

HSACRE



**HILLINGDON STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION
MEETING TO BE HELD AT COMMITTEE ROOM 4A - CIVIC CENTRE, HIGH STREET,
UXBRIDGE UB8 1UW**

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| Date: | Tuesday 5 March 2024 | Members |
| Time: | 6.00 pm | Sumen Starr (Chair) Ria Searle Tim Wright Alice Vahdat |
| Venue: | Committee Room 4a - Civic Centre, High Street, Uxbridge UB8 1UW | Balmukund Prasad Joshi Alavari Jeevathol Dorothy Sadlik Angela Lount Naseem Bint Amir Ninette Fernandes-Viana Jasvir Singh Rayat Pauline Byles Melanie Dring Keith Lunn Hedson De Castro Councillor Kishan Bhatt Councillor June Nelson Councillor Jagjit Singh Councillor Colleen Sullivan |
| Meeting: | This meeting is open to Members of the Public or Press | |

Clerk to HSACRE - Email: democratic@hillington.gov.uk
Clerk to HSACRE
London Borough of Hillingdon,
Civic Centre
High Street, Uxbridge, UB8 1UW
Tel: 01895 250636 Email: democratic@hillington.gov.uk

Agenda

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|----|-----------------------------|---------|
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| 3 | Declarations of Interest | |
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Agenda Item 4

Minutes

HILLINGDON STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

21 November 2023

Meeting held at Committee Room 6 - Civic Centre,
High Street, Uxbridge UB8 1UW



HILLINGDON
LONDON

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| | <p>Committee Members Present: Sumen Starr (Chair) Keith Lunn (Vice-Chair) Alice Vahdat Alavari Jeevathol Dorothy Sadlik Angela Lount Naseem Bint Amir Dr Ninette Fernandes-Viana Jasvir Singh Rayat Pauline Byles Councillor Kishan Bhatt Councillor Jagjit Singh Councillor Colleen Sullivan Melanie Dring Tim Wright Hedson De Castro Ria Searle</p> | <p>Also Present: Stacey Burman, HSACRE Advisor Michael Hawkins, Head of the School Improvement Team Rebecca Reid, Democratic Services Apprentice Councillor Mohammed Shofiul Islam</p> |
| 13. | <p>APOLOGIES FOR ABSENCE (<i>Agenda Item 1</i>)</p> <p>Apologies for absence were received from Councillor June Nelson, and Balmukund Prasad Joshi (BP Joshi).</p> | |
| 14. | <p>MEMBERSHIP (<i>Agenda Item 2</i>)</p> <p>Hillingdon SACRE Members welcomed new Group B Member, Tim Wright, and new Group C Member, Ria Searle.</p> <p>Members heard from the HSACRE Advisor that an audit of members had been created for publishing on the Hillingdon Council website. This aim was to improve transparency and efficiency of clarifying on the website which faith groups were being represented by Members. This would make recognising when the quorate requirement was met more clearly identifiable on the website. The HSACRE Advisor asked of Members to complete the audit before the end of December. Members agreed.</p> <p>ACTION: Clerk to email audit to members. ACTION: Members submit details to Clerk by the end of December. ACTION: Clerk to forward audit to Advisor and update website accordingly.</p> <p>Attention was drawn to an updated draft HSACRE Constitution for discussion and approval by Members.</p> | |

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| | <p>In the draft Constitution, the HSACRE Advisor proposed pushing to expand the current number of memberships in Group A from 8 Members to 10 Members to allow for more variants of belief in the same faith group. Widening membership in Group A would offer scope for greater flexibility in the future.</p> <p>Similarly, the HSACRE Advisor proposed raising the current number of faith representatives in Group C from 3 Members to 6 Members, with a view to broaden the number of faiths representing Hillingdon Schools in the Borough.</p> <p>A co-option suggestion was made to the HSACRE Constitution, where SACRE had the power to co-opt members onto any committee for a specific action and time, who could add specialist knowledge to particular matters pertaining to HSACRE.</p> <p>In terms of clerking Hillingdon SACRE, questions were raised about the wording of a Hackney SACRE Clerk and the Clerk being provided by Southwark Council.</p> <p>This was, however, clarified as a typographical error and that the wording would be replaced to reflect that a Clerk would be provided by Hillingdon Council, through Democratic Services, for Hillingdon SACRE.</p> <p>Members approved the draft HSACRE Constitution as amended.</p> <p>ACTION: Advisor to amend Constitution. ACTION: Clerk to send to Democratic Services for publishing on the SACRE website.</p> |
| 15. | <p>DECLARATIONS OF INTEREST (<i>Agenda Item 3</i>)</p> <p>There were no declarations of interest.</p> |
| 16. | <p>MINUTES OF PREVIOUS MEETING (<i>Agenda Item 4</i>)</p> <p>RESOLVED: That the minutes of the meeting dated 17 July 2023 be agreed as a correct record.</p> |
| 17. | <p>NATIONAL UPDATES (<i>Agenda Item 5</i>)</p> <p>The HSACRE Advisor urged all Faith Representative Committee Members from Group A and Group B to register their interest as Faith Speakers or Places of Worship on the RE Hubs website. Attendance to a free webinar session with the RE Hubs was advised so that they could then share their first-hand experiences of lived religion with schools in Hillingdon.</p> <p>ACTION: Members to register on RE Hubs website.</p> <p>It was suggested that other places of interest and worship in the local community could also be approached to register on the website. HSACRE Members were asked to forward contact names and email addresses to the Clerk. A draft letter of invitation from HSACRE Members would be devised for agreement by the Chair and then circulated to these contacts through the Democratic Services Clerk.</p> <p>ACTION: Members to forward contact details to Clerk/Advisor. ACTION: Advisor to devise letter of invitation. ACTION: Clerk to send to above contacts.</p> |

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| | <p>The RE Advisor informed Members that, a National Content Statement had recently been published. This followed the Commission on Religious Education, in which a National Entitlement Statement was recommended. This had now been developed into a national, non-statutory statement encapsulating good quality RE, and was hoped to be adopted in all future RE syllabuses.</p> <p>The RE Advisor suggested that this Content Standard may be made clearer when the Hillingdon Agreed Syllabus is reviewed.</p> <p>It was noted that teacher networks had been set up to work with schools and help them improve their understanding of what good quality RE was and adopt a better worldview approach. This would support any review of the syllabus where schools would already be engaged when it came to revising the RE syllabus.</p> <p>The Chair questioned the number of schools engaged with HSACRE in the Borough. The Advisor had liaised with the Hillingdon Learning Partnership, which was an operationally good partnership and cooperation between the local education authority and schools to improve professional development and teaching. There were currently 18 primary schools and 3 secondary schools that had signed up to receive the training package. However, the RE sessions had over 30 schools signed up.</p> |
| 18. | <p>LOCAL UPDATES (<i>Agenda Item 6</i>)</p> <p>HSACRE were informed that suggested resources had been collated by the Advisor and sent out via School Improvement Team to support schools with navigating dialogue with pupils around the Middle East crisis.</p> <p>There was also a planned workshop scheduled for December 2023 which would be delivered by the Advisor for teachers within Hillingdon schools about how to support dialogue with children around the Middle East conflict. This workshop was open to all schools.</p> <p>Reference was made to the Advisor’s work with the Association of Citizenship Teaching and other organisations about providing advice, which had supported the development of the workshop training session to build teachers’ confidence in engaging pupils in discussion. This would also support them in developing learning about other controversial events and global issues.</p> <p>In response to questions about the CPD support, including the upcoming workshop and RE training being provided to teachers, it was explained that the Advisor had liaised with the Hillingdon Learning Partnership to set these up.</p> <p>The Advisor responded that the specific workshop on the Middle East conflict was booked as an afternoon session for teacher attendees and was open to all Hillingdon schools.</p> |
| 19. | <p>DETERMINATIONS (<i>Agenda Item 7</i>)</p> <p>The HSACRE Determinations Guidance (Draft) had been drawn up, which set out how schools could apply to HSACRE for determination if they felt that the legal requirement</p> |

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| | <p>for collective worship that was wholly or mainly of broadly Christian character was not appropriate for their pupils.</p> <p>A new draft application for a determination form had also been produced that included requiring schools to identify the reasons for seeking a determination, suggesting inclusion of results of surveys/questionnaires/processes to consult parents and the percentage of pupils currently withdrawn from participation in Collective Worship, following a parental request. These were approved by HSACRE.</p> <p>ACTION: Clerk to arrange for Democratic Services to add the Determinations Guidance to the SACRE webpage.</p> |
| 20. | <p>HILLINGDON SACRE ACTION PLAN (<i>Agenda Item 8</i>)</p> <p>The HSACRE Advisor put forward to Members a draft action plan for the Committee’s consideration. Key action points proposed, which were subsequently agreed included:</p> <ul style="list-style-type: none"> • SACRE led workshops to be planned and delivered by the Advisor in relation to interfaith event / Middle East conflict as discussed. • Faith Representative Committee Members from Group A and B to register themselves as Faith Speakers or Places of Worship on the RE Hubs website. • Members to complete the Membership List audit by the end of December 2023. This audit would be circulated to Members for completion via the Democratic Services Clerk. • The amended draft HSACRE Constitution to be signed by the Chair and Democratic Services Clerk and uploaded onto SACRE website. The Democratic Services Clerk would arrange for this. • Faith Representative Committee Members, including Local Authority Councillors would be contacted by Democratic Services for a list of addresses and a named person for the HSACRE Advisor to liaise with various faith group leaders and places of worship to progress HSACRE’s engagement with local community faith groups. <p>It was clarified that the teachers’ training sessions to build teachers’ confidence and subject knowledge in delivering high-quality RE would be held for secondary Heads of Department on 06 December 2023, not 04 December.</p> <p>Members questioned if places of worship were available as a resource function on the Hillingdon Council website with the relevant personnel’s contact details.</p> <p>The Advisor explained the intention of RE Hubs was to advertise available places of worship with contact details of the relevant personnel from their faith group organisation. Advertising a named person on the official Hillingdon Council website might lead to misconstrued accountability of the Council’s responsibilities, where a problem arose from a complaints issue or other matters.</p> |
| 21. | <p>DATES OF FUTURE MEETINGS (<i>Agenda Item 9</i>)</p> |

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| | <p>It was agreed that the next meeting of HSACRE would be scheduled for:</p> <ul style="list-style-type: none"> - Tuesday 05 March 2023 <p>Members will also be able to attend this meeting remotely via MS Teams (please contact the Democratic Services Clerk if you would like to join remotely).</p> |
| 22. | <p>AOB (<i>Agenda Item 10</i>)</p> <p>There was no other business.</p> |
| | <p>The meeting, which commenced at 6.00 pm, closed at 7.00 pm.</p> |

These are the minutes of the above meeting. For more information on any of the resolutions please contact Rebecca Reid - Email: rreid@hillingdon.gov.uk on Please enter via main reception and visit the security desk to sign-in and collect a visitors pass. You will then be directed to the Committee Room. Circulation of these minutes is to Councillors, Officers, the Press and Members of the Public.

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Religious Education: Extract from Ofsted Annual Report 2023 Page 46

RE in schools is generally of poor quality. Although it is a statutory subject, schools often consider RE as an afterthought. As a subject on the curriculum, it is under-valued. RE is a complex subject, and the lack of clarity and support from government makes schools' job harder. Some schools steer through these challenges well, but most do not. We found that:

- many schools do not meet the statutory requirement to teach RE at all stages
- pupils are rarely taught enough substance to prepare them to engage in a complex, multi-religious and multi-secular society (where religion and non-religion play different parts in different people's lives)
- too often, schools do not teach topics in the RE curriculum deeply enough for pupils to develop a substantial understanding of the subject matter
- non-examined RE is typically not high quality.

All pupils should develop a broad and secure knowledge of the complexity of religious and non-religious traditions. It will take coordinated effort by stakeholders to improve the quality of RE in schools:

- schools need high-quality professional development to teach RE well
- curriculum publishers need to identify clearly what pupils will learn and when, building on knowledge over time, so that pupils develop a deep knowledge of the chosen religious and non-religious traditions
- the government should provide clear expectations about RE provision in schools. Schools should follow these. Current non-statutory guidance for RE should be updated and include clear information for schools about the breadth and depth of the syllabus they are expected to teach.

Questions on Curriculum

- Do you have a distinct curriculum in place for teaching RE at all key stages? Is this rigorous and challenging and demonstrably building on what pupils already know?
- What knowledge is selected so that pupils can make sense of a complex and diverse world. Are content and concepts clearly identified and sequenced? How do you know that curriculums do not contain oversimplifications of traditions, including, where appropriate, non-religious traditions?
- Is the breadth and depth of study of religious and non-religious traditions ensuring that these are collectively enough for pupils to make sense of a complex world?
- How does your RE curriculum ensure that all pupils have the opportunity to deepen their knowledge in RE over time?
- How does your RE curriculum clearly identify how pupils will develop disciplinary and personal knowledge through the chosen substantive content?

Questions on Teaching and Assessment

- Are you ambitious for pupils to develop all aspects of knowledge: substantive, ways of knowing and personal knowledge? How would you prove a 'yes' answer? How do you make sure that teachers have high expectations of what pupils will know and remember?
- How do you provide opportunities for pupils to review and build on important knowledge over time? How do you ensure that pupils use the knowledge that they gained in previous years as the curriculum becomes increasingly more complex and demanding?
- Can you give an example from your RE curriculum that shows how a topic is developed over time?
- How is assessment managed in RE? Does it move beyond the simple recall of factual information? Do you check that pupils recall and understand the intended curriculum over time and that the domain of their knowledge is expanding?

Questions on Systems at subject and school level

- How do you ensure that all teachers have the subject and pedagogical knowledge that they need to teach RE well?
- How do you check that the time allocated for teaching RE at all key stages is used effectively so that pupils learn a curriculum that is both broad and deep?
- How does your school organise the timetable for RE so that gaps between teaching are minimised?
- How often do you speak to pupils to check their recall of their RE learning?

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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 HLP (DG) + MH notify schools of teacher online session | Primary 27/11 | |
| | SB to plan and deliver teachers' session | Secondary 6/12 | |
| Teachers' Session 2 | SC/SB confirm HLP (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 11/3 | |
| Teachers' Session 3 | SC/SB confirm Zoom and HLP (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 draft Hubs invitation letter for places of worship, SS sign, RR send. | Autumn 2023 | Bespoke Interfaith event/resources or materials for all schools to engage which promotes strong RE (as agreed, above). |
| | SB explore options/funding for SACRE led Interfaith Event/materials for schools | | |
| | SACRE agree format of above Interfaith support around anti-persecution focus | | |
| | SB liaise with organisations/schools and MH to plan event/resources+ promote | | |
| | SB run event for schools. SB feedback to SACRE | | |
| | | | 1/4 Hillingdon schools engaged with above to boost awareness of aim of SACRE and examples of strong RE in action. |

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 | | |
| | SB and SACRE to agree CW guidance. MH to share with schools | | |
| Survey? | SB devise e survey for Subject Leaders | TBC | SACRE have stronger picture of RE and CW in schools |

Agenda Item 8

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WORK PROGRAMME 2024/25

| | |
|---------------------------|--|
| Committee name | Hillingdon SACRE |
| Officer reporting | Rebecca Reid, Democratic Services Apprentice |
| Papers with report | None |
| Ward | All |

HEADLINES

This report is to enable the **Hillingdon SACRE** to review planned meeting dates and the forward programme.

RECOMMENDATIONS

That the Hillingdon SACRE Committee:

- 1. Confirms the dates for Hillingdon SACRE meetings.**

SUPPORTING INFORMATION

The meeting on 26 June 2024 will start at 18:00PM in Committee Room 5

| Meetings | Room |
|------------------|-------------|
| 26 June 2024 | CR5 |
| 14 November 2024 | CR5 |
| 27 March 2025 | CR5 |

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