

# Public Document Pack

## Notice of Meeting

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

By attending this meeting, participants are consenting to the audio & visual recording being permitted and acknowledge that this shall remain accessible in the public domain permanently.

Please contact Laurence Ellis, [Laurence.Ellis@RBWM.gov.uk](mailto:Laurence.Ellis@RBWM.gov.uk), with any special requests that you may have when attending this meeting.

Published: 5<sup>th</sup> June 2023



## ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

### STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

6 March 2023

PRESENT: Karen Butler (Chairman), Barbara Meaney (Vice-Chairman), Dai Prendiville, Thomas Kingsley-Jones, David Saunders, Anthony Lewis, Saghir Ahmed, Laura Dexter, David Saunders, Councillors Donna Stimson and Shamsul Shelim.

PRESENT (virtually): Illa Gangotra, Clare Roberts, Chris Sayers, Ravinder Singh Zandu and Councillor Julian Sharpe

Officers in attendance: Anne Andrews and Laurence Ellis

#### **ACTION**

#### **1 Welcome**

The Chair welcomed everyone to the meeting and attendees introduced themselves. The Chair also introduced the new clerk to SACRE, Laurence Ellis, Democratic Services Officer.

#### **2 Introduction to RE at Churchmead**

Thomas Kingsley-Jones welcomed everyone to Churchmead School and then introduced an RE curriculum roadmap which illustrated religious education (RE) planning at Churchmead. He then briefly explained how the religions were taught throughout the curriculum from year 7 to year 12.

The Chair requested that Thomas Kingsley-Jones forward the documents to Laurence Ellis so that they could be circulated amongst online attendees.

**ACTION: Thomas Kingsley-Jones to forward Laurence Ellis the documents circulated amongst SACRE meeting attendees, who would then circulate them to online attendees.**

Thomas Kingsley-Jones then presented a short video which showcased the views and enthusiasm of students on religious education at Churchmead School.

Thomas Kingsley-Jones then explained the RE Quality Mark: an award scheme to celebrate good religious education in schools, administered by the Religious Education Council of England and Wales. Schools were reviewed based on a set of strands: curriculum, learning, leadership and teaching. He mentioned that Churchmead had received a gold award from this scheme.

Thomas Kingsley-Jones then discussed the SIAMS report (Statutory Inspection of Anglican and Methodist Schools), following an inspection of Churchmead in March 2022. He directed meeting attendees to their report, which conveyed positive results.

The Chair extended her appreciation to the students who made the short video on religious education at Churchmead.

David Saunders asked if a cost was involved for the Quality Mark. Thomas Kingsley-Jones confirmed this, stating that the cost to take part in the scheme was £475.

The Chair asked what else was involved in the Quality Mark. Thomas Kingsley-Jones explained that the Quality Mark also involved knowing about the RE department itself and being aware of what was going on in it as well as understanding, for example, the way students view the subject and what they were being taught. He also added that good quality RE involved treating people as human beings and understanding that students were on a journey towards an understanding of their place in the world.

Anthony Lewis asked where the RE curriculum roadmap came from. Thomas Kingsley-Jones believed that it came from a school in northern England. Anne Andrews, SACRE Adviser, added that it was shown during a SIAMS training session and that it was to illustrate that the curriculum is a journey.

### **3 Apologies For Absence**

Apologies were received from Rev. Vicci Davidson, Michael Gammage, Hilary Harris and Rev. Sara Chesterfield-Terry.

The Chair explained to attendees that Rev Vicci Davidson was the new representative for the Methodist and Free Churches.

### **4 Minutes Of Meeting on 08/12/22**

Near the end of the meeting (during Item 21 – Any Other Business), David Saunders pointed out that the financial numbers under Budget Update appeared incorrect.

**ACTION: SACRE Clerk to amend the figures in consultation with Clive Haines**

**RESOLVED UNANIMOUSLY: That the minutes of the meeting held on 8<sup>th</sup> December 2022 were approved as a true and accurate record.**

### **5 Matters arising**

The Chair went through the actions from the last meeting, with the suggestion that some of these actions would be discussed under the Membership Update and Training Opportunities.

On the list of attendees on NASCRE training sessions, the Chair confirmed that the upfront amount had been paid. She added that Laurence Ellis would continue updating the list.

**ACTION: Laurence Ellis to continue to update the NASCRE training list.**

### **6 Membership Update**

The Chair decided to combine Item 6 (Membership) with Item 12 (Membership update and proposed constitutional revision).

Looking at the SACRE membership list in the report, there were 2 vacancies for the Free Churches as well as vacancies for a Headteacher and Academy representative. There had been a proposal that two headteachers should share the Headteacher representative role to increase the chances that a headteacher would be free to attend each SACRE meeting.

Another proposal was to revise SACRE's constitution to make the Humanism representative role a full member in Group A rather than a co-optee.

Anthony Lewis, the Humanist representative, temporarily left the room while the meeting discussed the proposal.

David Saunders asked if this was a set precedent for all SACREs across the country. Anne Andrews replied that around half of SACREs across the UK had a full Humanist representative.

Thomas Kingsley-Jones asked what SACRE was supposed to be. He explained that if it was supposed to represent the faiths of the students being taught in school, then he would support this proposal as he had non-religious students in his classes. Anne Andrews replied that SACRE membership, particularly in Group A, should be representative of the local area. She added that, according to the latest Census, the number of non-religious people was lower than the number of Christians but higher than other religions. She also stated that Humanists likely represented a third of non-religious people. She explained that Humanists were the only organised group which were categorised under the non-religious umbrella other than the National Secular Society (NSS), though the latter included religious members who believed in separating church and state.

Anne Andrews argued that making the Humanist representative a full member would pre-empt any rear-guard actions in response to the Census data, adding that some SACREs had been taken to court over a lack of non-religious representatives.

Thomas Kingsley-Jones suggested that the title of the position should perhaps be 'non-religious representative', stating that students who identify as non-religious may not identify as Humanists or have ever heard of Humanism. Based on this, the Chair suggested the post be titled: 'non-religious worldviews representative' and then ask the Local Authority to agree to the change.

Anne Andrews then asked the meeting if they would support the proposal of a new permanent position within Group A which would be titled as 'non-religious worldview representative' rather than Humanist. The majority voted in favour. Saghir Ahmed abstained because he believed that the post should be Humanist as it was an organised group.

**RESOLVED: Establish a new permanent position of 'non-religious worldviews representative' within Group A of SACRE.**

Based on this, SACRE would convey the proposal to the Local Authority for a permanent post of 'non-religious worldviews representative' within Group A. The proposal would also go through legal review.

**ACTION: SACRE to forward the proposal to the Local Authority for a permanent post of 'non-religious worldviews representative' within Group A.**

Anthony Lewis returned to the meeting; the proposition was explained to him to which he accepted.

## **7 SACRE Development Plan**

The Chair introduced the SACRE Development Plan and then talked through

the progress in each area, starting with SACRE self-assessment tool:

- Key Area 1a (Funding: Professional and financial support) – further progress was required on the costs to Development Plan and may likely not happen until the Autumn Term of 2023.
- Key Area 1b (SACRE meetings) – progress had generally been positive, including the promotion of contact between SACRE members outside of meetings. The Chair added that she would be chairing a discussion about the Jewish faith and teaching RE in schools. This and other faith group discussions taking place involved different members of RBWM SACRE.
- Key Area 1c (Membership and training) – the Chair mentioned that new SACRE members would be eligible to attend the induction training in June 2023.
- Key Area 1e (Information and advice) – further progress was required. Anne Andrews added that 2 more schools were added for inspection: Eton Wick and Queen Anne First School.
- Key Area 1f (Partnerships with key stakeholders) – the main action had been met where Churchmead students shared their views at the start of the meeting. However, ITT students had not yet attended RE Network meetings.
- Key Area 1g (Relations with the Academies sector) – acquiring headteacher representatives had not been achieved yet.

The Chair then discussed the additional priority areas:

- Self-Assessment for RE – further progress was required to ensure all RBWM schools were introduced to and invited to use the REQM criteria. On collective worship, Barbara Meaney had created a tick box document for schools to fill out on how they handled collective worship.
- Promote high quality RE teaching – the Chair reported that the network meetings with teachers were going smoothly.
- Prepare for the New Agreed RE Syllabus Review – further progress was required.

## **8 RBWM schools' involvement in RE self-assessment update**

While missing the recent catch-up meeting on the audit, Clare Roberts explained that she had found it a comprehensive tool which had made her consider how to review the quality of teaching and learning in RE. She stated that there were still areas to improve as well as to provide further support to teachers.

Laura Dexter found the audit helpful, providing a moderation cycle on the key areas and creating focussed professional dialogue. She also stated that she was working on an early years audit to ensure that learning in RE opened younger children's minds to understand different religions better.

Barbara Meaney explained that she had done much work around the audit. Following a recent review meeting at her school, it was agreed to plan out the school year; for example, the autumn term would focus on evaluating teaching and learning, while the spring term would be the curriculum. The next step was to meet with Churchmead to work on Key Stage 3.

The Chair thanked Barbara Meaney, Clare Roberts and Laura Dexter for their work to develop the self-assessment tool.

## **9 Feedback from Teachers**

Dai Prendiville explained that during a conference, he was introduced to 'Solution Not Sides', a charity which explored the Israel-Palestine conflict, namely organising training and education sessions on the conflict's history, resolutions to it and even a dialogue between a Palestinian and an Israeli. He then stated that he was planning to arrange these sessions in his school's (Desborough College) RE lessons during the summer of 2023.

Thomas Kingsley-Jones reported that Churchmead had two Christian representatives visit to talk about what it was like to be a Christian Heathrow Airline Chaplain. He had also planned a couple of trips: one to Winchester Cathedral and another to the Gurdwara in Slough.

Barbara Meaney explained that her Year 8 class were also planning to go to the Gurdwara in Slough before Easter break.

Clare Roberts explained that her school had arranged an RE Day at the beginning of February 2023, a day dedicated across the whole school to all things RE related. The day involved the local vicar attending the school as well as parents visiting and sharing their faith. There were also re-enactments of parables during dramas as well as Muslim pupils sharing photos and prayer mats from their recent pilgrimage. In spite of this, as with many other schools, there were still challenges around the provision of effective teaching and learning for pupils with SEN (Special Educational Needs).

Laura Dexter explained that she had taken three trips to London in the previous week, which included a visit to St. Paul's Cathedral. At Furze Platt Infant School, there were suggestions to study Islam during Ramadan by presenting a key question on Islam at the start of each half-term. There were also going to be studies on Christianity during the lead up to Easter.

Councillor Stimson asked if there was a way to spread an attitude of kindness across all classes to help with students with special needs or with personal struggles like stress and anxiety. Anne Andrews replied that it was based on the school's ethos, and that what could be done was to ensure teachers and schools were mindful of the students' mental and physical health and wellbeing. She added that this was down to the schools' governing bodies rather than SACRE.

The Chair suggested that Councillor Stimson return to Churchmead and experience a tour of how Churchmead conducted its RE lessons and promoted its distinctive ethos which SACRE members had experienced before the meeting.

**ACTION: Councillor Stimson to visit Churchmead again to experience its educational ethos.**

*(Ravinder Singh Zandu left the meeting at 6:28pm)*

## **10 Training opportunities/events**

When asked by the Chair about the Strictly RE training, Dai Prendiville said that it went well though he had found it slightly unsatisfactory. He added that he attended a session arranged by the Jewish Centre in London, which he considered was better. Thomas Kingsley-Jones also attended the session.

Barbara Meaney stated that she attended a one-and-a-half hour long RE Hubs training, a new project seeking to build relationships between advisers, dioceses, universities, SACREs, LAs, governors, MATs, teaching school hubs,

places of interest, school speakers and more. It aimed to help participants understand the purpose and context of RE/R&W/RVE in England and Wales and offered top tips for working well with schools by hosting visits or visiting schools. Anne Andrews then stated that if any representatives from faith groups were interested in this training session, they let her know. She stated the dates of the sessions would be in the NASACRE newsletter.

**ACTION: SACRE members to inform Anne Andrews of their interest in the RE Hubs training.**

The Chair stated that she went on a NASACRE chair training course, which involved experienced SACRE chairs explaining what made their SACREs work.

On the Network meetings, Anne Andrews reported that it was a success despite more people having signed up than attended. She hoped that the next Network meeting would be in-person but required a venue. Laura Dexter offered to provide a venue for the meeting.

**ACTION: Anne Andrews to email Laura Dexter on a venue for the next Network meeting.**

Anne Andrews mentioned that there was a NASACRE session on Collective Worship the following Tuesday (14 March 2023) which she recommended SACRE members attend.

## **11 Advice for Ramadan**

Anne Andrews explained that the advice on Ramadan attached to the report was produced by a Muslim NASACRE executive member. When asked by Anne Andrews, Saghir Ahmed thought the advice was good though he expressed concern that Ramadan took place during the exam period. Anne Andrews responded that Ramadan would finish around 23rd April in 2023, before exams started. In 2024, she explained, Ramadan may impact mock exams, but it was unlikely to affect summer exams.

## **12 Membership update and proposed constitutional revision**

Item 12 (Membership update and proposed constitutional revision) was combined with Item 6 (Membership).

## **13 Census 2021 and issues arising from this**

The Chair wished to put Item 13 (Census 2021 and issues arising from this) on hold, but Anthony Lewis requested that it be discussed next because he needed to leave the meeting. The Chair agreed to quickly go through the item.

Anthony Lewis commented that the 2021 census showed that society was trending towards being on-religious but stated that there was a lack of knowledge of non-religiosity. Anne Andrews acknowledged this but stated that SACRE had to work within in the legal advice framework whereby the religious traditions in Britain were Christian while also taking into account other religions.

*(Anthony Lewis left the meeting at 6:45pm)*

## **14 NASACRE AGM - 23 May**



The Chair pointed out that the NASACRE (National Association of Standing Advisory Councils on Religious Education) AGM in London was Monday 22 May 2023, not 23 May 2023. She and Anne Andrews then asked who could attend this conference as two delegates needed to attend. Barbara Meaney said she would go. She then researched on her phone and told colleagues about the subjects likely to be covered. There was a space for a second delegate.

The Chair suggested that SACRE members could email herself or Anne Andrews to express an interest in attending the NASACRE AGM.

**ACTION: SACRE members to email the Chair or Anne Andrews to express an interest in attending the NASACRE AGM in London.**

Anne Andrews also requested the NASACRE survey be circulated to SACRE members of Group C for them to complete.

**ACTION: NASACRE survey to be circulated to SACRE members in Group C.**

## **15 NASACRE FOI Request**

The Chair explained that she was informed by Clive Haines that the freedom of information request from NASACRE had been dealt with and the budget was altered in accordance with this.

## **16 Budget Update**

The Chair stated that she was informed by Clive Haines that there was a current underspend in the budget. A deadline of 20<sup>th</sup> March 2023 had been set. The Chair expressed the wish that some of this money should be spent in a way that it would help the schools.

## **17 SACRE Annual Report**

Anne Andrews asked members if they were content for the SACRE Annual Report to be sent off without the RE exam results data but with a note stating that they were not available from the Local Authority, explaining she had to send it out by the end of the week.

The Chair stated that she would seek to contact Clive Haines to acquire the RE exam results.

**ACTION: The Chair to contact and acquire the RE exam results from Clive Haines.**

## **18 Pan-Berkshire Hub Update**

Anne Andrews explained that a meeting took place in February 2023 which agreed that there should be a series of faith group conversations involving members of SACREs across Berkshire. This would be a preliminary exercise in the lead up to the review of the Agreed Syllabus.

She reported that the Bahai, Buddhist and Humanist films were almost ready, and these would be uploaded to the website. These would be paid out of the SACRE Hub budget.

On the SACRE Hub budget, there was £14,000 in the budget, which meant SACRE could afford to do a proper syllabus review across the six local authorities.

## **19 Ofsted/SIAMS Reports**

The Chair explained that she had requested the names of the schools which had been inspected by Ofsted since September 2022 from Clive Haines. She received Ofsted reports from 3 schools, including Hilltop First School, Dedworth Middle School and Lowbrook Academy. The first two schools received positive feedback from Ofsted, though the report for Lowbrook Academy could not be found.

## **20 Exam Results**

The content of this item was discussed in Item 17 – SACRE Annual Report.

## **21 Any Other Business**

Anne Andrews explained that she was arranging a Respect and Tolerance Day event on 6 June 2023 for primary and secondary school trainees. She then invited any SACRE members to attend this session, stating it would be beneficial to have religious and Humanist representatives present.

David Saunders pointed out that the financial numbers under Budget Update item in the minutes from the last meeting appeared incorrect.

**ACTION: SACRE Clerk to amend the figures in consultation with Clive Haines**

## **22 Dates Of Future Meetings**

The Chair said she was arranging to have the next meeting at Cheapside CE Primary School.

SACRE attendees noted future meeting dates:

- Tuesday 13th June 2023 – Cheapside CE Primary School, Ascot
- Monday 11th September 2023
- Monday 4th December 2023 (Virtual via Zoom)
- Monday 4th March 2024

The meeting, which began at 5.02 pm, ended at 7.02 pm

## RBWM SACRE Membership – March 2023

### Group A - Christian denominations and other religions

|                               |  |
|-------------------------------|--|
| The Free Churches – 3         | Revd Vicci Davidson ( <i>Methodist</i> ) |
|                               | <i>Vacancy</i>                           |
|                               | <i>Vacancy</i>                           |
| The Roman Catholic Church - 1 | Barbara Meaney                           |
| Hinduism - 1                  | Ila Gangotra                             |
| Islam - 1                     | Saghir Ahmed                             |
| Judaism - 1                   | Hilary Harris                            |
| Sikhism - 1                   | Ravinder Singh Zandu                     |
| Buddhist – 1                  | Chris Sayers                             |
| Bahá'í - 1                    | Michael Gammage                          |

### Group B – The Church of England

|                           |                              |
|---------------------------|------------------------------|
| The Church of England – 3 | Revd Sara Chesterfield-Terry |
|                           | Karen Butler                 |
|                           | Fr David Saunders            |

### Group C – Teacher Representatives

|                            |                       |
|----------------------------|-----------------------|
| Key Stage 1 - 1            | Laura Dexter          |
| Key Stage 2 - 1            | Clare Roberts         |
| Key Stage 3 - 1            | Thomas Kingsley-Jones |
| Key Stage 4 - 1            | Dai Prendiville       |
| Headteacher - 1            | <i>Vacancy</i>        |
| Academy Representative - 1 | <i>Vacancy</i>        |

### Group D – Local Authority Representatives

|                 |                     |
|-----------------|---------------------|
| Councillors - 3 | Cllr Donna Stimson  |
|                 | Cllr Julian Sharpe  |
|                 | Cllr Shamsul Shelim |

### Co-opted Members

|              |                  |
|--------------|------------------|
| Humanism - 1 | Dr Anthony Lewis |
|--------------|------------------|

The SACRE Constitution states that the members of SACRE (other than co-opted members) shall be appointed by the Authority (that is, RBWM) to represent the groups above.

The SACRE Constitution was approved by SACRE in July 2019 and by the RBWM Council in October 2019.

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## RBWM – SACRE Development Plan 2022 – 23

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

| Priority  | Actions   | Success Criteria   | Who             | Timescale  | Cost                                | Progress  |
|---|---|--|-----------------|--|-------------------------------------|---|
| <b>SAT:<br/>Key Area 1a –<br/>Funding: Professional<br/>and financial support</b> | 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/<br>CH/BM | LA DP circulated for discussion in December meeting 2022       | Time –<br>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/<br>CH/BM | Completed in time for SACRE meeting March 6 <sup>th</sup> 2023 | Time –<br>KB/CH/BM<br>Adviser time  | Some links evident from presentation by CH (see above)  |
|   | 3 - Add costings to SACRE Development Plan  | All actions on SACRE DP are fully costed   | KB/AA/<br>BM    | Spring 2023  | Time –<br>KB/BM<br>Adviser time     |   |
|   | 4 - Increase SACRE budget in line with strategic development needs  | Additional funding is secured and used to promote training related to CW ( <i>See Priority A2 - below</i> )  | KB/AA/<br>BM    | Summer 2023  | Time –<br>KB/BM<br>Adviser time     | Proposal for additional funding yet to be presented to LA.  |
| <b>SAT:<br/>Key Area 1b – SACRE<br/>meetings</b>                                  | 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<br><br>Adviser time in contract | March SACRE meeting held in Churchmead CE School with significant input from HOD RE and students. |
|   | 2 - Hold SACRE meetings in a variety of venues especially local places of worship and schools.  |  |                 |  |                                     | SACRE at Churchmead in March 2023. June SACRE meeting to be held at Cheapside CE Primary, Ascot   |

|   |   |   |                     |                           |  |   |
|---|---|---|---------------------|---------------------------|--|---|
|   | 3 - Shorten the turnaround time for the publication of SACRE minutes.                                 | SACRE minutes published within two weeks of the meetings  | MB/KB<br>/AA/<br>BM | January 2023              | Time of Clerk<br>Minimal<br>time:<br>KB/AA/BM  | Imposed alternative priorities on SACRE Clerk make this challenging.  |
|   | 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<br>KB/AA/BM<br>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 Report tabled at SACRE meeting March 2023. Also at June meeting.   |
|   | 6 - Ensure that schools' major priorities for improvement form the basis for some SACRE agenda items. | See PART 1 SAT Key Area 1f1 & PART 2: Priority A below...   |                     |                           |  |   |
| <b>SAT:<br/>Key Area 1c –<br/>Membership and<br/>training</b> | 1 – Provide opportunities for the induction of new SACRE members, as appropriate.                     | New SACRE members signposted to online induction opportunities via NASACRE.<br><br>Where numbers suggest - pre or post-SACRE meeting briefings. | AA<br><br>AA        | Termly from December 2022 | Cost of NASACRE membership £155 inc. training<br><br><i>Possible additional Adviser time: £400 day</i> | NASACRE induction training to take place June 2023. All new members have been given the Reference Handbook in the meantime.                           |
|   | 2 - Introduce systems for succession planning for SACRE members                                       | Chair to benefit from appropriate online training.  | KB<br><br>BM        | As required               | Cost of NASACRE membership (As above)  | Chair attended 2 part NASACRE training: Being an Effective Chair (Dec & Jan)  |

|   |   |  |   |   |  |   |
|---|---|--|---|---|--|---|
|   |   | Vice Chair confident to lead SACRE meetings in the absence of the Chair  |   |   |  | VC has led developments on Part 2 Actions 1 & 2   |
| <b>SAT:<br/>Key Area 1d – Improvement/development planning</b>              | <i>See 1a (above)</i>   |  |   |   |  |   |
| <b>SAT:<br/>Key Area 1e – Information and advice (See Priority A below)</b> | <p>1 - Strengthen the role of SACRE as 'critical friend' to the LA through enabling it to:</p> <ul style="list-style-type: none"> <li>- review 'detailed and well-analysed information' about the quality and provision of RE &amp; CW</li> <li>- receive prompt and comprehensive feedback following school inspections</li> </ul> | <p>Where this information is available, SACRE members are aware of strengths, weaknesses and areas for development in RE teaching and CW across the Borough</p> <p>SACRE members are briefed after all school inspections that mention RE &amp; CW</p> | <p>CH</p> <p>CH</p>                                 | <p>Validated data from LA - Summer 2023</p> <p>Reports from school advisers attending feedback shared with SACRE after school inspections</p> | <p>Time – CH</p> <p>Time to collate summary notes - CH</p>                                       | <p>Delays in the wider promotion of self-assessment systems but three primary/middle RE leads are trialling and reported back at the March meeting.</p> <p>See summary document for detail where it exists.</p> |
| <b>SAT:<br/>Key Area 1f – Partnerships with key stakeholders</b>            | 1 - Hear the views of students about their experience of RE (See 1b1 above & A1 below)  | <p>Direct input is received from students at the start of SACRE meetings.</p> <p>SACRE members are aware of students' views as summarised in RBWM self-assessment returns.</p>   | <p>AA/KB/Host teachers</p> <p>CH/LA staff (EN?)</p> | <p>Termly</p> <p>Annually</p>   | <p>20 mins at start of SACRE meetings</p> <p>CH/LA clerical staff to summarise audit returns</p> | <p>Film of Churchmead students sharing their views at the start of the meeting on March 6<sup>th</sup>. Similar presentation to take place at Cheapside.</p> <p>Self-assessment still being developed.</p>      |

|   |  |  |                |  |  |   |
|---|--|--|----------------|--|--|---|
|   | 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. |
| <b>SAT:<br/>Key Area 1g –<br/>Relations with the<br/>Academies sector</b> | 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 HT representation at March SACRE meeting. None expected in June.   |

## PART 2 - Additional Priority Areas:

| Priority   | Actions  | Success criteria  | Who   | Timescale  | Cost   | Progress   |
|--|--|---|---|--|--|--|
| <b>A - Arising from<br/>SACRE Self-<br/>assessment tool<br/>(SAT):<br/>Key Area 1b 6 -<br/>Ensure that schools' major priorities for improvement form the basis for some SACRE agenda items.</b> | 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 | <p>Training provided to enable all schools to understand REQM criteria and how to audit RE.</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><i>Appropriate teachers</i></p> <p>RE Leads/CH</p> <p>KB/AA/BM</p> | <p>Spring/Summer 2023</p> <p>Summer 2023</p> <p>Summer 2023</p> <p>Autumn 2023</p> | <p>Additional Adviser time</p> <p><i>Teacher release time</i></p> <p><i>Costs of support/moderation visits to schools for RBWM teachers</i></p> <p>CH/LA time to undertake annual analysis</p> <p>KB/AA/BM time for revision of SACRE DP for academic year to come</p> | <p>VC and two primary RE leads reported on progress using the self-assessment system at the SACRE meeting in March.</p> <p>Some progress towards adopting the system more widely evident within the two primary schools &amp; middle school.</p> |



|   |   |  |                               |                                   |  |   |
|---|---|--|-------------------------------|-----------------------------------|--|---|
|   | 2 – Create a simple approach to auditing CW in all schools.   | A simple approach to auditing CW devised and shared with all schools.  | NASACRE / AA – Others         | Spring 2023                       | Additional Adviser time (£400 day) Payment to NASACRE/ Leading teachers Costs of support/ moderation visits to schools.<br><br>CH/LA time to undertake annual analysis<br><br>KB/AA/BM time for revision of SACRE DP for following academic year | VC reported on work to date at the March SACRE meeting.<br><br>It has not been possible for this programme to be implemented more widely. As a consequence, we are behind schedule. |
|   |   | Follow up training provided including via Network meetings.  | NASACRE / AA – Others         | Spring/Summer 2023                |  |   |
|   |   | All schools implement system effectively.  | AA/others to moderate         | Summer 2023                       |  |   |
|   |   | Outcomes of audit are shared with the LA annually for synthesis.<br><br>Action is taken via the SACRE DP to address schools' major priorities  | RE Leads/ CH<br><br>KB/AA /BM | Summer 2023<br><br>Autumn 2023    |  |   |
|   | 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.  |
| <b>B – Promote high quality RE teaching</b> | Continue to use Network meetings for RE leads in primary  | Increased numbers of teachers of RE are energised  | AA                            |                                   |  | Diocesan Adviser and teachers reported on   |

|  |  |  |    |  |  |   |
|--|--|--|----|--|--|---|
|  | <p>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>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>                                 | AA | <p>Ongoing cycle of Network meetings</p> <p>Termly</p> | <p>Adviser time – within contract</p> <p>Adviser time – within contract</p>    | <p>Network Meetings up to March at the last meeting and will do so again in June.</p> <p>Continuing positive feedback from schools receiving the Newsletter</p>         |
| <b>C – Prepare for the New Agreed RE Syllabus Review</b> | <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> | AA | Autumn 2022/Spring 2023                                | <i>Costings needed to secure adequate budget for the whole review process.</i> | <p>SACRE members have received sample pages from three existing syllabuses with questions to determine their relative strengths. Responses are beginning to arrive.</p> |

## **Some extracts from Ofsted inspection reports**

### **Royal Borough of Windsor & Maidenhead 2022 – 2023**

*As there are no overt references to RE teaching and learning and few to assemblies, these extracts relate mostly to pupils' social, moral and cultural development*

#### **1.St Edward's RF Ecumenical Middle School, Windsor**

Inspected September 21<sup>st</sup> & 22<sup>nd</sup> 2022 Outcome: Good

##### ***What is it like to attend this school?***

Bullying is very rare because pupils treat each other with kindness and respect... Pupils feel welcome and fully included in the school.

##### ***What does the school do well and what does it need to do better?***

The personal development of pupils is a clear strength of the school.

##### ***Safeguarding***

Through taught lessons and assemblies, pupils develop a useful knowledge of the world around them and how to stay safe.

#### **2.Hilltop First School, Windsor**

Inspected November 29<sup>th</sup> & 30<sup>th</sup> 2022 Outcome: Good

##### ***What is it like to attend this school?***

Pupils behave well. They are polite, friendly and supportive of one another.

##### ***What does the school do well and what does it need to do better?***

Through the curriculum, pupils learn about the importance of keeping healthy and forming positive relationships. This includes knowing what to do if a friend is not being kind. Pupils learn about beliefs and cultures different to their own. This helps to create an inclusive environment across the school.

#### **3.Lowbrook Academy, Maidenhead**

Inspected December 6<sup>th</sup> & 7<sup>th</sup> 2022 Outcome: Good

##### ***What is it like to attend this school?***

Pupils benefit from attending this inclusive and warm school. They are proud to show their school values of 'happy, healthy, high achievers'. Pupils take part in a wide range of activities that build their character and confidence exceptionally well. They show genuine warmth and kindness in the way they support each other.

#### **4.St Mary's Catholic Primary School, Maidenhead**

Inspected February 7<sup>th</sup> & 8<sup>th</sup> 2023      Outcome: Requires Improvement

##### ***What does the school do well and what does it need to do better?***

Pupils benefit from leaders' consideration of their wider development. They understand the school's values and are equally accepting of views presented in other religions and cultures.

#### **5.St Edward's Catholic First School, Windsor**

Inspected February 7<sup>th</sup> & 8<sup>th</sup> 2023      Outcome: Good

##### ***What is it like to attend this school?***

Pupils are very happy. They are confident and eager to talk about their school, learning and play...

Adults have high expectations of behaviour and the atmosphere within the school is calm and friendly. Pupils enjoy assemblies. Here they develop an understanding of how they should treat others and that bullying is never tolerated. Pupils are accepting of each other's differences and are kind to each other.

#### **6.St Edmund Campion Catholic Primary School, Maidenhead**

Inspected January 11<sup>th</sup> & 12<sup>th</sup> 2023      Outcome: Requires Improvement

##### ***What is it like to attend this school?***

Pupils enjoy coming to school. Leaders have created a deeply inclusive and welcoming community where bullying is not tolerated.

Throughout the school, pupils listen carefully to the thoughts and opinions of others and cherish the increasing diversity of the school community.

##### ***What does the school do well and what does it need to do better?***

Pupils consistently demonstrate empathy. They understand that some of their classmates have different needs. Pupils actively support each other to do well.

The way that pupils' character is developed is exemplary.

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.