that they were a key contributor to the London Region section of the website and that schools had expressed interest in finding more information about school speakers to invite into their schools to speak.</p> <p>Although it was noted that many SACRE members were already involved with speaking at schools, the progress plan for the RE Hub website was for each DfE region to have as many speakers as possible that could be found in one place on the website that schools could contact for school speaking opportunities.</p> <p>Free 90 minute webinar sessions were advertised once a month, where interested Members could sign up to have an informed discussion on what Disclosure and Barring Service (DBS) requirements were needed as well as an understanding of what good and bad RE was in order to provide the right education for pupils.</p> <p>As local faith representatives, HSACRE Members were encouraged to register themselves on the RE Hubs website as prospective school speakers based in</p>

	Hillingdon.
10.	<p>ACTIONS (<i>Agenda Item 10</i>)</p> <p>The HSACRE Advisor put forward to Members a list of action points for the Committee's consideration. Key action points proposed, which were subsequently agreed included:</p> <ul style="list-style-type: none"> • Determinations would be added to the agenda as a standing item for future meetings in recognition that HSACRE was fulfilling their statutory duty to respond to changes in determinations. Plans would be made to update schools so that if schools wished to apply for a determination, there was clear guidance for them to do so. • National and local updates would also be added to the agenda as a standing item for future meetings. • All Members who were faith representatives were invited to register themselves as school speaker faith representatives on the RE Hubs website and encourage their faith peers to do the same. • Faith Representative Committee Members were also strongly encouraged to attend a free webinar session once a month in order to build greater relationships with schools from HSACRE. <p>It was noted the HSACRE Advisor had been in touch with the organiser of the Hillingdon Learning Partnership and it was clarified that the local education authority allocated some funding to the Hillingdon Learning Partnership (HLP) of which schools paid into. The HLP provided RE subject leadership and CPD training sessions. The Advisor hoped to organise, with the assistance of the HLP, one RE subject leadership CPD training sessions per term that could be held virtually. The intention for the CPD training sessions were to build relationships, set up teacher networks, begin consultations, provide an understanding of what HSACRE could do to help RE leaders, and improve the understanding of what good RE was. In analysing the significance of supporting teacher networks, the Advisor asked officers to investigate the purchase of a Zoom License to provide more interactive meetings.</p> <p>The Head of the School Improvement Team noted the Hillingdon Learning Partnership was a cooperation between the local education authority and schools to improve professional development and teaching. It assisted RE leads across schools to understand what the future curriculum could look like and where to find a wide range of resources to deliver effective RE for pupils. The idea was that whether RE leads were working in primary or secondary schools, there was a forum where they could share practices around common themes and arrive at a shared understanding about what the curriculum could become across Hillingdon. Schools paid into the Hillingdon Learning Partnership, which meant that there was a larger pot of money available to focus funding for SACRE on other areas.</p> <p>The Advisor proposed to compile an action plan for the HSACRE. Members accepted this and were happy to provide more detailed feedback on the action plan once it had been shared with Members.</p>

11.	<p>AOB (<i>Agenda Item 11</i>)</p> <p>The Baha'i faith representative shared news of a global campaign that had been initiated from June 2023 by the Baha'i international community, upon the anniversary the execution of 10 Baha'i women in Iran 40 years ago. The Baha'i International Community (BIC) had launched the 'Our Story Is One' campaign, a global campaign that marked the 40th anniversary of the killings where the women had been targeted for their belief in a faith that promoted gender equality, justice, and truthfulness. The Baha'i representative went on to express that the campaign was dedicated to all women in Iran, regardless of faith and background, who had contributed to the long struggle for gender equality. HSACRE acknowledged the Baha'i presentation and suggested that attention should be given to interfaith work. In effect, this would offer pupils a fresh outlook when being taught about persecution. By taking a different worldview approach, that could serve to reignite pupils' understanding about persecution in general.</p>
12.	<p>NEXT MEETING (<i>Agenda Item 12</i>)</p> <p>It was agreed that the following meetings of HSACRE would take place on Tuesday 21 November 2023 and Tuesday 5 March 2024.</p>
	<p>The meeting, which commenced at 5.30 pm, closed at 6.35 pm.</p>

These are the minutes of the above meeting. For more information on any of the resolutions please contact Democratic Services - Email: democratic@hillingdon.gov.uk
Circulation of these minutes is to Councillors, Officers, the Press and Members of the Public.

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“All maintained in Hillingdon schools must provide religious education and daily collective worship for all registered pupils and promote their spiritual, moral and cultural development”, and must be “wholly or mainly of a broadly Christian character, though not distinctive of any particular Christian denomination.” (Circular 1/94)

Schools can apply to Hillingdon SACRE for a determination (1988 Education Reform Act) if they feel that the legal requirement for collective worship that is wholly or mainly of broadly Christian character is not appropriate for their pupils. This application may relate to a clearly described/defined group or to the whole school, but it does not remove the requirement for collective worship, only that it is broadly Christian in character.

A headteacher may decide to apply for a determination, using the *application form*, if:

- There have been a large number of withdrawals from broadly Christian collective worship
- There is a large proportion of pupils in the school for whom broadly Christian worship may be inappropriate due to their faith backgrounds
- The school can demonstrate how they have tried to meet the requirements for a ‘broadly Christian’ worship in a multi-faith school without a determination
- All proposed alternative worship will be educational in nature and affirm the values of the school community, and will be nondenominational with no attempt to advocate, promote or indoctrinate any particular faith or religion
- The headteacher has consulted the school’s governing body (Circular 1/94), and sought the view of parents
- There are plans to safeguard the interests of any parents of children for whom broadly Christian collective worship is appropriate.

The following is not regarded as a reason for a determination by SACRE:

- Ofsted has recommended a determination. It is suggested that if Ofsted has recommended a determination, the adviser to SACRE is invited to discuss the matter with the headteacher and governors.

Completed application forms should be submitted to SACRE (contact details on the form) at least 21 working days prior to a SACRE meeting. The school will be notified of receipt. SACRE will then “determine” whether the application is appropriate according to the criteria set out in the 1996 Education Act and Circular 1/94 (or any updates to this legislation and guidance should they become available). “In considering whether to grant a headteacher’s request, the SACRE must ensure, with the support of the adviser to SACRE, that the proposed determination is justified.” (Circular 1/94).

The Clerk will send the application and attached documents to the Chair and Adviser of SACRE and all its members and invite them convene a Determination Working Party, who will present their findings and suggestions at the next SACRE meeting.

The headteacher will be notified in writing within 21 working days of the decision, and if agreed, informed of the date from which the determination can take effect.

SACRE is obliged by law to review the determination at least every five years. The Clerk to SACRE will keep an up-to-date list of schools that have been granted a determination, specifying the date it was granted and the date on which it lapses, and as soon as known, the date of the SACRE meeting immediately prior to the determination lapsing. They will notify schools and SACRE of upcoming reviews.

Further information regarding determinations is available from the Clerk and/or Adviser to Hillingdon SACRE.

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New Application for a determination

to allow provision of collective worship that is other than
“wholly or mainly of a broadly Christian character.”

DRAFT

1. Date of application:
2. Name of school:
3. Position and contact details of school staff dealing with this application (if not headteacher):
4. Please identify the reasons for seeking a determination. We suggest these are cited as per the Hillingdon SACRE Determinations Guidance.
5. Please confirm the date of the governors' meeting in which the decision to apply for a determination was agreed and <u>attach the minutes</u> of this meeting recording their agreement to this application.
6. Please summarise the results of any surveys, questionnaires/processes used to consult parents in relation to collective worship. Please <u>specify</u> the percentage of: those consulted; the responses in favour and those who raised concerns against an application for determination.
7. What percentage/how many pupils are currently withdrawn following parent request from participation in collective worship? Where the information is available please <u>specify</u> their religious / belief affiliations.
8. Please describe how the evaluation of the effectiveness of current collective worship in the school has been undertaken with pupils and staff . Please <u>attach</u> relevant documents and <u>specify</u> the percentage of: those consulted, those who raised concerns about current collective worship and responses in favour of removing the broadly Christian character/an application for determination.
9. What is the current pattern of collective worship in the school? Please <u>attach</u> current school policy documents, plans and records relating to collective worship.

10. Please describe **proposed** alternative arrangements for collective worship. Please attach proposed school policy documents for collective worship.

11. Please explain how the proposed arrangements for collective worship will ensure that the religious or non-religious beliefs of all pupils are respected, and will safeguard the interests of any parents of children for whom broadly Christian collective worship is appropriate, and how these will be monitored.

12. Please complete the table:

Religious or belief affiliation	Number of pupils	% of school population
Buddhist		
Christian (all denominations)		
Hindu		
Jewish		
Muslim		
Sikh		
Atheist / Agnostic / Humanist/ no religion		
Other (please specify where this information is available)		
Unknown , or any other category not otherwise provided for		
Totals		

Please Note:

Completed application forms should be submitted to SACRE at least 15 working days prior to a SACRE meeting to sciarke2@hillington.gov.uk, who will acknowledge receipt and be able to advise the dates of SACRE meetings.

The headteacher will be notified in writing within 15 working days of the decision, and if agreed, informed of the date from which the determination can take effect.

SACRE is obliged by law to review the determination at least every five years. SACRE will notify schools of upcoming reviews.

Further information regarding determinations is available from the Clerk and/or Adviser to Hillington SACRE via the above email address.

Hillingdon SACRE Action Plan

1.

SACRE Meetings and Development

Focus	Actions	Timing	Outcomes
Advisor	MH confirm vendor arrangements for SB	Autumn 2023	Advisor receiving payment for support from relevant budgets
Members	SB to suggest amendments to <u>constitution</u> /members groups required	Autumn 2023	Vacancies filled with consistent and high attendance, including more teachers and Muslim and Buddhist reps.
	SB create <u>audit</u> of members.		
	SACRE members complete audit.	December 2024	
	SC amend/update on website.		
	SB source new members if needed.	Spring Meeting 2024	
	SACRE members vote new members if needed.		
	SC maintain register of attendance to be included in future Annual Reports	Autumn 2024	
NASACRE	SC renew membership of NASACRE		Passwords received from NASACRE/confirmation of membership
	SC confirm booking of attendance to NASACRE AGM for which SACRE member(s)+SB	May 2023	SB attendance to NASACRE AGM with 1 SACRE member?
	SB include NASACRE updates on agenda	Summer Meeting 2024	SACRE informed of relevant developments from NASACRE
Meetings and Training	SB liaise NOF/MG to update SACRE <u>webpage</u>	Autumn 2023	Improved communication with schools and within SACRE
	SB/Chair/MG attend RE Hubs/NASACRE meeting. Feedback to SACRE	November 2023	Agenda and dates agreed for year ahead. Members informed of all national and local updates, including regional/pan London.
	SACRE faith group members (A+B) registered on 'RE Hubs' website for teachers	Spring Meeting 2024	
	SB share new research in RE, inc. Ofsted expectations and syllabus examples.	Ongoing	SACRE attendees recognise good quality RE in syllabi including own

2.

School communication and Support

Focus	Actions	Timing	Outcomes
Newsletter	SB devise newsletter insert for teachers. MH support dissemination to schools	Autumn 2023	All schools aware of Advisor, aims of SACRE, CPD sessions available
	SB devise newsletter insert for teachers. MH support dissemination to schools	Spring 2024	
Teachers' Session 1	SB to obtain email contacts for schools from HSP (DG) and MH	Autumn 2023	Minimum 10 schools attending/communication with Advisor.
	SC/SB confirm Zoom (see above), HSP (DG) + MH notify schools of teacher session	Primary 27/11	
	SB to plan and deliver teachers' session	Secondary 4/12	
Teachers' Session 2	SC/SB confirm Zoom and HSP (DG) + MH notify schools of teacher session	Primary 11/3	Minimum 10 schools attending. Attendees confirm understanding of good quality RE.
	SB to plan and deliver teachers' session	Secondary 18/3	
Teachers' Session 3	SC/SB confirm Zoom and HSP (DG) + MH notify schools of teacher session	Primary 10/6	Minimum 10 schools attending and engaging in review of RE Syllabus. Increased picture of school provision of RE.
	SB to plan and deliver teachers' session	Secondary 3/6	
Interfaith Event/ Materials	SB explore options/funding for SACRE led Interfaith Event/materials for schools	Autumn 2023	Bespoke Interfaith event/resources or materials for all schools to engage which promotes strong RE (as agreed, above).
	SACRE agree format of above Interfaith support around anti-persecution focus		
	SB liaise with organisations/schools and MH to plan event/resources+ promote	Spring 2024	1/4 Hillingdon schools engaged with above to boost awareness of aims of SACRE and examples of strong RE in action.
	SB run event for schools. SB feedback to SACRE	Summer 2024	

3.

Monitoring of standards and quality of RE and Collective Worship in Hillingdon Schools

Focus	Actions	Timing	Outcomes
Collective Worship	SB devise <u>determinations</u> policy and guidance	Autumn 2023	SACRE clear about requirements for CW. Systems in place for requests
	SACRE approve once explained, SC to upload to SACRE website		
	SB to glean CW information through consultations involving 1/4 schools	tbc	Tbc
	SB and SACRE to agree CW guidance. MH to share with schools	tbc	Tbc

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