MINUTES OF THE SUMMER TERM MEETING OF 
THE STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE) 
HELD ON 7 JUNE 2016 
AT NORTHBURY PRIMARY SCHOOL 
(10 am – 11.52 am) 

Present: 
Reverend Y Gooljary (Chair) Mr M Goodyear 
Ms R K Sahota (Vice Chair) Reverend L Hillier \textit{(arrived 10.30 am)} 
Councillor S Ashraf Ms B Stanley-Hunt \textit{(for Dr Beheshti)} 

Also present: Ms J Caswell, Health and Personal Development Adviser 
Ms R Ismail, Chair of LSCB - Faith and Culture Committee 
Dr J Lester (Observer) 
Ms S Pradhan, Head of RE, Eastbury Community School (Borough 
Consultant for RE) 
Ms O Brown, Interim Principal Primary Adviser (Director's Representative) 
Mrs P Wade (Minute Clerk) 

MINUTES – PART 1 

609 APOLOGIES FOR ABSENCE 

Apologies for absence were received and accepted as follows: 

Mr P Fing 
Mrs J Hoepelman 
Ms S Khan 

Councillor J White – resigned from SACRE membership 

The following member was absent and an apology was not received: 

Mr J Sowerby 

610 MINUTES OF LAST MEETING 

The minutes of the meeting held on 15 March 2016 were confirmed as a true record. 

Arising therefrom the members: 

610.1 \textbf{Collective Worship} \textit{(minute no 603.2 (h) refers)} 

asked whether minutes of SACRE meetings had been circulated to RE co- 
ordinators as suggested and also presented at RE network meetings. This 
would be clarified with Ms Atkinson. 

\textbf{Action}: Jo Atkinson
610.2 **Membership of SACRE** (minute no 603.3 (a) refers)

a) were advised by Ms Sahota that she had approached her colleague regarding a nominee for the Jewish Representative and were informed that the new Rabbi at Redbridge Synagogue had shown an interest.

b) noted that Councillor J White had resigned from the membership, thus creating another Local Authority vacancy. Members were informed that up to four LA representatives may be on SACRE and asked whether anyone had volunteered to date. The Clerk would raise the issue with Ms J Day, Governor Services Manager.

**Action:** Governor Services

c) were informed that Ms O Brown had spoken with Mr Dickson, Executive HT of Eastbury Community School, and the Secondary Headteachers' Association regarding a Secondary Headteacher Representative. Ms Pradhan agreed to follow up with Mr Dickson.

**Action:** Ms Pradhan

610.3 **Analysis of GCSE and A Level Results** (minute no 604.3 refers)

questioned the meaning of the wording. The Clerk mentioned that governing body meeting agendas include an annual Director’s Report item to encourage discussion/analysis of their respective results data. This would normally be addressed at a school Standards Committee.

610.4 **SACRE Annual Report 2015**

asked about circulation of the SACRE report and were advised that the report is on the website, sent to NACRE and the DfE and circulated widely.

611 **RE AND COLLECTIVE WORSHIP AT NORTHBURY PRIMARY SCHOOL**

The Members thanked Ms R K Sahota for her report on how the school is delivering RE. Copies of the report were circulated and it included plans for 2016 – 17, examples of work, the school Worship Policy and Assembly themes each term.

611.1 Ms Sahota stated that RE at Northbury was being developed following the resignation of the RE co-ordinator. RE is still being taught and religions covered include Islam, Sikhism, Christianity and Judaism.

- In Yr4 children are encouraged to question and research answers.
- More advanced curriculum by Yr5 and Yr6.
- A Worship Policy has encouraged staff to ensure it takes place.
- Whole school assemblies are held for KS1 and KS2 on Monday, Wednesday and Friday.
- The Assembly rota has a termly theme that also covers special faith days around the world. Class assemblies are also held.

*Reverend L Hillier joined the meeting at 10.30am*

611.2 Members said the report was very good and asked if any questions were
received from faith groups. Members discussed the timetable and noted a Ramadan Assembly would be held this week (to begin on 6 June through the summer).

611.3 Councillor Ashraf asked whether a calendar followed every year and questioned the strategy. Members noted the calendar was updated every year, by the Assistant HT, and a wide variety of faiths are covered. It was noted that Northbury has a Jewish teacher in school and Hanukah and the Holocaust had also been discussed.

611.4 Ms Pradhan said she had visited Northbury Primary last term and a lot of work was in progress. Mr Goodyear added that there are enormous pressures on the school timetable to cover all subjects, i.e. PE had increased by one hour per week therefore time decreased in other areas.

611.5 Members questioned whether SMSC and British Values are on the rota and programmed. They were advised these are included in all areas.

611.6 Members asked about the pupils’ heritage and Ms Sahota advised the majority faith is Islam and they have one Jewish pupil. However the Ethnicity was changing with more pupils coming from Eastern Europe, whereas previously from Africa and Pakistan.

611.7 The Chair said as a Chaplain he chooses different images of Christ, using African and tribal images, a Middle Eastern image and SPCK posters that depict Christ in a different image. It was noted that different images of Christ are discussed with the pupils for them to relate to.

611.8 Ms Brown asked how RE is being assessed. Ms Sahota presented examples with the report and stated they now have an assessment sheet for teachers to carry out a judgement. Mrs Pradhan asked if the school adhere to the levels and noted Northbury has a numbering system to record whether pupils are below, meeting or above the level. Books are looked at and moderation of year groups held.

611.9 The Chair said in a world without levels how is the impact of RE measured. Mr Goodyear said that foundation subjects may have lost ground, due to the focus on Maths, English and Science. For RE, schools look at pupils workbooks, consequently it may not be a level assessment.

611.10 The Chair questioned the Local Authority’s view. Ms Brown said the LA was awaiting the first cycle of results to gain a clearer picture.

611.11 Ms Pradhan said the agreed syllabus was useful as a framework and helped with differentiation. Although not an assessment level, if followed, schools can see what year groups are on and ‘old levels’ would give the progression and skills.

Ms Pradhan offered to provide a document to support schools with planning year group lessons and include an assessment.

Action: Autumn term agenda item
LOCAL AUTHORITY’S SEX AND RELATIONSHIP EDUCATION (SRE) MODEL POLICY

Ms Jo Caswell, LA Health & Personal Development Adviser, introduced herself and said her remit was to support schools with PSHE and Sex Education. Members were informed that Mr D Dickson had asked Ms Caswell to review the SRE Policy as Eastbury governors had been pleased with the multicultural perspective.

Ms Caswell will draft a guidance document for schools to develop a policy within the Ofsted framework of Safeguarding, promoting Health and Wellbeing and reducing unwanted pregnancies. There would need to be consultation with parents at schools for them to agree.

A Sex and Relationship Policy is a statutory document to explain a school’s vision. SRE includes:
1. Science - statutory and pupils cannot be withdrawn from lessons.
2. PSHE – not statutory and parents can withdraw their children.

612.1 The Chair questioned the high teenage pregnancy rates and if specific target groups. Ms Caswell replied that rates had reduced, but age appropriate SRE would help. There is interrogation of data, but without looking at specific groups.

612.2 Ms Ismail mentioned the ‘Speak easy’ course for parents, to encourage parents to include their children in the SRE lessons. Also Gascoigne Primary had held an Inset day and consultation with parents.

612.3 Ms Caswell said PSHE was a partnership between schools and home, resulting in far fewer pupils being withdrawn. SRE is taught by trained people and based on age, development and builds as children mature.

612.4 Members asked whether schools would look at the Equality Act and questioned the timescale. The LA would reference this in the document and complete the guidance this term, then present to SACRE. Members noted Eastbury Community and George Carey schools have templates already, but the LA would provide a meatier document.

612.5 The Chair asked if any consensus on how same sex relationships are approached. Members were advised that this was part of the challenge to respect different forms of relationships.

612.6 Ms Ismail asked about Safeguarding in terms of intimate relationships with older people and Ms Caswell confirmed it is under Safeguarding. The PSHE Coordinators are aware of this and promote healthy relationships.

612.7 Ms Caswell would produce guidance and present the template policy document to SACRE. When agreed it would be circulated to schools.

Action: Autumn term Agenda item
INTRODUCTION TO THE WORK OF THE FAITH AND CULTURE COMMITTEE

Ms Rahat Ismail introduced herself as Chair of The Faith and Culture Committee, stating it is a sub group of the local Children’s Safeguarding Board. Members noted Ms O Brown is also a member of the group. The committee was established by the Safeguarding Board, as a multi agency group of the Council, Education, Police, Community groups and Faith organisations who talk/work together to protect children and young people in the borough. The LSCB has looked at ethnicity and beliefs and produced a working document, mapping with CPS, to build on training and safeguarding to work with organisations. The aim is to make a resilient community, create a culturally competent workforce and strengthen relationships between faiths.

613.1 Members were invited to look at the committee’s document, which would be sent to Miss J Day and Ms O Brown to circulate.

613.2 Ms Ismail reported that the group had looked at the Bosnian genocide at Srebenica and worked on an education package to show children a recent event of genocide. Some schools use the pack with RE and PSHE and there is a link on LSCB website. Ms Ismail invited the members to the Memorial Day for Srebrenica on 11 July 2016 in the Town Square, and were invited to email Ms Ismail for more details and posters etc that were available.

613.3 Members were encouraged that the LA had established a Faith and Culture Committee on Safeguarding and asked how their work linked to schools. They were informed that the Committee focus on cultural faith, as some aspects are not widely known. It was slow to build on and support/suggestions were invited. Extra resources are to be used on the website, which are also available for parents to look at.

Ms Ismail thanked the members and hoped to be invited again.

**Action**: Ms Ismail to forward document to Miss Day and Ms Brown for circulation.

Ms Ismail left the meeting at 11.30am.

A member of Northbury Primary School staff (Sheila) joined the meeting.

Jewish Faith Representative

As mentioned in minute no 610.2 (a) Sheila had been asked to approach a Jewish Representative to join SACRE. Sheila reported that the new Rabbi of Newbury Park Synagogue was keen to participate in community work and Redbridge is an adjoining borough.

Members wished to invite Rabbi Lisa to attend the next meeting. Sheila would pass on the Chair’s and Ms Brown’s contact details to the Rabbi.

**Action**: Chair to invite Rabbi Lisa to the Autumn meeting
SACRE DEVELOPMENT PLAN

The SACRE Development Plan was circulated to members, noting it is a three year plan from September 2016.

615.1 The Chair asked if there was a previous plan. Ms Pradhan replied that they now know what is needed regarding the quality of RE across the schools.

615.2 Ms Brown said that in their role of monitoring RE, SACRE had asked schools to provide a report to governors on the provision of RE in their schools.

615.3 The Chair asked why the LA could not ask that RE reports to be provided to SACRE and where as a regulatory body does their request fit. **Ms Brown said she would ask Helen Jenner.**

615.4 The Clerk mentioned that, each Spring term, there is a school governing body agenda item requesting an annual report on RE provision in their schools. However RE reports are often provided as part of the Headteacher’s report.

615.5 Members asked that it be raised at a Headteacher’s meeting, that SACRE would like to see the reports as presented at GB meetings. Ms Brown suggested a letter from SACRE to all Chairs of Governors to request a copy of the report, although it was noted that the reports may be presented at different times of the year. Ms Pradhan said she would follow up with Mr Dickson, Executive HT Eastbury Community School.

615.6 Members would review the SACRE Development Plan and feedback at the next meeting.

**Action:** Autumn term agenda item

SACRE BUDGET

Ms O Brown presented a draft SACRE Budget 2016/2017 statement. Ms J Hargreaves, Divisional Director, had agreed £16000 as a fund for allocated activities, membership costs and a contingency £2755. Members stated this was the first real budget they had received. It was noted that a cycle of agreed syllabus would be needed in future.

**Members agreed the budget and conveyed their thanks to Ms Brown.**

ANY OTHER URGENT ITEMS

617.1 Members agreed they need to commence the drafting of the SACRE Annual Report.

617.2 Members were informed that Reverend Lynn Hillier was retiring and this was her last meeting. Members conveyed a vote of thanks for all her work over the last six years and wished her well in her retirement.
DATE, TIME AND PLACE OF FUTURE MEETINGS

The Members agreed to hold a future meeting as follows:

Autumn Term 2016 – Tuesday 11 October 2016 at 10am – 12 noon at the Gurdwara Singh Sabha London East, 100 North Street, Barking, Essex, IG11 8JD.

The Chair was pleased that now a revitalised SACRE and hoped speakers are to be invited by the LA in future. Members agreed it was useful and had been a very good meeting.

Meeting ended at 11.52am.