

# Notice of Meeting

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## **Standing Advisory Council on Religious Education**

**Tuesday 21 February 2023 at 4.30pm**  
in Virtual Zoom Meeting

For further information about this Agenda, or to inspect any background documents referred to in Part I reports, please contact Jack Karimi on 01635 503605  
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**Agenda - Standing Advisory Council on Religious Education to be held on Tuesday, 21  
February 2023 (continued)**

**To: Group A - Other Faiths Members:**

Dilip Ladwa (Hindu), Mobasshir Mushtaq (Muslim), Rabbi Zvi Solomons (Jewish) and  
Revd David Taylor (Thatcham Baptist Church)

**Group B – Church of England Members:**

Val Bolan (Church of England) and Mary Stagg (Church of England)

**Group C – Teaching Association Members:**

Amanda Bedding (NEU), Clare Hawkins (NASUWT), Roseanna Obsiye and Chris Ward  
(NEU)

**Group D – WBC Councillors:**

Councillor Lynne Doherty, Councillor Billy Drummond, Councillor Tony Linden and  
Councillor David Marsh

**LA Advisors:** Kate House

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## Agenda

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| 1 <b>Apologies</b>  |                 |
| 2 <b>Membership</b>   | 5 - 6           |
| 2.1.     New Member for Group B to replace Robin Sharples   |                 |
| 3 <b>Minutes of Previous Meeting</b>  | 7 - 10          |
| To sign and approve as a correct record the Minutes of the meeting of<br>SACRE held on 1 November 2022. |                 |
| 4 <b>Actions</b>  |                 |
| 5 <b>Exam Results (David Taylor)</b>  |                 |
| 6 <b>Collective Worship: Next Steps (David Taylor)</b>  |                 |
| 7 <b>2022-23 Budget Update and Action Plan (David Rees)</b>   | 11 - 12         |
| 8 <b>2023-24 Proposed Budget (David Rees)</b>   | 13 - 14         |
| 9 <b>Schools</b>  |                 |
| 9.2.     Secondary and Primary Networks (David Rees)  |                 |
| 10 <b>Hub (David Taylor, David Rees)</b>  |                 |

**Agenda - Standing Advisory Council on Religious Education to be held on Tuesday, 21  
February 2023 (continued)**

- 10.1. New Syllabus Update
- 10.2. Further Progress on *Real People, Real Faith* video project

- 11 **Newsletter (David Rees)** 15 - 16
- 12 **Equality and Diversity**
- 13 **Any Other Business**
- 14 **Date of Next Meeting**
  - Venue of meeting on 6 June 2023
  - Date of meeting in November 2023

## **Part II**

- 15 **Support for Individual Schools**  
*(Paragraph 3 – information relating to financial/business affairs of particular organisation)*

Sarah Clarke  
Service Director: Strategy and Governance

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## Standing Advisory Council on Religious Education Current Members as of 21 February 2023

### Group A

### Other Faith Representatives

Mr Dilip Ladwa

*Hindu Representative*  
[drladwa@gmail.com](mailto:drladwa@gmail.com)

Mr Mobasshir Mushtaq

*Muslim Representative*  
[mobasshirmushtaq@hotmail.com](mailto:mobasshirmushtaq@hotmail.com)

Rabbi Zvi Solomons

*Jewish Representative*  
[rabbi@jacob.org](mailto:rabbi@jacob.org)

Revd David Taylor

*Thatcham Baptist Church*  
*Chair of SACRE*  
[david@thatchambaptist.org.uk](mailto:david@thatchambaptist.org.uk)

### Group B

### Church of England Representatives

Mrs Val Bolan

*Church of England*  
[valeriebolan@btinternet.com](mailto:valeriebolan@btinternet.com)

Mrs Mary Stagg

*Church of England*  
[mary@stagghome.co.uk](mailto:mary@stagghome.co.uk)

### Group C

### Teaching Association Representatives

Ms Amanda Bedding

*National Education Union*  
*Vice Chair of SACRE*  
[amandabedding@hotmail.co.uk](mailto:amandabedding@hotmail.co.uk)

Ms Clare Hawkins

*NASUWT*  
[c-hawkins@garthhillcollege.com](mailto:c-hawkins@garthhillcollege.com)

Ms Roseanna Obsiye

*NASUWT*  
[robsiye@willink.w-berks.sch.uk](mailto:robsiye@willink.w-berks.sch.uk)

Mr Chris Ward

*National Education Union*  
[cward@willink.w-berks.sch.uk](mailto:cward@willink.w-berks.sch.uk)

### Group D

### West Berkshire Councillors

Councillor Lynne Doherty

[Lynne.Doherty@westberks.gov.uk](mailto:Lynne.Doherty@westberks.gov.uk)

Councillor Billy Drummond

[Billy.Drummond@westberks.gov.uk](mailto:Billy.Drummond@westberks.gov.uk)

Councillor Tony Linden

[Tony.Linden@westberks.gov.uk](mailto:Tony.Linden@westberks.gov.uk)

Councillor David Marsh

[David.Marsh1@westberks.gov.uk](mailto:David.Marsh1@westberks.gov.uk)

## Advisers

Mr David Rees

*Professional Consultant*  
[david@reesuk.onmicrosoft.com](mailto:david@reesuk.onmicrosoft.com)

Miss Kate House

*Local Authority Adviser*  
[office@ilsleys.w-berks.sch.uk](mailto:office@ilsleys.w-berks.sch.uk)

## Clerk

Jack Karimi

*Democratic Services Officer*  
[Jack.Karimi1@westberks.gov.uk](mailto:Jack.Karimi1@westberks.gov.uk)  
01635 503605

## **WEST BERKSHIRE STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION**

### **MINUTES OF THE MEETING HELD ON TUESDAY, 1 NOVEMBER 2022**

### **VENUE: ROGER CROFT ROOM COUNCIL OFFICES MARKET STREET NEWBURY**

#### **Present:**

#### **Group A – Other Faiths Members**

Dilip Ladwa (Hindu), Mobasshir Mushtaq (Muslim), Rabbi Zvi Solomons (Jewish) and Revd David Taylor (Thatcham Baptist Church)

#### **Group B – Church of England Members**

Val Bolan (Church of England)

#### **Group C – Teaching Association Members**

Amanda Bedding (NEU) and Clare Hawkins (NASUWT)

#### **Group D – WBC Councillors**

Councillor Billy Drummond and Councillor Tony Linden

**Also Present:** Rose Carberry, David Rees (Professional Consultant), Pamela Voss, Tom Dunn (Zoom Host) and Jack Karimi (Clerk)

**Apologies for inability to attend the meeting:** Councillor David Marsh and Roseanna Obsiye

#### **43 Membership**

The Chairman noted that Julie Howell had moved on, and would no longer be observing SACRE meetings.

Val Bolan noted that she was in touch with Oxford Diocese regarding a replacement for Robin Sharples.

#### **44 Election of Chair & Vice Chair for Academic Year 2022/23**

##### **Chair**

David Taylor was proposed as Chair by Councillor Billy Drummond, seconded by Councillor Tony Linden.

David Taylor noted that it would probably be his last year as Chair, as he had become busier, and required help if he was to be re-elected as Chairman, with somebody attending the Hub in his place and working on the new syllabus. David Rees stated that it was sad, but work could be shared, and that Slough SACRE regularly sent two of its members to the Hub.

David Taylor was re-elected as Chair for Academic Year 2022/23.

##### **Vice Chair**

Clare Hawkins stated that she would be standing down as Vice Chair due to upcoming maternity leave, but could continue attending the Hub until March. David Taylor thanked Clare Hawkins on behalf of SACRE for her work as Vice Chair.

## **STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION - 1 NOVEMBER 2022 - MINUTES**

Amanda Bedding was proposed as Vice Chair by Val Bolan, seconded by Clare Hawkins. Amanda Bedding was unsure what the role entailed but offered to attend the Hub. Clare Hawkins explained the role and its collaborative function within SACRE, and Amanda Bedding accepted the nomination.

Amanda Bedding was elected as Vice Chair for Academic Year 2022/23.

### **45 Minutes**

The Minutes of the meeting held on 24 May 2022 were approved as a true and correct record and signed by the Chairman.

### **46 Actions**

No actions were raised.

### **47 Equality and Diversity**

Pamela Voss introduced herself as the Equality, Diversity and Inclusion Officer, and leader of the EMTAS (Ethnic Minority and Traveller Achievement Service), and noted that EDI related strongly to the work of SACRE. The Council was developing a new EDI Framework which was clearer and more structured. EDI had been working with two external consultants to develop a strategy, informed by lived experience and volunteer organisations.

Rabbi Zvi Solomons asked which organisations had been consulted. Pamela Voss responded that Equal Group had been consulted on the survey and the Temple Group had been consulted on the framework and the Needs Assessment. The results of the Needs Assessment had not been published, but showed that the urban/rural divide had been exacerbated. In addition, new groups, such as the GRT (Gypsy, Roma and Traveller) community and refugees, needed to be approached to ascertain their needs, particularly as Covid-19 had changed needs around digital technology.

Councillor Tony Linden noted that Pamela Voss and her team had been helpful and a useful resource, and it would be a great benefit to use that resource.

Pamela Voss noted that she would like to keep attending SACRE, as any support the Committee could give would be useful. The Chairman thanked her for her attendance.

### **48 Draft Annual Report 2021-22**

The Chairman presented the Draft Annual Report.

Val Bolan pointed out that exam results were omitted. Jack Karimi stated that exam results were not included as it was no longer possible for Democratic Services to get them. The Chairman expressed surprise that this had become an issue, as it was key information for SACRE. Clare Hawkins noted that the issue was raised at the last meeting, and that it was up to the schools whether they wished to declare their exam results.

Val Bolan asked whether they were published along with other subjects. Rose Carberry responded that it was only the core subjects that were published, and that schools would now need to be individually approached.

Val Bolan asked whether the Department for Education (DfE) could be approached. Clare Hawkins responded that only an overview was shared with central government.

The Chairman asked David Rees how the issue was approached by other SACREs. David Rees responded that he was perplexed by the situation, as SACRE did need the



## STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION - 1 NOVEMBER 2022 - MINUTES

information to monitor Religious Education teaching, and suggested approaching the DfE or NASACRE for advice.

Clare Hawkins noted that entry data could easily be taken from the exam boards. David Rees added that 1 in 5 schools were not offering RE.

Chris Ward asked about secondary network meetings in West Berkshire. David Rees responded that they could be asked for data.

The Chairman noted that it was another year that Religious Education was given more focus than Collective Worship.

*It was agreed that SACRE would approach NASACRE and the secondary network for advice. It was agreed that SACRE would adopt the Annual Report and Action Plan.*

### 49 Hub

David Rees noted that a Hub meeting had taken place on 5 September, which was well-attended.

David Rees noted that he would be contacting NATRE to see if the Real People, Real Faith videos were being used. A Humanist film was being worked on, as well as a Baha'i one. The Chairman had contacted the Salvation Army but had received no reply.

David Rees noted that it was not clear who was running the syllabus review, but it needed to be collaborative and a compromise between open and detailed. There was a wide range of syllabi across the country which David Rees had consulted.

Rabbi Zvi Solomons thanked David Rees for his work.

A Real People, Real Faith video was shown to SACRE of the gurdwara in Slough. Dilip Ladwa noted that he had reviewed the Hindu ones and that they were direct and to the point, and he strongly recommended them for use in the classroom. David Rees responded that he was taking feedback on how best to use them in the classroom. Dilip Ladwa offered to proofread the notes for future videos.

### 50 New Syllabus

David Rees asked members to fill in concept charts and provide feedback on the new syllabus.

The Chair noted that additional funding had been requested from the Council. David Rees noted that it was a statutory requirement and there was a separate pot, so funding should be accessible.

### 51 Collective Worship

David Rees noted that not a lot of work had been done on Collective Worship since the Covid-19 pandemic. There was still a lot of confusion and misunderstanding about what it was, and a document could be circulated to schools. NASACRE could additionally be asked for advice. David Rees noted that Collective Worship needed to be underlined as a senior leadership role, not one for RE teachers.

The Chairman agreed that it had fallen down the agenda during the Covid-19 pandemic, and that he could ask at his termly breakfast for headteachers what people were doing.

Rabbi Zvi Solomons noted that a Church of England minister, Simon Thorne, could be good addition to SACRE and would be able to contribute on the issue.

Amanda Bedding noted that whole-school assemblies were beginning to return, and questions could be asked at the next networking event.

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Chris Ward noted that The Willink had a Collective Worship policy, and many themes and issues were raised.

*It was agreed that the Chairman, Amanda Bedding and Chris Ward would make enquiries about Collective Worship.*

### 52 **Networks**

David Rees stated that the primary network was well-attended. Questions linked to worship, belief and faith in action had been raised, and attendees were asked to explain their own worldview their answers to those questions. The secondary network discussed raising the profile of Religious Studies in Key Stage 3, which went on to GCSE and A Level, and the RE Quality Mark, which was a useful auditing tool.

The secondary network additionally discussed recall of information through quizzes and exercises. The next meeting of the secondary network was in March 2023, which David Rees would be able to attend.

### 53 **Newsletter**

David Rees stated that the newsletter would go out in the second week of term, with the next due in June 2023. The next one was open to submissions by mid-December 2022.

Mobasshir Mushtaq stated that he would come back with details from the Muslim community and potential school trips to mosques.

It was agreed that Collective Worship and Real People, Real Faith would be added to the next newsletter.

### 54 **2022-23 Budget Update and Action Plan**

David Rees noted that Item 7 (Collective Worship) was on the Action Plan. SACRE was fulfilling all of its key roles, as well as additional roles with monitoring from area representatives, and with the Hub.

### 55 **Next Meeting Date and Venue**

It was agreed that, to see which configuration worked better, SACRE would hold one meeting entirely over Zoom, and one meeting entirely in person.

21 February 2023 at 4:30 pm (entirely over Zoom).

6 June 2023 at 4:30 pm (entirely in person, venue to be decided).

### 56 **Any Other Business**

Dilip Ladwa volunteered to attend the Hub. The Chairman responded that he was willing to take volunteers to the next Hub.

### 57 **Support for Individual Schools**

*(Paragraph 3 – information relating to financial/business affairs of particular organisation)*

SACRE considered an exempt report (Agenda Item 13) which involved a discussion on support for individual schools.

## West Berkshire SACRE action plan 2022–3, updated Feb 2023

| Aim  | Actions   | Timescales   | People Responsible  | Cost  | Autumn 2022   | Winter/Spring 2023  | Summer 2023  |
|--|---|--|---|---|---|---|--|
| <p>A. CORE BUSINESS</p> <p>To be a supportive and proactive SACRE enjoying full and well-informed membership</p> | 1. Fill membership vacancies  | Ongoing  | SACRE Chair<br>SACRE Clerk                                |   | Ensure West Berkshire SACRE is representative of the West Berkshire area. An ongoing process  |   |  |
|  | 2. SACRE members attend termly SACRE meetings (3 per year) and, when possible, teacher meetings and training events     | Termly<br>SACRE meetings:<br>Autumn 2022<br>Spring 2023<br>Summer 2023 | SACRE Chair/SACRE Adviser<br>SACRE members<br>SACRE Clerk | SACRE Adviser to prepare and attend x3 SACRE meetings a year<br><br>SACRE Clerk to administer each meeting<br>LA officers and Adviser prep time             | Tuesday 1 <sup>st</sup> November 2022   | Tuesday 21 <sup>st</sup> February 4.30pm  | Tuesday 6 <sup>th</sup> June 4.30pm  |
|  | 3. Produce annual SACRE Report  | Autumn Term 2022   | SACRE Adviser and clerk with foreword by SACRE Chair      | SACRE chair   | Bring draft to Autumn 2022 meeting<br>Complete by feb 2023  | Send to NASACRE by feb 2023   |  |
|  | 4. Review the action plan at each meeting and discuss updates   | At each SACRE meeting  | SACRE Adviser and SACRE                                   | SACRE Adviser time  | At each SACRE meeting   | At each SACRE meeting   | At each SACRE meeting  |
|  | 5. Subscribe to NASACRE<br>Representation at annual NASACRE conference & AGM<br>Attend other relevant and useful events | Ongoing  | SACRE clerk<br><br>SACRE Adviser                          | Subscription £105<br><i>SW SACRE conference fee and advisor time</i><br><i>NASACRE Conference and AGM - SACRE Adviser time to attend NASACRE conference</i> | Subscription rate £105  | SW SACRE conference – 6 <sup>th</sup> March 2023<br><i>DR to attend? feedback to network and SACRE – SACRE members welcome – small cost</i><br>Strictly RE January 2023 – DR attended | NASACRE AGM 22 <sup>nd</sup> May 2023 – <i>Fishmongers hall London – should we be there?</i> |
|  | 6. Monitor the locally agreed syllabus – especially in the lead up to review  | Ongoing<br><br>Part of the Pan Berkshire Hub plan                      | SACRE   | Increased budget when review process begins again – next syllabus review began 2021/2 through the Hub   | Early stages of review initiated through the hub – questionnaires considered  | Falls under the remit of the Pan Berks Hub as of writing – latest developments include reaching out to religion and worldview groups  |  |
|  | 7. Monitor and offer guidance on Collective Worship in schools  | ongoing  | SACRE   |   | At each meeting SACRE to discuss ways of monitoring and supporting collective worship – Adviser to share guidance produced from other SACREs for members to consider. |   |  |

|   |  |                                    |  |  |   |  |            |
|---|--|------------------------------------|--|--|---|--|------------|
| <i>B. To support teachers of RE to continually improve RE learning in their schools</i> | 1. Connect with RE leaders through primary networks                        | Ongoing –                          | SACRE Adviser                                      | Adviser time   | Tuesday 4 <sup>th</sup> October & 15 <sup>th</sup> November | 7 <sup>th</sup> February 2023<br>22 <sup>nd</sup> March 2023 | TBD<br>TBD |
|   | 2. Make connections with RE leaders through secondary networks             | Ongoing                            | SACRE Adviser/<br>SACRE Chair/<br>Teacher rep      | Adviser time if needed   | Oct 2022  | 21 <sup>st</sup> March 2023                                  | TBD        |
|   | 3. Collate and Distribute a termly newsletter                              | Termly                             | SACRE Adviser – SACRE members to offer suggestions | Adviser time   | Sept 2022   | Jan 2023   | April 2023 |
| C. To support the ongoing work of the Pan Berkshire Hub                                 | Consolidate and develop the Pan-Berkshire SACRE Hub.                       | Next hub meeting – TBA             | SACRE members to attend where possible             | Part of the hub commitment - £900 paid to Oxford diocese – reviewed yearly | To become a SACRE agenda item at each meeting               |  |            |
|   | Contribute to the development of the 'Real People, Real faith' video clips | Ongoing (extended due to lockdown) | SACRE members                                      | Part of the hub contribution – follow up work could be commissioned        | Updates at each meeting as part of Hub update               |  |            |
|   | Inform schools and contribute to /participate in Hub conference            | TBD 2023?                          | SACRE members<br>Hub links<br>SACRE Adviser        | Unknown?   | Updates at each meeting                                     |  |            |

*Italicised points are up for consideration*

DR Feb 2023

# Agenda Item 8

## SACRE Budget 2023-24

Assuming allocation of £4840

| Item | Provider                           | Service Provided                            | Cost (£)    |
|------|------------------------------------|---|-------------|
| 1.   | Oxford Diocesan Board of Education | Contribution to SACRE Pan-Berkshire Hub     | 900         |
| 2.   | David Rees                         | Consultancy at 3 SACRE meetings @ £500 each | 1500        |
| 3.   | David Rees                         | 3 Primary Network Meetings @ £300 each      | 900         |
| 4.   | David Rees                         | 3 Secondary Network Meetings @ £300 each    | 900         |
| 5.   | David Rees                         | Zoom licence/Travel Expenses                | 200         |
| 6.   | David Rees                         | Newsletter                                  | 300         |
| 7.   | NASACRE                            | NASACRE Membership fee                      | 105         |
| 8.   |                                    | Contingency                                 | 15          |
|      | <b>TOTAL</b>                       |   | <b>4840</b> |

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# Agenda Item 11 South West SACRE conference 2023

*The essential date for SACRE members!*

## SACREs - working to develop high quality curricula for the study of Religion and Worldviews

1:00 - 4:00pm Mon 6<sup>th</sup> March 2023 (via Zoom)

### **Keynote speaker: Trevor Cooling**

Trevor is the former Chair of the Religious Education Council. With new, exemplar RE curriculum frameworks to be published in 2024 Trevor will be sharing his humour and wisdom by talking about the journey towards the development of a coherent and challenging curriculum in religion and worldviews.

Plus **5 Workshops** offering 'something for everyone' across the whole range of SACRE membership groups!

**Deborah Weston: national standards in RE?** Deborah will give an insight into the way the RE Policy Unit is working with national bodies to establish a clearer national statement of standards in RE

**Claire Clinton and Ed Pawson: Regional RE Hubs** Claire and Ed will be introducing the work of the new Regional RE Hubs project, outlining its aims to improve communication between teachers, professional development and resource providers, and research communities

**Adam Robertson: curriculum development in RE** Adam will be exploring what makes a good, progressive RE curriculum

**Pat Hannam: Teachers and teaching matter (because children are not robots)** Pat will be discussing what SACREs can do in a time of crisis for teacher education and recruitment?

**Jane Yates: what makes a great SACRE?** Jane, who leads Cumbria SACRE, will be exploring the key elements to make an excellent SACRE

**Cost: Just £15 per delegate!**

To register for the conference, contact your SACRE clerk who will arrange bookings. Alternatively, contact Ed Pawson directly: [efpawson@gmail.com](mailto:efpawson@gmail.com)

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