

ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE) ANNUAL REPORT 2022-23



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INTRODUCTION

FROM THE CHAIR OF SACRE

As the incoming Chair of SACRE, I would like to pay tribute to my predecessor, Mike Gammage who has given many years of service to the Borough. His welcoming approach and generous encouragement of colleagues has been a consistent strength in our meetings and I am delighted that as he steps down from this role, he doesn't step away from SACRE but continues to represent the Baha'i faith within Group A. Our sincerest thanks must also extend to Hilary Harris whose service to SACRE, representing the Jewish faith over the last 25 years, has been so very valuable. As a serving teacher, Hilary's involvement in debates about school practice and her perspectives on both RE and Collective Worship have been much valued.

This last year has seen the arrival of Methodist minister Rev Vicci Davidson within Group A, Fr David Saunders representing the Church of England within Group B, Laura Dexter (Furze Platt Infants, Maidenhead), Thomas Kingsley-Jones (Churchmead CE School, Datchet) and Dai Prendiville, (Desborough College, Maidenhead), all of whom are RE leads in their respective schools and who have joined Group C. We are hugely indebted to all these new members for pledging their time so willingly and, especially, to all the serving teachers on SACRE for keeping our feet very firmly on the ground. Every effort has been made during the year to seek a secondary headteacher to represent the Berkshire Association of Secondary Heads (BASH), but to no avail. Mid-year elections saw the arrival of a new political regime led by the Liberal Democrat Party and three new members of Group D: Cllr Richard Coe, Cllr Jack Douglas and Cllr Kashmir Singh. Such significant change might have brought with it a sense of instability in some contexts, but I feel genuinely invigorated by the prospect of so many fresh perspectives that these colleagues will inevitably bring. My thanks to everyone who attends and contributes to our meetings. We are doing so in a voluntary capacity and in the spirit of genuine interest and mutual respect, keen to support Borough schools.

This report recognises the new ground we have broken through our development planning process which acknowledges the need to address those areas that we felt were inadequate following the NASACRE self-assessment. Whilst aiming to strengthen SACRE's efforts to improve the way it operates, the plan tries to grapple with the inevitable challenge of knowing what schools' major priorities for improvement might be in relation to RE and Collective Worship, in order to address them. It's the 64,000 dollar question: How do we find out what is going on in our schools – beyond published GCSE and A Level results? Reports from Ofsted are now non-existent and Deep Dives into RE rare. We have occasional SIAMS reports (and excellent though they have been this year) we know what our teachers and headteachers tell us but this gives only a flavour. A truly professional and comprehensive approach requires a tool that schools themselves will find useful and this we have been developing during the last academic year. I very much hope that its benefits will be recognised across the key stages and that its use will enable colleagues to develop sharper insights into their practice. Only when RE leads feel confident in their use of this might we hope that they will feel confident to share their priorities with us. To have such knowledge would empower SACRE to take steps to address these issues and thus, to fulfil our true role.

It would be wrong to close without mentioning some of the successes of the year, one of which is our collaboration with the other Berkshire SACREs in the completion of the *Real People, Real Faith* film project. This provides a wonderfully diverse resource for learning across Key Stages 1 – 3, covering eight different religions and is accessible to all RBWM schools. I hope that more and more of them will take the opportunity to use these films in the year to come.

All that SACRE does is guided by our Diocesan Adviser Anne Andrews, without whom we would be struggling. Her work to lead and direct really professional and productive termly Network Meetings, to create and circulate termly Newsletters – so full of advice and links to so many different resources related to RE and Collective Worship - and the strong steer that she gives to SACRE, in the lead up to meetings and in the

meetings themselves, helps us all to learn and to work towards improving our practice. In Anne we are well blessed.

My thanks to you all.

Karen Butler, Chair of SACRE

OVERVIEW

Windsor and Maidenhead SACRE has met four times during the year 2022-23. Attendance has been good this year, with a mixture of online and hybrid meetings. This has enabled even those not able to travel to attend meetings, though they have missed out on the tours of schools that have been a highlight of the in-person meetings. Every meeting has been quorate and during the year, a number of new members have been recruited. The local elections in May have led to a complete revision of the Group D membership as three new councillors were welcomed to the June meeting.

SACRE has had several areas to address. A letter was sent early in the new academic year to seek wider representation for Group C. A replacement for one of the Group B representatives was also sought. Other key activities have been ensuring that members of SACRE are familiar with what is happening in schools, and so it was decided to move to meeting in schools again. The practice of having verbal reports from those working in schools, and those who visit for collective worship or to support with RE has continued, leading to constructive debate and a growing understanding of the issues faced by schools.

SACRE has devised a new development plan, in line with the NASACRE self-evaluation tool and discussions are continuing on the way forward for the Agreed Syllabus review, to be carried out in partnership with the other five Berkshire SACREs, as usual. As part of the preparation for the syllabus review, it was proposed that the humanist representative – currently a co-opted post – should be moved to Group A. This would ensure that the humanist view could be included in the ASC, as co-opted members may not be part of the ASC.

The ASC (Agreed Syllabus Conference) has not been sitting this year, but a request has been placed with the local authority to convene this body at its earliest convenience.

RE (STATUTORY RESPONSIBILITIES)

THE LOCALLY AGREED SYLLABUS

- The Locally Agreed Syllabus (LAS) is nearing the end of its 5-year cycle, and the local authority had previously agreed that although the process would begin within the required timeframe, the impact of the pandemic meant that it was sensible to aim for a launch somewhere between September 2024 and April 2025. SACRE does not have accurate knowledge of which schools have adopted the syllabus, as the Pan-Berkshire syllabus is freely available. Apart from conversations in SACRE meetings with Group C representatives, RE network meetings, led by the RE adviser are where SACRE finds out most about the use of the syllabus in schools. The meetings are offered free of charge to all schools in the borough and academies attend as well. Most refer to the Locally Agreed Syllabus, though the Pan-Berkshire syllabus is sufficiently flexible to be easily adopted by all schools. Most information about RE in schools is gathered through these RE network meetings, and all the teachers attending, including those from academies, are using the syllabus. One of those had a deep dive in RE as part of a recent Ofsted inspection, and the response was positive from the inspectors. A couple of C of E VC schools, using the Agreed Syllabus also received positive feedback in recent SIAMS inspections.

MONITORING THE LAS, IN RELATION TO AN LAS REVIEW

- Feedback from a range of activities with SACRE representatives on the current RE syllabus has shown that it is too open and that some of the questions do not translate well to different traditions. Teachers have

asked for there to be more detail and direction in the next syllabus. A review activity highlighted that SACRE members, including teachers, want a syllabus that achieves a good balance between flexibility and detail, allowing schools to create their own sequential curriculum. The current syllabus has guidance material, but it appears that this is not being used widely. A different approach will be needed in the new syllabus.

- Although the ASC has not begun its work yet, there have been preparatory conversations with faith groups discussing the content that they would like to see in an ideal syllabus. This information will be used in the ongoing work. The six Berkshire SACREs will be working together on this syllabus, with a Joint Syllabus Conference co-ordinating and disseminating material for scrutiny by individual ASCs. This is likely to make the process more complex than in single LA syllabus areas.
- SACRE has advised the Local Authority that the ASC needs to be convened so that the work can begin, and this process has been initiated.

STANDARDS AND MONITORING OF RE

- Examination data was shared by the LA at the final meeting of the year. The percentage of the cohort taking GCSE Religious Studies (RS) has declined significantly over the last four years' worth of data but is still very slightly above national at 19%. Percentage results for grades 9-5 sit slightly above national as they do also for grades 9-4. Some schools have very low numbers sitting RS examinations. Two schools enter the entire cohort, and both have seen their results improve from the 2019 data. The school that in recent years has had no entries for RS, is beginning the process of teaching it, and should have their first results next academic year. All bar one of the secondary schools in the borough are academies and the one that isn't is a CE VA school, so while SACRE can advise the LA that some schools may not be meeting statutory requirements, this is also outside of the remit of the Local Authority. This provides evidence that the academisation programme is allowing some schools to escape local accountability.
- A level results are broadly in line with national, though the number of candidates entered has dropped each year for which data is available since 2017. Two schools with 6th Forms had no A level RS candidates this year, where previously there had been small numbers. Another school had entries for only the second time and that number has risen. These results have led SACRE to conclude that the revision of the syllabus needs to take this into account and suggest content for core KS4 and 5, as the current recommendation that all should follow an accredited course appears not to be met.
- The NATRE collated School Workforce Data was also scrutinised by SACRE and presented a very similar picture. This data however was collected during the pandemic, and though SACRE raised the issue, the LA wanted to wait until there had been a normal school year, before taking any action against schools. As even most of the middle schools, included in the Workforce data are also academies, the LA may not have much leverage.
- SACRE has not been in a position to give advice to the LA on RE standards more broadly as monitoring of schools remains problematic. SACRE has however been working on an audit tool to be distributed to all schools to encourage them to begin conversations with SACRE about standards. This document was shared with those who attended the RE network meeting that was held in person. The aim is to make this available to all schools in the autumn of 2023 and encourage the conversations to begin. The audit tool is based on the freely available REQM audit tool.
- No schools in Windsor and Maidenhead have applied for or achieved REQM awards.
- SACRE advertises local and national training to schools through the termly newsletter. This newsletter also contains information about resources that are available, and information about faith traditions. The new initiative to include a report on the RE network meeting from the previous term, so that teachers unable to attend are able to see what has been discussed has resulted in better attendance this year.

RBWM SACRE also offered subsidies of £100 to ten teachers to attend national training, such as Strictly RE. Some of the places were taken up, but not all.

- SACRE has not produced any teacher training material this year, but the Real People Real Faith film project has been widely advertised. This project, hosted on the NATRE website, contains a wide range of films that will support teachers in the classroom, and notes have been written to accompany each of the films. New films on Baha'i, Buddhism and Humanism have been added this year, bringing the total number of worldviews represented to twelve.
- SACRE has not received any complaints about RE in schools.
- The LA has been advised that feedback from Ofsted reports that mention RE or collective worship should be shared with schools. The LA has not been able to provide this information as all but two of the schools receiving inspections, were academies and so the LA does not attend the feedback. The chair of SACRE collated the information from publicly available documents. In written reports there is very little mention of matters that concern SACRE. Here are some of the relevant comments:
 - Pupils learn about beliefs and cultures different to their own.
 - Pupils describe themselves as 'global neighbours.' The rich wider curriculum and the choice of class reading texts opens pupils' eyes to different cultures and situations.
- The LA has been advised that where School Improvement Partners attend Ofsted feedbacks, SACRE needs to be informed of any matters relating to RE, Collective worship or community cohesion.
- Two Voluntary controlled schools received SIAMS inspections in the last academic year, and RE received positive feedback, especially on its inclusion of a range of world religions and worldviews. This shows that where the Locally Agreed Syllabus is well implemented, a good standard of RE can be achieved.

COLLECTIVE WORSHIP (CW) (STATUTORY RESPONSIBILITIES)

STANDARDS AND MONITORING OF CW

- As noted in the RE section above, Ofsted reports give very little information about collective worship, so SACRE's knowledge has been confined to what members of Group C share in meetings, along with feedback from SACRE members who attend schools to deliver sessions. It is therefore not in SACRE's ability to comment on current standards of collective worship offered in schools. Although SIAMS reports demonstrate that the Church Schools are offering a high standard of worship, this falls outside of SACRE's remit. Information is not being shared by School Improvement Partners, probably because they have other priorities with regard to school improvement.
- Aware of the lack of knowledge, SACRE is producing a Collective Worship Audit Tool to initiate a similar conversation about collective worship as hoped for with RE. This will be shared at an RE network meeting, as RE leaders and CW leaders are often the same people or can at least pass it on.
- SACRE has not given any advice, though it has requested that any concerns or successes observed in visits to schools are shared with SACRE.

DETERMINATIONS

- There are no determinations currently in force and none have been applied for during the academic year. The determination policy and process can be found [here](#).
- No teacher training on collective worship has been provided, but materials and advice for schools are communicated in the SACRE newsletter.
- No complaints have been received about collective worship. SACRE does not have the capacity to monitor collective worship formally, therefore SACRE has not advised the LA on any matters connecting to worship, other than the requirement to feedback. It seems that LA officers visiting schools currently have different priorities and no reports have been received.

LINKS WITH OTHER BODIES

- RBWM SACRE continues to be a subscribed member of NASACRE and has also purchased the training package. Members have attended 11 of the training sessions between them, including the collective worship session, training for Chairs and clerks. New members have been given copies of the NASACRE handbook and encouraged to attend the 'So you've joined your local SACRE' webinar that runs twice a year. Two Members attended the AGM and conference, and the adviser is a member of the NASACRE executive committee. The NASACRE briefings are distributed to SACRE and many of the items are discussed in SACRE meetings and used to inform the agenda.
- The NASACRE self-evaluation tool has also been used to shape the SACRE development plan. The section on Agreed Syllabuses was used as SACRE prepared for the review.
- The RE Adviser is a member of AREIAC, and information is shared where it is relevant.
- The RE networks are NATRE linked and NATRE resources are shared. The RE networks are also advertised on the new RE Hubs website. Faith communities have also been invited to participate in the hub training for speakers and places of worship. The humanist member of SACRE is already an accredited speaker for Humanists UK.
- The RE adviser is also adviser to the local Diocese and so training opportunities are shared. RBWM SACRE works in partnership with the 5 other Berkshire SACREs on the Real People Real Faith film project and on the revision of the Agreed Syllabus, which is a joint syllabus.

LOCAL SACRE INVOLVEMENT

- No Governor training has been organised by SACRE, and the LA has not requested any.
- SACRE recommended that Ramadan advice, produced by a Muslim NASACRE exec member should be distributed to schools. The Muslim representative on SACRE was happy with the advice to be sent out.

SACRE'S OWN ARRANGEMENTS (STATUTORY RESPONSIBILITIES)

LA SUPPORT FOR SACRE

- SACRE pays for a professional adviser for 5.5 days per financial year. This covers preparation for and attendance at meetings, preparing and running the three RE network meetings, writing and editing the termly SACRE newsletter and writing the annual report. This does not cover adviser time for visiting or supporting schools, other than as additional work, paid for by the schools.
- SACRE is supported by a clerk, though this year has seen meetings clerked by a variety of people as the experienced clerk has been promoted. The local authority officer attends most meetings, and has ensured that the RE newsletters, and information about RE networks are communicated to schools.

MEMBERSHIP

- As the year has progressed more members have been recruited and appointed to SACRE. The new chair has been diligent in seeking representation from the organisations carrying vacancies. The free church vacancies have remained hard to fill, and Group B has seen one member on extended leave. SACRE remains uncertain about whether they will return to post. The local elections in May have led to a complete revision of Group D.
- Members have been encouraged to attend NASACRE training, as the training package has been purchased. Several members have attended more than one session. Internal training has not been

offered this year as agendas have been very full. The NASACRE self-evaluation tool has provided members with a lot of knowledge about what SACRE does and how to do it.

- SACRE’s budget for the year is £6200. Professional adviser services cost £2400, NASACRE subscription and training £155 and £900 goes to the SACRE hub each year, and this has been held to cover the cost of the syllabus review and launch. Additional money has been spent on subsidising teachers to attend Strictly RE in January. The slight underspend is due to the difficulty of scheduling additional work in already over filled diaries.

APPENDICES

APPENDIX 1: SACRE ATTENDANCE CHART

• Name	Group	06-09-22	08-12	06-03	13-06	
Vacancy	Baptist (A)					
Vacancy	Free Church (A)					
Vicci Davidson	Methodist (A)			A	P	1/2
Barbara Meaney (Vice chair)	Roman Catholic (A)	P	p	P	P	4/4
Ila Gangotra	Hindu (A)	P	p	P	P	4/4
Saghir Ahmed	Islam (A)	P	?	P	A	2/4
Hilary Harris	Judaism (A)	P	P	A	P	3/4
Ravinder Singh	Sikh (A)	P	P	P	P	4/4
Chris Sayers	Buddhist (A)	P	P	P	P	4/4
Michael Gammage	Baha’i (A)	P	P	A	P	3/4
Rev Sara Chesterfield-Terry	Church of England (B)	P	A	A	A	1/4
David Saunders	Church of England (B)		P	P	P	3/3
Karen Butler Chair	Church of England (B)	P	P	P	P	4/4
Vacancy	Middle School Headteacher (C)					
Laura Dexter	Primary KSI (C)		P	P	P	3/4
Clare Roberts	Primary KS2 (C)	P	P	P	P	4/4
Tom Kingsley-Jones	Secondary (KS3) (C)	A	P	P	A	2/4
Vacancy	Secondary HT (C)					
Dai Prendiville	Secondary (C)	?	P	P	P	3/4
Academy	Headteacher (C)					
Cllr D Stimson Cllr R Coe (from 13/06)	RBWM (D)	P	P	P	P	4/4
Cllr S Shelim Cllr J Douglas (from 13/06)	RBWM (D)	P	P	P	P	4/4
Cllr J Sharpe Cllr K Singh (from 13/06)	RBWM (D)	P	P	P	P	4/4
Anthony Lewis	Humanist (co-opted)	P	P	P	P	4/4

Clive Haines	Local Authority Officer	P	P	A	P	3/4
Anne Andrews	Professional Advisor	P	P	P	P	4/4
Mark Beeley/ Laurence Ellis/ Kirsty Hunt	Clerk	P	P	P	P	4/4
		17	19	17	19	

APPENDIX 2: MEETING AGENDAS

All meeting papers are available [here](#).

ROYAL BOROUGH OF WINDSOR & MAIDENHEAD

STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

will meet on Tuesday, 6th September, 2022

at 6.00 pm

**VIRTUAL MEETING VIA ZOOM AND STREAMED LIVE ON
[YOUTUBE](#)**

Item	Subject	Page No.
1.	Election of Chairman and Vice Chairman	-
2.	Welcome	-
3.	Apologies For Absence	-
4.	Opening Reflection	-
5.	Minutes Of Meeting on 30/06/22	3 - 10
6.	Matters arising and approve wording of letter to KS1 schools	11 - 12
7.	Membership Update	Verbal Report
8.	NASACRE Briefing and training dates	13 - 14
9.	Feedback from Teachers	Verbal Report
10.	Draft Annual Report 2021/22 for approval	15 - 24
11.	Draft Newsletter for final review	Verbal Report
12.	Budget Update	Verbal Report
13.	Pan-Berkshire Hub Update	Verbal Report
14.	Ofsted/SIAMS Reports	Verbal Report

15.	Work through section one of the NASACRE SEF - on SACRE's relationship with the LA	Verbal Report
16.	Any Other Business	-
17.	Dates Of Future Meetings <ul style="list-style-type: none"> • Thursday 8th December 2022 at 6pm – Zoom • Monday 6th March 2023 at 6pm – venue TBC 	-

Public Document Pack

ROYAL BOROUGH OF WINDSOR & MAIDENHEAD

STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

will meet on Thursday, 8th December, 2022

at 5.00 pm

VIRTUAL MEETING VIA ZOOM AND STREAMED LIVE ON
[YOUTUBE](#)

Item	Subject	Page No.
1.	Welcome	-
2.	Opening Reflection	-
3.	Apologies For Absence	-
4.	Minutes Of Meeting on 06/09/22	3 - 12
5.	Matters arising	-
6.	Membership Update	13 - 14
7.	Induction Training	Verbal Report
8.	Other training opportunities/events	15 - 16
9.	Draft SACRE Development Plan and training proposals	Verbal Report
10.	Summary of the RBWM Corporate Plan	Verbal Report
11.	Discussion of Section 3 of the NASACRE SEF: The effectiveness of the locally agreed syllabus	Verbal Report
12.	Budget Update	Verbal Report
13.	Pan-Berkshire Hub Update	Verbal Report
14.	Ofsted/SIAMS Reports	Verbal Report
15.	Any Other Business	-
16.	Dates Of Future Meetings <ul style="list-style-type: none"> • Monday 6th March 2023 at 5pm – Churchmead School, Priory Way, Datchet, Berkshire, SL3 9JQ 	-

Members of the Press and Public are welcome to attend this meeting.

Public Document Pack

ROYAL BOROUGH OF WINDSOR & MAIDENHEAD

STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

will meet on Monday 6 March 2023

at 5.00 pm

CONFERENCE ROOM, CHURCHMEAD SCHOOL, PRIORY WAY,
DATCHET, SL3 9JQ AND ON [RBWM YOUTUBE](#)

Item	Subject	Page No.
1.	Welcome	-
2.	Introduction to RE at Churchmead	-
3.	Apologies For Absence	-
4.	Minutes Of Meeting on 08/12/22	3 - 10
5.	Matter arising	-
6.	Membership Update	11 - 12
7.	SACRE Development Plan	Verbal Report
8.	RBWM schools' involvement in RE self-assessment update	Verbal Report
9.	Feedback from Teachers	Verbal Report
10.	Training opportunities/events	13 - 14
11.	Advice for Ramadan	15 - 16
12.	Membership update and proposed constitutional revision	Verbal Report
13.	Census 2021 and issues arising from this	Verbal Report
14.	NASACRE AGM - 23 May	Verbal Report

15.	NASACRE FOI Request	Verbal Report
16.	Budget Update	Verbal Report
17.	SACRE Annual Report	17 - 26
18.	Pan-Berkshire Hub Update	Verbal Report
19.	Ofsted/SIAMS Reports	Verbal Report
20.	Exam Results	Verbal Report
21.	Any Other Business	-
22.	Dates Of Future Meetings <ul style="list-style-type: none"> • Tuesday 13th June 2023 – this is date is TBC • Monday 11th September 2023 • Monday 4th December 2023 – Virtual via Zoom • Monday 4th March 2024 	-

Standing Advisory Council on Religious Education

Tuesday 13 June 2023 5.00 pm
Cheapside CE Primary School, Watersplash Lane, Ascot SL5 7QJ & on
[RBWM YouTube](#)

www.rbwm.gov.uk



Agenda

Item	Description	Page
1	Welcome	-
2	Introduction to RE and CW at Cheapside Primary School	-
3	Apologies For Absence	-
4	Minutes Of Meeting on 6th March 2023	3 - 10
5	Matters arising	-
6	Exam Results 2022	Verbal Report
7	Membership Update	11 - 12
8	SACRE Development Plan Progress Report	13 - 28
9	Feedback from teachers	Verbal Report
10	Feedback from NASACRE Conference 2023 & AGM	Verbal Report
11	Training opportunities/events	Verbal Report

12	Budget update	Verbal Report
13	Ofsted/SIAMS reports	19 - 20
14	Pan-Berkshire Hub Update	Verbal Report
15	Setting up an Agreed Syllabus Conference	Verbal Report
16	Feedback from syllabus comparison exercise	Verbal Report
17	Any Other Business	-
18	Dates Of Future Meetings <ul style="list-style-type: none"> Monday 11th September 2023 at 5:00pm – venue TBC Monday 4th December 2023 at 5:00pm – virtual via Zoom Monday 4th March 2023 at 5:00pm – venue TBC 	-

By attending this meeting, participants are consenting to the audio & visual

APPENDIX 3: TABLE OF GCSE – SHORT AND FULL, A/S & A LEVEL RS RESULTS

RS GCSE	2017		2018			2019			2022		
	% cohort taking	% A*-C	% cohort taking	% 9 - 5	% 9 - 4	% cohort taking	% 9 - 5	% 9 - 4	% cohort taking	% 9 - 5	% 9 - 4
School	96%	73%	97%	62%	67%	97%	42%	61%	98%	51%	73%
	41%	83%	30%	88%	96%	27%	74%	87%	10%	63%	85%
	98%	48%	97%	51%	64%	91%	42%	50%	98%	65%	77%
	5%	86%	0%	0%	0%	0%	0%	0%	2%	100%	100%
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	95%	76%	93%	69%	79%	0%	0%	0%	18%	80%	86%
	30%	69%	17%	86%	100%	24%	86%	91%	31%	80%	96%
	21%	97%	30%	85%	93%	37%	84%	94%	25%	87%	94%
	14%	84%	25%	60%	77%	15%	50%	58%	13%	59%	79%
	18%	88%	34%	82%	92%	35%	85%	91%	27%	84%	88%
RBWM	40%	74%	41%	70%	80%	25%	66%	77%	19%	73%	84%
National (state funded)	48%	71%	48%	60%	71%	18%	62%	73%	17%	67%	77%

A Level Religious Studies	2017		2018		2019		2022	
	A*-B	A* - E	A*-B	A* - E	A*-B	A* - E	A*-B	A* - E
	2	9	1	4	2	4		
	16	40	18	32	23	41	12	19
	3	6	6	8	2	3		
	14	24	6	9	10	15	7	10
					2	4	7	7
	9	13	5	13	5	6	3	8
	0	1	2	6	1	4	4	4
	2	9	4	8	4	8	8	12
Total Passes	46	102	42	80	49	85	41	60
Total candidates	102		84		86		61	
RBWM	45%	100%	50%	95%	57%	99%	67%	98%
National	55.3%	98.4%	54.5%	98.3%	50.5%	98.0%	68%	99%

APPENDIX 4: CPD

Teacher CPD has been offered in three RE network meetings:

Autumn Term: Online session on being a subject leader of RE, covering the purpose of RE and the skills of leadership, including writing an RE policy, supporting other staff and evaluating the effectiveness of the curriculum.

Spring Term: Using the locally agreed syllabus as a basis, this session explored the features of sequential and coherent curriculum. Teachers explored the legal status of RE, the requirements of the locally agreed syllabus and teachers looked at sample curricula that had been submitted anonymously.

Summer Term: This meeting took place in person and gave delegates an opportunity to share resources that they found helpful and offer support to one another. The first parts of the audit tool were shared, and inspection experiences were shared.

All the training is advertised on the school bulletin and in the SACRE newsletter and the LA sends out flyers and takes the bookings centrally.

APPENDIX 5: RAMADAN ADVICE

Ramadhaan 1444 – March 2023

General Guidance

- The potential start date for Ramadhaan this year is the 22nd or 23rd of March, which means about **four fasts** before the **BST time** starts.
- The potential date for Eid is the 22nd or 23rd of April.
- Most dates **depend on moonsighting**; however, some Muslims **may follow guidance on the fixed dates** to start the month of fasting and the day of Eid.
- Many schools will close for Easter break from 31st March to 17th April (please check your Local Authority dates) - some of the nights of Qadr fall during this time.

Top tips for teachers:

- Being **mindful** that Muslim students would be fasting. Fasting could potentially impact some learning, for example, being **unable to concentrate fully**.



- Also, remember that **sleep patterns** may be affected as some students go to the mosque at night to offer prayers and take part in reciting the Holy Qur'an.
- Arrange for **quiet places** during lunchtime so students can **offer prayers** and if they want to **rest** in a quiet area.
- Students who are younger and have **not reached the age of puberty may fast** to experience and be part of the family's religious observance.
- Fasting is not compulsory for anyone who is ill or due to old age or an expecting/nursing mother. However, there are various rules regarding this. **Please ask for guidance** where needed.
- For **girls** - during their monthly cycle, they are **exempted from fasting**. However, these have to be **repaid** before the following month of Ramadhaan.
- Finally, use the **opportunity to develop Religious Literacy** so that there is an **understanding among peers**.

Top tips for Subject leaders:

- Point to note for any **Easter catchup lessons** - these could be **scheduled with a late start** so that students can lie in before the session.
- Also, where possible, **avoid Fridays** so students can participate **in the Friday prayers at their local mosque**.

Top tips for Headteachers:

- Breaking taboos that Muslims have a huge meal before and after fasting will help.
- Schools could be encouraged to **provide lunch packs to the students who are on FSM** and have **fasted**.
- Remember, for some students on Free School Meals, the school lunch is their main meal; so a takeaway for home will help.
- For some people it's a **reality having only essential foods**. Some **Muslim homes** may be **reluctant to approach food banks**. Although some **mosques have a hardship fund or food bank** there could still be some who **may be hesitant** to do so. Hence supporting students whilst fasting can make it easier for the family too.
- During the **Easter holidays a basket of essential needs** can be sent to the students who are on Free School Meals to support them during the month of Ramadhaan.

Useful website: [Ramadan 2022 | Muslim Council of Britain \(mcb.org.uk\)](#)

APPENDIX 6: RBWM – SACRE DEVELOPMENT PLAN 2022 – 23

PART 1 - From SACRE Self-assessment tool (SAT)

Priority	Actions	Success Criteria	Who	Timescale	Cost	Progress
SAT: Key Area 1a – Funding: Professional and financial support	1 - Identify LA development priorities and share with SACRE members	SACRE members aware of LA Development Plan (DP) priorities and how they link with those of SACRE	KB/AA/ CH/BM	LA DP circulated for discussion in December meeting 2022	Time – CH/MB	Presentation by CH at SACRE meeting December 2022
	2 - Where possible, link SACRE Development Plan to national innovations, LA Plan and other work and projects.	Links between SACRE Development Plan, LA Plan and others are identified and used to refine forward planning.	KB/AA/ CH/BM	Completed in time for SACRE meeting March 6 th 2023	Time – KB/CH/BM Adviser time	Some links evident from presentation by CH (see above). Few other plans available for scrutiny.
	3 - Add costings to SACRE Development Plan	All actions on SACRE DP are fully costed	KB/AA/ BM	Spring 2023	Time – KB/BM Adviser time	Delays in implementation of some aspects of the plan.
	4 - Increase SACRE budget in line with strategic development needs	Additional funding is secured and used to promote training related to CW (See Priority A2 - below)	KB/AA/ BM	Summer 2023	Time – KB/BM Adviser time	Proposal for additional funding yet to be presented to LA.
SAT: Key Area 1b – SACRE meetings	1 - Provide opportunities for teachers, students and reps of faith and worldview communities to share their insights and experience at meetings	SACRE meetings take place in schools and places of worship and have input from hosts, teachers and students.	All	March 2023	All Adviser time in contract	March SACRE meeting held in Churchmead CE School with significant input from HOD RE and students. June SACRE meeting held at Cheapside CE Primary, Ascot with input from RE lead and
	2 - Hold SACRE meetings in a variety of venues especially local places of worship and schools.					

						video input from pupils.
	3 - Shorten the turnaround time for the publication of SACRE minutes.	SACRE minutes published within two weeks of the meetings	MB/KB /AA/ BM	January 2023	Time of Clerk Minimal time: KB/AA/BM	Imposed alternative priorities on SACRE Clerk have made this impossible.
	4 - Promote meaningful contact with and between SACRE members outside formal meetings	Contact is made between SACRE members between meetings where relevant and productive	All	January 2023	Email exchanges & meetings = time KB/AA/BM In Adviser contract	Some SACRE faith reps invited to engage in Syllabus Review faith discussions, Pan-Berkshire. Chair and Diocesan Adviser have each chaired discussions
	5 - Involve SACRE members in the regular review of the Development Plan	SACRE DP progress reports circulated to members prior to each meeting and questions re progress addressed.	All	January 2023	Meeting time	Progress Reports tabled at SACRE meetings in March and June 2023.
	<i>6 - Ensure that schools' major priorities for improvement form the basis for some SACRE agenda items.</i>	<i>See PART 1 SAT Key Area 1f1 & PART 2: Priority A below...</i>				
SAT: Key Area 1c – Membership and training	1 – Provide opportunities for the induction of new SACRE members, as appropriate.	New SACRE members signposted to online induction opportunities via NASACRE. Where numbers suggest - pre or post-SACRE meeting briefings.	AA AA	Termly from December 2022	Cost of NASACRE membership £155 inc. training <i>Possible additional Adviser time: £400 day</i>	All new members have been given the Reference Handbook. Four new members of SACRE attended NASACRE Induction training in June 2023.

	2 - Introduce systems for succession planning for SACRE members	Chair to benefit from appropriate online training. Vice Chair confident to lead SACRE meetings in the absence of the Chair	KB BM	As required	Cost of NASACRE membership (As above)	Chair attended 2 part NASACRE training: Being an Effective Chair (Dec & Jan) VC has led developments on Part 2 Actions 1 & 2
SAT: Key Area 1d – Improvement/development planning	<i>See 1a (above)</i>					
SAT: Key Area 1e – Information and advice (See Priority A below)	1 - Strengthen the role of SACRE as ‘critical friend’ to the LA through enabling it to: <ul style="list-style-type: none"> - review ‘detailed and well-analysed information’ about the quality and provision of RE & CW - receive prompt and comprehensive feedback following school inspections 	Where this information is available, SACRE members are aware of strengths, weaknesses and areas for development in RE teaching and CW across the Borough SACRE members are briefed after all school inspections that mention RE & CW	CH CH	Validated data from LA - Summer 2023 Reports from school advisers attending feedback shared with SACRE after school inspections	Time – CH Time to collate summary notes - CH	Delays in the wider promotion of self-assessment systems but three primary/middle RE leads are trialling and reported back at the March and June meetings. See summary documents for details where they exists.
SAT: Key Area 1f – Partnerships with key stakeholders	1 - Hear the views of students about their experience of RE (See 1b1 above & A1 below)	Direct input is received from students at the start of SACRE meetings. SACRE members are aware of students’ views as summarised in RBWM self-assessment returns.	AA/KB/Host teachers CH/LA staff (EN?)	Termly Annually	20 mins at start of SACRE meetings CH/LA clerical staff to	Film of Churchmead students sharing their views at the start of the meeting on March 6 th . Similar presentation of pupil views at Cheapside in June.

					summarise audit returns	Self-assessment still being developed.
	2 - Implement ways of involving reps of 'key support networks' and ITT providers into the work of SACRE	SACRE members are aware of a range of networks and providers and how their work is relevant to SACRE. Primary ITT students to attend RE Network meetings SACRE input to ITT training	AA/KB/BM/CH/EN	Termly input to SACRE meetings	CH/KB time to liaise with key stakeholders	SACRE Adviser and Chair both involved in 'Respect and Tolerance Day' training for ITT students at Churchmead in June.
SAT: Key Area 1g – Relations with the Academies sector	1 - Strengthen the role of academies on SACRE through the recruitment of a HT rep whose viewpoint is valued.	HT rep from an academy participates fully in SACRE meetings.	CH to recruit	Whenever there are vacancies – currently Autumn 2022	CH within LA role through liaison with Borough HTs	No secondary BASH representation at March SACRE meeting or in June.

PART 2 - Additional Priority Areas:

Priority	Actions	Success criteria	Who	Timescale	Cost	Progress
A - Arising from SACRE Self-assessment tool (SAT): Key Area 1b 6 - Ensure that schools' major priorities for improvement form the basis for some SACRE agenda items.	1 - Establish a universal approach to the auditing of provision for RE in RBWM schools through the use of REQM criteria – with some adaptations - and student questionnaires	Training provided to enable all schools to understand REQM criteria and how to audit RE. All schools implement system effectively. Outcomes of audit are shared with the LA annually for synthesis. Action is taken via the SACRE DP to address schools' major priorities	<i>Appropriate teachers</i> RE Leads/CH KB/AA/BM	Spring/Summer 2023 Summer 2023 Summer 2023 Autumn 2023	Additional Adviser time <i>Teacher release time</i> <i>Costs of support/moderation visits to schools for RBWM teachers</i> CH/LA time to undertake annual analysis KB/AA/BM time for revision of SACRE DP for	VC and two primary RE leads reported on progress using the self-assessment system at the SACRE meetings in March and June. Some progress towards adopting the system more widely evident within the two primary schools & middle school.

					academic year to come	
	2 – Create a simple approach to auditing CW in all schools.	<p>A simple approach to auditing CW devised and shared with all schools.</p> <p>Follow up training provided including via Network meetings.</p> <p>All schools implement system effectively.</p> <p>Outcomes of audit are shared with the LA annually for synthesis.</p> <p>Action is taken via the SACRE DP to address schools’ major priorities</p>	<p>NASACRE / AA – Others</p> <p>NASACRE / AA – Others</p> <p>AA/others to moderate</p> <p>RE Leads/ CH</p> <p>KB/AA /BM</p>	<p>Spring 2023</p> <p>Spring/Summer 2023</p> <p>Summer 2023</p> <p>Summer 2023</p> <p>Autumn 2023</p>	<p>Additional Adviser time (£400 day) Payment to NASACRE/ Leading teachers Costs of support/ moderation visits to schools.</p> <p>CH/LA time to undertake annual analysis</p> <p>KB/AA/BM time for revision of SACRE DP for following academic year</p>	<p>VC reported on work to date at the March SACRE meeting.</p> <p>It has not been possible for this programme to be implemented more widely. As a consequence, we are behind schedule.</p>
	3 - Diocesan Adviser to use feedback from RE Network meetings to inform SACRE and LA training programme	Feedback incorporated into SACRE Development Plan, where relevant.	AA/KB /BM	Ongoing cycle of Network meetings	RE Networks in Adviser contract	Diocesan Adviser and teacher reps report on Network Meetings at each meeting.
	4 – LA SACRE rep to share feedback on RE following Ofsted and denominational inspections	Issues arising from school inspections are incorporated into SACRE DP & training programme where relevant. Successful practice is shared across the LA via Network meetings/Newsletters.	CH	Cycle of school inspections	CH time to liaise with colleagues re inspection outcomes	CH unable to be present at SACRE March meeting. Chair summarised from the schools that had been inspected at both meetings.

<p>B – Promote high quality RE teaching</p>	<p>Continue to use Network meetings for RE leads in primary schools to share effective practice, provide resources and guidance</p> <p>Continue to provide termly Newsletters with a wide range of quality training opportunities and links to quality resources for RE teachers in all phases</p>	<p>Increased numbers of teachers of RE are energised and motivated by sharing of effective practice. Positive feedback received regularly.</p> <p>Teachers of RE make regular use of Newsletters to access training and resources.</p>	<p>AA</p> <p>AA</p>	<p>Ongoing cycle of Network meetings</p> <p>Termly</p>	<p>Adviser time – within contract</p> <p>Adviser time – within contract</p>	<p>Diocesan Adviser and teachers reported on Network Meetings in Spring and Summer terms.</p> <p>Continuing positive feedback from schools receiving the Newsletter</p>
<p>C – Prepare for the New Agreed RE Syllabus Review</p>	<p>1 - Ensure that members of SACRE are familiar with the current syllabus.</p> <p>2 - Recommend alternative syllabuses from different parts of the country for members to scrutinise.</p> <p>3 - Share Hub survey results</p> <p>4 - Convene Agreed Syllabus Conference</p>	<p>SACRE members are familiar with the current and alternative syllabuses and confident to discuss these.</p> <p>Information shared from Hub gives SACRE members a good understanding of issues to be addressed.</p>	<p>AA</p>	<p>Autumn 2022/Spring 2023</p>	<p><i>Costings needed to secure adequate budget for the whole review process.</i></p>	<p>All SACRE members have received and some have evaluated sample pages from three existing syllabuses with questions to determine their relative strengths.</p>

APPENDIX 7: DISTRIBUTION LIST

- SACRE members
- Council members
- Education Department and schools
- Libraries
- NASACRE
- Department for Education