

All Members of the Reading Standing  
Advisory Council on Religious Education

Our Ref: n:\sacre\agendas\160301  
Your Ref:

Direct: ☎ 0118 937 2332  
e-mail: richard.woodford@reading.gov.uk

19 February 2016

Your contact is: **Richard Woodford - Committee Services**

**NOTICE OF MEETING - READING STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION -  
1 MARCH 2016**

A meeting of the Reading SACRE will be held on **Tuesday 1 March 2016 at 6.30 pm in  
Committee Room 1, Civic Offices, Bridge Street, Reading.**

The Agenda for the meeting is set out below.

**AGENDA**

	<u>PAGE NO</u>
1. APOLOGIES FOR ABSENCE	-
2. MINUTES OF THE MEETING HELD ON 25 NOVEMBER 2015	1
3. MATTERS ARISING FROM THE MINUTES:	-
(a) Membership	7
(b) Annual Report	10
(c) Crossing the Bridges Project	Verbal Report
4. MEETING OF BERKSHIRE SACRE CHAIRS/VICE CHAIRS	12
5. DEVELOPMENT PLAN 2015/16 - PROGRESS REPORT	24
6. DEVELOPMENT PLAN AND BUDGET 2015/16	26
7. NASACRE CONFERENCE - LONDON 17 MAY 2016	Verbal Report

8. ANY OTHER BUSINESS -
9. DATES AND TIMES OF FUTURE MEETINGS: TBC -

### SACRE Membership 2015/16

<p><i>Vacancy</i></p> <p>Judith Crimmins (nominated Nov 15)</p> <p>Jeremy Peckham (nominated Dec 15)</p> <p>Ashok Khare</p> <p><i>Vacancy</i></p> <p><i>Vacancy</i></p> <p>Rabbi Zvi Solomons</p> <p><i>Vacancy</i></p> <p><i>Vacancy</i></p> <p>Fiona Murray (nominated Nov 15)</p> <p>Anne Cheeseman</p> <p>Robin Sharples</p> <p>Michael Freeman</p> <p>Vera Bodman</p> <p><i>Vacancy</i></p> <p><i>Vacancy</i></p> <p><i>Vacancy</i></p> <p>Cllr Ballsdon</p> <p>Cllr Ennis</p> <p>Cllr Jones</p> <p>Cllr Khan</p> <p>Cllr O'Connell</p> <p><i>Vacancy</i></p> <p><i>(no longer any grant maintained schools in Reading)</i></p> <p>Emma Raven Humanist (nominated Aug 15)</p> <p><i>Vacancy</i></p>	<p>Free Churches (Group A)</p> <p>RC Diocese of Portsmouth (Group A)</p> <p>Buddhism (Group A)</p> <p>Hindu Faith (Group A)</p> <p>Islam (Group A)</p> <p>Islam (Group A)</p> <p>Jewish Faith (Group A)</p> <p>Sikhism (Group A)</p> <p>Church of England (Group B)</p> <p>Church of England (Group B)</p> <p>Church of England (Group B)</p> <p>Church of England (Group B)</p> <p>ATL (Group C)</p> <p>NUT (Group C)</p> <p>Reading Borough Council (Group D)</p> <p>Reading Borough Council (Group D)</p> <p>Reading Borough Council (Group D)</p> <p>Reading Borough Council (Group D)</p> <p>Reading Borough Council (Group D)</p> <p>Grant Maintained Schools (non-voting)</p> <p>Co-opted member (non-voting)</p> <p>Co-opted member (non-voting)</p>
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**Note** - Humanists can't be included in Gp A, even if the constitution was changed. Baha'i (former co-opted members) could be, humanists would have to be co-opted member.

#### Group C - Potential Nominations:

Katie Livesey - Caversham Primary School  
 Mary Mallia - Addington Special School  
 Simone Tissot - Meadow Park Academy

READING STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION MINUTES -  
25 NOVEMBER 2015

Present:

Rabbi Zvi Solomons	Jewish Faith (Group A)
Anne Cheeseman	Church of England (Group B)
Michael Freeman	ATL (Group C)
Vera Bodman	NUT (Group C)
Councillor Ballsdon	Reading Borough Council (Group D)
Councillor Jones	Reading Borough Council (Group D)
Councillor Khan	Reading Borough Council (Group D)

Also in Attendance:

Fiona Murray	Teacher
Fiona Monger	Teacher
Mary Mallia	Teacher
Simone Tissot	Teacher
Emma Raven	Humanist
Jan Lever	RE Consultant
Richard Woodford	Reading Borough Council

Apologies:

Judith Crimmins	RC Diocese of Portsmouth (Group A) (nominee)
Robin Sharples	Church of England (Group B)
Councillor Ennis	Reading Borough Council (Group D)
Councillor O'Connell	Reading Borough Council (Group D)

1. APPOINTMENT OF CHAIR

Rabbi Zvi Solomons was elected as Chair of the SACRE for the Municipal Year 2015/16.

2. APPOINTMENT OF VICE CHAIR

Anne Cheeseman was elected as Vice Chair of the SACRE for the Municipal Year 2015/16.

3. MINUTES

The Minutes of the meeting held on 16 June 2015 were confirmed as a correct record and signed by the Chair.

4. NASACRE - ROLE OF THE SACRE CHAIR

Jan Lever submitted for information a copy of the NASACRE briefing paper on the role of the SACRE Chair. The briefing paper covered the appointment of the Chair, the roles of the Chair and the key tasks of the Chair.

AGREED: That the briefing paper be noted.

## 5. READING AND WOKINGHAM SECONDARY NETWORK MEETING

Jan Lever submitted the minutes of the Reading and Wokingham Secondary Network meeting that had taken place on 29 September 2015.

The meeting had been attended by the Reverend Chris Evans, Reading School, and Sue Cresswell, The Piggott School, both of whom had spoken about Religious Education in their schools. The meeting had also discussed the issues arising from the Clarke Woodhead recommendations.

The meeting had come up with a number of conclusions to be reported back to the SACRE, as follows:

- New GCSE specifications would have an impact on schools, particularly while resources and training opportunities had yet to be advertised;
- People were developing their own interpretations of assessment criteria in the wake of the vacancies left by the removal of levels;
- Encouragement needed to be given to raise the attendance at the network meetings which provided a valuable opportunity to network, share ideas and resources.

Jan informed the SACRE that as previous Secondary Network meetings had been poorly attended this meeting had been scheduled at the beginning of the school year to encourage more people to attend. However, there had been only two attendees. It had therefore been concluded that there might be better ways to support secondary teachers for example through the Annual Conference that had a programme that was suggested by teachers and included speakers and workshops.

It was suggested that a further network meeting be held in the spring term, held at a school where teachers have not previously attended network meetings, and that if attendance remained poor alternative ways of engaging with secondary teachers should be found.

### AGREED:

- (1) That the position be noted;
- (2) That a further Secondary Network meeting be held in the spring term 2016 and if attendance was poor alternative ways of engaging with secondary teacher be found.

## 6 READING PRIMARY NETWORK MEETING

Jan Lever submitted a copy of the notes from the Primary Teacher Network meeting that had taken place on 13 October 2015.

Six teachers had attended the meeting, most were new to the network meetings and almost all were new to being an RE subject leader. The meeting had considered updates at both national and local level, discussed the teachers 'wows and worries' and as a result it had been decided to focus the next meeting, on 28

READING STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION MINUTES -  
25 NOVEMBER 2015

January 2016, on the role of the RE subject leader in order to address some of the worries in more detail and offer advice and share good practice.

Jan reported that the main concern that had been expressed by teachers was around assessing children's learning in RE. The Agreed Syllabus included an eight level scale for assessment but this was now not necessarily the same as what was being used in schools and this was causing confusion with regard to assessment. To try to provide support for this issue Culham St Gabriel's were funding three people to come up with new models of assessment for RE, these models would be published in the spring term 2016.

AGREED: That the position be noted.

## 7. PRIMARY SUBJECT LEADERS TRAINING

Jan Lever submitted a copy of a presentation on new subject leaders training that had been shown to teachers at the Primary Network Meeting on 13 October 2015. The presentation had been well received by the teachers most of whom were new to the subject, However, it was apparent that there was a need to provide something more than a presentation and so a manual was being put together that would be available in the New Year and would be brought to the 28 January 2016 Network Meeting.

The teachers present at the meeting stated that they were not always confident when teaching RE due to their lack of knowledge of the subject and because they did not want to misrepresent the religion or faith they were teaching. It was suggested that the SACRE could provide a good starting point to support teachers by providing materials and ideas.

AGREED: That the position be noted.

## 8. DRAFT ANNUAL REPORT

Jan Lever submitted a copy of the draft SACRE Annual Report 2014/15. The draft report had been compiled by Jan and would include a foreword by the Chair and set the context for 2015/16. The report also set out the work of the SACRE in 2014/15 including the role of the Council, teacher network meetings, the secondary RE Conference, RE Subject Leader training, the Pan-Berkshire Hub/Annual joint SACRE Conference 2015, 'Crossing the Bridges' and would include a section setting out the RE GCSE examination results for summer 2015.

Jan informed the SACRE that the Annual Report was usually submitted to NASACRE at the end of the year and suggested that, as the verified examination results would not be ready in time, it could be submitted without the results, which could be sent later, so that the end of year deadline was not missed.

The SACRE agreed that the Annual Report should be submitted to NASACRE without the examination results and that it should also be sent to the Secretary of State for Education.

AGREED:

READING STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION MINUTES -  
25 NOVEMBER 2015

- (1) That Jan Lever be thanked for her work on the draft SACRE Annual Report 2014/15;
- (2) That the Foreword to the Annual Report 2014/15 be written by the Chair;
- (3) That Jan Lever send a copy of the Annual Report 2014/15 to the Secretary of State for Education.

9. 'CROSSING THE BRIDGES' PROJECT - PROGRESS REPORT

Jan Lever informed the SACRE that at the SACRE Conference in June 2015 the Crossing the Bridges project, which had been suggested by the Pan-Berkshire RE Hub, had been launched. The project had been helped by a successful bid that had been submitted to Culham St Gabriel's to finance work to facilitate more effective work between schools and places of worship.

Jan reported that some places of worship were good at having children to visit but not all and teachers were finding it difficult to communicate with places of worship not least from simply being able to find time to arrange visits. It was also vital that learning was maximised on the visit to make them worthwhile.

The project included putting together a list of places of worship with the aim of producing a directory that could be used by teachers and would include places of worship that would be good at hosting visits. An information sheet was also being put together setting out when places of worship were open and the aspects of the religion/faith that could be covered. Booking forms had also been produced which asked teachers to state what the main focus of the visit would be and feedback forms had been produced with the aim of identifying improvements for future visits.

A booklet had been put together for pupils to complete whilst on the visit with the aim of supporting teachers to get as much 'deep' learning out of the visit as possible. The booklet could be completed by teachers electronically prior to visits adding pictures and text specific to the place of worship that was going to be visited. Jan had submitted a copy of a draft booklet for a visit to a Christian place of worship that was discussed by the SACRE.

AGREED: That the position be noted.

10. SACRE DRAFT ACTION PLANS AND BUDGET

Jan Lever submitted a copy of the Development Plan for the period April 2015 to March 2016 with additional activities added since the last meeting and gave a presentation on Development Plan suggestions for 2015/16 and 2016/17.

With regard to membership, for which there were a number of vacancies for representatives in Groups A and B, Jan informed the SACRE that letters had been sent to a number of faith groups asking for nominations.

READING STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION MINUTES -  
25 NOVEMBER 2015

Jan presented the suggestions for 2016/17 and explained that they had been based on what teachers regularly requested and that the costings had been based on the six SACREs working together. Jan also informed the SACRE that confirmation of the budget allocation for the SACRE for 2016/17 had not yet been received. The suggestions for 2016/17, in addition to the SACREs core business, were as follows:

- Developing the Pan-Berkshire SACRE Hub;
- Crossing the Bridges Project;
- Teaching Materials;
- Network Meetings;
- Subject Leader Training.

The SACRE discussed the suggestions and agreed that all should be taken forward and adjustments made if the budget allocated was insufficient to cover the costs. It was also agreed that the Chair and Vice Chair investigate the possibility of making bids for alternative sources of funding.

**AGREED:**

- (1) That all suggestions for 2016/17 be taken forward and adjusted if the budget allocation was insufficient to cover the costs;
- (2) That the Chair and Vice Chair investigate possible alternative sources of funding and report their findings to the next meeting.

**11. DISCOVERY RE - UPDATES**

Jan Lever reported that the third edition of Discovery RE would be available by the end of the current term once it had been proof read. Schools already using Discovery RE would be sent the new material for free, this would include over half the schools in Reading who were using Discovery RE.

**AGREED:** That the position be noted.

**12. RE: HOW DO I DO IT ?**

Jan Lever informed the SACRE that she had been commissioned by the Faculty for Education at Oxford University to produce a self-help guide for teachers. This had been produced as an eight step process including examples based on Christianity as Oxford had said this was one of the most poorly taught religions. An interactive app version that could be used as a group training tool would also be available.

**AGREED:** That the position be noted.

**13. DATE AND TIME OF NEXT MEETING**

Tuesday 1 March 2016

READING STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION MINUTES -  
25 NOVEMBER 2015

(The meeting started at 6.30 pm and finished at 8.12 pm).



Our Ref:  
Your Ref:

Direct: ☎ 0118 937 2332  
e-mail:  
richard.woodford@reading.gov.uk

To Members of SACRE

XX XXXXX 2015

Your contact is: **Richard Woodford - Committee Services**

Dear Colleague

**READING STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION - MEMBERSHIP**

It is with pleasure that I write to you in my capacity as Chair of the Reading SACRE (Standing Advisory Council for Religious Education).

The SACRE is a statutory body charged with monitoring and supporting Religious Education and Collective Worship in Reading schools, which meets three times per year.

It produces the Agreed Syllabus for RE and reviews this every five years. It is an important council and as such needs to be complete in its representation.

The SACRE's constitution requires it be made up of certain member groups:

- Group A Christian denominations and other religions and religious denominations
- Group B The Church of England
- Group C Associations representing teachers
- Group D The Local Authority

Currently, the Reading SACRE is actively seeking representation from the following religious/belief groups:

- Group A Buddhism
- Group A Judaism
- Group A Islam
- Group B Church of England
- Group C Teacher representatives x3

I am therefore, writing to you to invite your organisation to nominate a representative. Please do contact me directly xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx or contact the SACRE Clerk, Richard

Woodford on [Richard.woodford@reading.gov.uk](mailto:Richard.woodford@reading.gov.uk) to discuss this and/or to nominate your representative.

The next meeting of the SACRE is on Wednesday 25 November, 2015 at Reading Borough Council, Bridge Street, starting at 6.30pm. You and/or your representative would be very welcome to attend either with a view to becoming a valued member of this council.

The Religious Education of children and young people in Reading is so important that we hope you feel you/your organisation can be part of ensuring they receive their entitlement to the best quality RE we can provide for them.

Yours sincerely,

Chair of Reading Standing Advisory Council for Religious Education

## SACRE Membership 2015/16

Vacancy

Judith Crimmins (nominated Nov 15)

Jeremy Peckham (nominated Dec 15)

Ashok Khare

Vacancy

Vacancy

Rabbi Zvi Solomons

Vacancy

Vacancy

Fiona Murray (nominated Nov 15)

Anne Cheeseman

Robin Sharples

Michael Freeman

Vera Bodman

Vacancy

Vacancy

Vacancy

Cllr Ballsdon

Cllr Ennis

Cllr Jones

Cllr Khan

Cllr O'Connell

Vacancy

*(no longer any grant maintained schools in Reading)*

Emma Raven Humanist (nominated Aug 15)

Vacancy

Free Churches (Group A)

RC Diocese of Portsmouth (Group A)

Buddhism (Group A)

Hindu Faith (Group A)

Islam (Group A)

Islam (Group A)

Jewish Faith (Group A)

Sikhism (Group A)

Church of England (Group B)

Church of England (Group B)

Church of England (Group B)

Church of England (Group B)

ATL (Group C)

NUT (Group C)

Reading Borough Council (Group D)

Reading Borough Council (Group D)

Reading Borough Council (Group D)

Reading Borough Council (Group D)

Reading Borough Council (Group D)

Grant Maintained Schools (non-voting)

Co-opted member (non-voting)

Co-opted member (non-voting)

Note - Humanists can't be included in Gp A, even if the constitution was changed. Baha'i (former co-opted members) could be, humanists would have to be co-opted member.

### Group C - Potential Nominations:

Katie Livesey - Caversham Primary School

Mary Mallia - Addington Special School

Simone Tissot - Meadow Park Academy

## Chair's Foreword

**In the past year we have consolidated our work and have moved towards working together with the other Berkshire SACREs to create a pan-Berkshire Hub.** We hope to continue this in the coming year alongside supporting teachers and schools. We continue to be fortunate in having a strong SACRE, ongoing support from Reading Borough Council, and particularly in our advisor Jan Lever, who has been able, with other SACREs, to secure funding for our joint projects across all six Berkshire SACREs, and whose support of RE teachers in the past year is already bearing much fruit.

**Rabbi Zvi Solomons**  
**Chair of Reading SACRE**

## 2014-2015: The context

**The Autumn Term 2014** marked the start of the fourth academic year in the lifespan of the Pan-Berkshire agreed syllabus for Religious Education. This syllabus is well-received by teachers who are enjoying the challenge of teaching RE using an enquiry-based approach. The structure and key questions of the agreed syllabus help teachers order their planning and focus children and young people on the beliefs that underpin practice in the religions studied. Teachers appreciate the underpinning 3 Bs of the syllabus: Believing, Behaving and Belonging. The beliefs that underpin practice are given great attention. This approach is gaining credence in the RE world, the Church of England leading the way encouraging the teaching of 'concepts' and theological literacy.

In an education landscape of more autonomy but increasing pressure to deliver examination results and higher standards in numeracy and literacy, Religious Education, whilst statutory, sometimes struggles to maintain its rightful status and time-allowance on the curriculum.

Reading SACRE continues to keep in touch with schools and to support them to fulfil their students' entitlement to high quality RE, mindful of the pressures upon teachers and school timetables. The SACRE listens to teachers and the support it offers is informed by these conversations.

Events on the global stage have continued to bring attention to religion and its related conflicts, and education is being charged with helping to prevent radicalisation and extremism. RE has a major role to play in this process.

The SACRE has continued to appreciate the support of Reading Borough Council, the funding offered enabling support for teachers and schools to continue, and notes the support of Ian Muir, who has quietly supported the SACRE for several years in his senior adviser role with the Borough. The SACRE wishes him a well-earned retirement.

The SACRE has met once each term to progress this work and liaises with Reading Borough Council, structuring its work each year through an agreed development plan. Its membership is usually consistent, but has wavered slightly this year. We look forward to establishing a new Chair to bring continuity to the committee, and pay respects and many thanks to the dedicated Chairmanship of Rabbi Zvi Solomons who has recently retired from the post.

The Reading SACRE continues to be committed to progressing RE across the Borough, believing this subject to have major significance to children and young people's development, both personal and academic.

2014-2015: The context

The work of the SACRE in 2014-15

The role of Reading Borough Council

Teacher network meetings

Secondary RE conference

RE Subject leader training

The Pan-Berkshire Hub/annual joint SACRE conference 2015

'Crossing the Bridges'

GCSE Examination Results: Summer 2015

RE Examination results

### The role of Reading Borough Council

The support of Reading Borough Council enables the SACRE to communicate directly with schools through the regular e-newsletters, but there is still work to do to further improve communications with RE subject leaders and head teachers, to ensure schools gain the maximum benefit from the training and support the SACRE offers.

Councillors are pro-active members of the SACRE and we look forward to embedding SACRE's work into the 'bigger picture' education development plans of the Borough.

### Teacher network meetings

Primary teachers have again been afforded a termly network meeting offering them updates on both national and local initiatives in RE as well as input on aspects of RE e.g. teaching ideas and assessment in the world 'beyond levels'. These meetings also give opportunities to share good practice as well as to feed back to the SACRE on what support would be helpful.

This year the network meetings have been better attended and all the teachers present have been enthusiastic and dedicated to improving children's RE learning in their schools.

Secondary teachers also have a termly opportunity to meet together at an after-school meeting run jointly with Reading. In this time of change, these sessions offer the chance to discuss concerns, share practice and plan training although increasing pressures mean it is becoming more difficult for secondary teachers to attend after-school meetings.

Focus areas for these meetings have included: RE's contribution to the prevention of radicalisation, new examination expectations and syllabi, and the consideration of the Clarke and Woodhead Report, 'A new settlement for religion and belief in schools' (June 2015).

### Secondary RE conference

February 2015 saw the second joint Wokingham/Reading secondary RE conference. Subsidised and supported by both SACREs, and with SACRE members attending, this was a very well-received day and included a keynote speech from the ex-HMI for RE, Alan Brine, as well as workshops on Philosophical pedagogy and Christian approaches to ethical issues.

The SACRE wishes to thank the RE Department at Forest School, Wokingham, for organising and hosting the event for colleagues and the Secondary Federation managers for their help with organising the event.

### RE Subject leader training

Responding to the need to constantly ensure teachers new to RE subject leadership are well-supported, and also mindful of Ofsted and other national reports on RE which point to a lack of training for subject leaders in RE, this year saw the roll-out of a newly-designed 2-session course offered to support teachers new to this role. It covered the roles and responsibilities of the subject leader, expectations, monitoring, curriculum planning, assessing learning etc. It was appreciatively received by the teachers attending, raising their confidence to lead this subject across their schools. This was run for Reading and Wokingham teachers together.

### The Pan-Berkshire Hub/annual joint SACRE conference 2015

The December 2014 meeting of all 6 Berkshire SACRE Chairs saw all SACREs more than willing to take the Hub forward.

The first project was to extend the 'on location' training for teachers to make use of places of worship across the whole of Berkshire and to invite both teachers and SACRE members to attend in order to bring consistency in booking processes, ease of communication and to maximise the learning coming out of such visits.

Some areas of Berkshire are rich in the diverse range of places of worship on children's doorsteps, whilst others need to travel to find such a range.

However, with the 6 SACREs working together, it was felt that much more could be achieved for children and young people's learning by working together.

A successful bid to the Culham St Gabriel's Trust resulted in some funding allowing the 'Crossing the Bridges' Project to be born.

This was launched and the initial consultative work done at the annual SACRE Conference at Easthampstead Park on 15th June 2015. An interactive and productive evening brought teachers and SACRE members together for the first time at a SACRE conference enabling bridges to be built and the project launched.

### 'Crossing the Bridges'

Following the conference seminars were held in the East and West regions of Berkshire bringing together teachers and hosts and potential hosts from places of worship. These resulted in booking forms, evaluation forms and teaching/learning booklets being produced and trialled.

The Project continues into 2015-16 and in its early stages is showing great promise. The SACRE hopes this project will improve the learning experience children and young people have when visiting places of worship, and facilitate the communication and booking systems for teachers and hosts.

The materials, when trialled and finalised, will be published nationally allowing free access for all those delivering RE.

### GCSE Examination Results: Summer 2015

The pan-Berkshire Agreed Syllabus for RE requires that "All students must follow an externally accredited course leading to a qualification in 'Religious Studies' approved under Section 96 of the Learning and Skills Act 2000.

There is no requirement that students must sit public examinations but following such courses provides as many as possible with an opportunity to have their learning in the statutory curriculum subject of RE, accredited."

### RE Examination results

**These will be added as an appendix when the verified results are available.**

## **Meeting of Berkshire SACRE chairs/ vice chairs**

**4 – 5.30 15<sup>th</sup> December 2015**

**Civic offices, Wokingham Borough Council**

Present:

David Fawcett (Bracknell SACRE chair)  
Karen Butler (Windsor and Maidenhead SACRE vice-chair)  
Stephen Vegh (Wokingham SACRE chair)  
Jo Fageant (RE advisor to Slough and West Berks SACREs)  
Jan Lever (RE advisor to Reading and Wokingham SACREs)  
Anne Andrews (RE advisor to Bracknell and Windsor and Maidenhead SACREs)  
Emily Waddilove (Wokingham LA school improvement team - LA link officer for the Wokingham SACRE, and chair of this meeting)

Apologies:

Julie Siddiqi (Slough SACRE chair)  
Zvi Solomons (Reading SACRE chair)  
Mary Harwood (West Berks SACRE chair)

### **1. Introductions and apologies**

### **2. Partnership working of the 6 Berkshire SACREs: next steps**

#### **Proposals:**

- Appointment of a co-ordinator for the Berkshire SACREs Hub/ syllabus review lead
  - Schedule regular Hub meetings
  - Devise a system of communication to share minutes/ projects/ opportunities and good practice across the 6 SACREs
  - Draft and cost a Hub work plan to be agreed by all 6 SACREs
  - Draft and cost a plan for the agreed syllabus review process/timescale etc
  - Lead on the syllabus review
  
- Continuation of the 'Crossing the Bridges' project (Strengthening links between places of worship and schools, and ensuring that visits and visitors are of good educational value)
- Appointment of a project co-ordinator
  - Organise the project activities (annual training for visit hosts; further work on the directory, to be done by teachers)
  - Deliver annual training for faith hosts
  - Develop resources to support visits
  - Keep the SACREs updated on the project

Emily explained the background to this meeting:

The Crossing the Bridges project has made an excellent start but further work is needed to maximise its impact by involving more faith hosts and more schools, and completing the directory to assist teachers in planning visits to places of worship. The project received funding from Culham St Gabriel's but this funding has now been spent. The project has been carried out so far on a pan-Berkshire basis. Some Hub meetings have been held recently but these have been arranged on an ad hoc basis without any funding for the time of the meeting organisers.

There has been discussion amongst Wokingham SACRE members that it would be good for Hub meetings to continue on a regular basis, with communication back to the SACREs after meetings. It is felt that the Hub has great potential. Also, Wokingham SACRE members are really keen to develop the SACRE's support for schools, and feels that the Crossing the Bridges project is a perfect way of doing that. The project is meeting a real need. At the last Wokingham SACRE meeting Jan outlined proposals for appointing a Hub co-ordinator and for continuing the Crossing the Bridges project. Wokingham SACRE members were in favour of these proposals. Through the RE advisors, all 6 SACREs have some knowledge of the proposals and have agreed in principle, although some are concerned about the funding required.

Jan, Jo and Anne have been communicating further about how the proposals could be realised. The purpose of this meeting is for the advisors to explain their thoughts about the proposals, and for the chairs to have an opportunity to discuss the proposals and agree on the way forward. The Wokingham SACRE is keen for the work to begin next term, but it could be that further time for discussion is needed, especially with regard to funding, and a summer term start may be needed.

Jan Lever then provided further information about the proposals:

Considerations:

- Funding: The work of the Hub, and the Crossing the Bridges project, require funding. For the proposals to go ahead, each of the 6 SACREs will need to commit to the work and confirm that they can contribute the necessary funding. Plans could be amended to reduce costs if necessary. If any SACRE does not want to be involved, this would of course increase the costs for the other SACREs, so ideally all 6 SACREs would be involved.

- Commitment: Each SACRE will need to decide whether it wants to be involved in these partnership working plans. For the Hub to function, chairs need to confirm that they would attend Hub meetings or that another member of their SACRE would attend to represent their SACRE.

- Syllabus review: Jan explained that, as part of the discussions about these proposals, it would make sense to bear in mind that the syllabus review is due for 2017. It would make sense for the Hub co-ordinator to also be the person who leads

on the syllabus review. At present there is an assumption that all 6 SACREs will be involved in a joint syllabus review but there has not been any formal agreement of this. All present agreed that the SACREs would be keen to work together again on the syllabus review.

- Co-ordinator roles: To be considered – Who should take on these roles? One person or two people? Should the roles be undertaken by someone internal or external to the SACREs?

It would be possible to proceed with the Hub co-ordinator role and the syllabus review, without all 6 SACREs committing to the Crossing the Bridges project. However, in practical terms it makes sense for this project, that involves places of worship and members of faith communities, to be done on a pan-Berkshire basis. All of the SACREs are likely to want to benefit from the outcomes of the project and it would be difficult to prevent any SACREs who weren't involved from benefitting from the materials and the approaches developed.

Jo reported that both the SACREs that she works with (Slough and West Berkshire) are in favour of continuing the Crossing the Bridges project, and she knows that Slough will have the funding to contribute to this. Wokingham SACRE has discussed the plans for the Hub and the Crossing the Bridges project and is in favour of proceeding with both initiatives. Anne feels that her two SACREs (Bracknell and RBWM) are probably less well informed about the plans, but Bracknell SACRE is supportive of them. Changes in personnel have made discussion of the plans by RBWM SACRE more difficult.

The appointment of the co-ordinators was discussed further:

There are two options – either we could appoint an external person to do one or both of the co-ordinator roles (such as a teacher on secondment perhaps), or appoint one or two of the three advisors to do the roles. An external person may bring in interesting new ideas, but may not have the advantage of prior knowledge of the Berkshire SACREs, or working across several LAs, and would need to take some time to learn about the work that has already been done on the Crossing the Bridges project, which is already well under way.

The three advisors explained their position in terms of taking on the role of co-ordinating the Hub and leading the syllabus review:

Jan would be happy to take on the role. However, she is about to move to Devon, so if we were to appoint her, she would lead and manage the work, but much of it would actually be done by members of her team who live in or near Berkshire. (Jan has a colleague who lives in Reading; one who lives in Abingdon; one who lives near Oxford, plus two who live in Dorset.) Jan has experience of leading syllabus reviews, including reviews that involve more than one SACRE, and is currently leading on a review of the Bournemouth and Poole syllabus. She worked closely with Jo on the last review of the Berkshire syllabus.



Jo does not want to take on either of the roles, although she is happy to support whoever does take on the role, as a normal part of her role as RE advisor to the two SACREs. There is some uncertainty about whether her roles on the two SACREs will continue longer term, as both are to be reviewed in the next year or so.

The diocese is willing to give Anne the time to do the role and she would be willing to take it on. However, she has no prior experience of doing a syllabus review. There would be some support available from her colleagues, but Jo pointed out that none of the diocese staff have recent experience of doing a review, and would have little time to support Anne. Anne would need to be briefed by Jo and Jan. Anne lives locally in Bracknell.

There was discussion about whether the two co-ordinator roles should be advertised. Going through a recruitment process would take time and would cost. It was agreed that, if the roles are taken on by Anne or Jan, the work could be seen as an extension of their normal work for the SACREs. The Crossing the Bridges work is already being done, and would be continued by the co-ordinator who is appointed; leading the syllabus review can be seen as a normal part of the role of RE advisor to the SACREs.

The advisors explained that Jan has done almost all the work on the Crossing the Bridges project so far. Jan has drawn on the varied expertise of the members of her team.

It was suggested that perhaps it would make sense for the diocese to lead on the syllabus review, and Jan to lead on the Crossing the Bridges project. However, Jo pointed out that there is no reason why it makes sense for the diocese to lead on the syllabus review, as the syllabus doesn't have to be used by church schools. Jo feels that Jan has much experience of working with all kinds of schools, and has experience of leading syllabus reviews and, in her view, would be the most appropriate person to lead on the syllabus review.

It was suggested that perhaps two or three of the SACRE chairs should interview Anne and Jan and then make a decision about who would be best placed to do the work. But it was then agreed that this would slow up the process and would not provide any additional information. It was felt to be better to come to a decision at this meeting if possible, that can then be shared and discussed with SACRE members.

Emily suggested that if Jan was to lead on the syllabus review, Anne could perhaps be involved in leading on some parts of the work. Jo pointed out that all three advisors would be involved as part of their normal SACRE roles. Jan said that if people would like her to lead on the work, she would draw up a work plan which she would share with Anne who could identify which pieces of the work she wanted to be responsible for, before Jan allocates work to her team members. Anne said that she would be very happy with this arrangement, and would in fact feel quite relieved not be leading on the syllabus review.

It was agreed that all felt the best option would be for Jan's company to take on the work of co-ordinating the Hub, leading on the syllabus review, and continuing the Crossing the Bridges project. Jan will draw up a plan for all of this work by the 8<sup>th</sup> January, including an indication of costs required for the syllabus review. The plan can then be shared by each chair with SACRE members, and approval sought for the plan and for Jan's company to carry out the work. The plan will include outcomes of the work as these will be helpful to chairs when requesting additional funding. Windsor and Maidenhead have a SACRE meeting in January when discussion of the plan can take place; the Slough SACRE has a sub-committee meeting in January when the plan can be discussed and agreed; the Wokingham SACRE has already discussed and agreed the work so members can be sent the plan via email. Bracknell and Reading SACREs are not due to meet until early March but Jan, Anne and the chairs will consider how the plan could be shared and discussed before then if possible.

#### **Funding:**

The level of funding provided to the SACRE differs in each LA. However, Emily pointed out that the syllabus review is statutory and therefore LAs have an obligation to provide additional funding for this work. Much, if not all, of the funding for the Hub co-ordination role could come from monies allocated for the syllabus review, as this will be the main focus of the Hub's work for the next two financial years. Emily has had discussions with Jan about the amount of funding usually required for a syllabus review, and has checked on the amount of funding provided by Wokingham LA for previous reviews. If each SACRE contributed around £4,000, this would be sufficient to cover all the costs. Emily has requested from Wokingham LA £1,000 during the 2016-17 financial year when the review will begin, and £3,000 during the 2017-18 financial year when most of the work will be done.

In terms of the funding for the Crossing the Bridges project, Wokingham SACRE has some funds remaining each year once the costs of core activities and RE network meetings have been covered. This is usually used for teacher training but can be used to fund the Crossing the Bridges project next year.

In terms of organising the financing of the work, one LA could cover the costs and then invoice the other LAs for their share. (During the previous syllabus reviews a similar system has operated whereby the diocese paid for the work and invoiced the LAs for their share.) Emily thought that Wokingham could probably be the LA who pays for the work and the invoices other LAs.

### **3. AOB**

#### **Synchronising the dates of SACRE meetings:**

It was agreed that for the purposes of the Hub, and the syllabus review, it would be very helpful to ensure that all the SACREs hold their meetings within a couple of weeks of each other. It was agreed that, from now on, meetings will be arranged for the second or third week after each half term break.

Dates of next term's SACRE meetings are as follows:

Wokingham: 8<sup>th</sup> February  
RBWM: 13<sup>th</sup> January; 14<sup>th</sup> March  
Bracknell: 3<sup>rd</sup> March  
Slough: 24<sup>th</sup> February  
Reading: 1<sup>st</sup> March  
West Berks: 8<sup>th</sup> February

Jo reported that sub-committees of the Slough SACRE are formed and meet between SACRE meetings as necessary. Others felt it may be useful to implement this model.

**Actions:**

- Emily to send to all: the funding proposal; the outline of the co-ordinator roles; and the ppt Jan produced for sharing information about the proposed work with the Wokingham SACRE.
- Jo Fageant to send Anne Coffey (Wokingham SACRE clerk) the email addresses of all the clerks for the Berkshire SACREs.
- Jan to draw up a plan for the syllabus review, Hub co-ordination, and Crossing the Bridges project and share it with chairs by the 8<sup>th</sup> January. The plans will start from the beginning of the summer term 2016.
- All chairs to confirm as soon as possible, and by early March at the latest, that their SACRE:
  - would like to be involved in the Hub, the syllabus review and the Crossing the Bridges project
  - approves the plans and would like Jan to go ahead with the work in the new financial year
  - is able to contribute the funds indicated in the proposal or, if not, provide information about the level of funding that they could contribute.



## Wokingham SACRE

Development Plans: suggestions

2015-16

2016-17

## Time to reflect...

What is the purpose of SACRE and why do you choose to contribute?

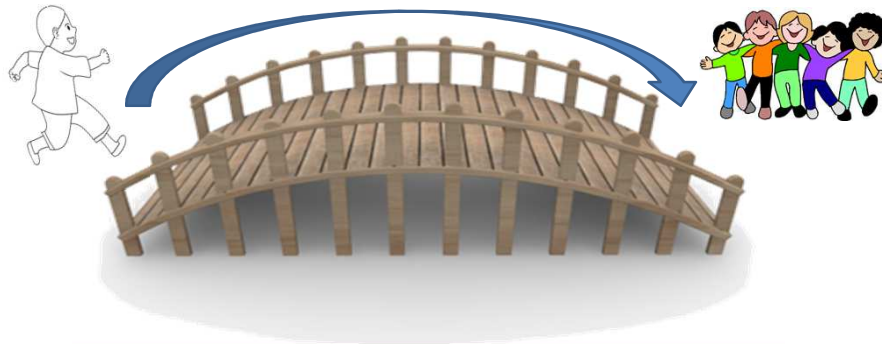


Jan to lead

## Religious Education is a bridge...

We take the students on a journey

from their world (which may/may not include religion)  
to the world of religion



## Why? How?

The pan-Berkshire agreed syllabus for RE 2012-2017

The aims of RE

RE should help pupils to:

Learn **ABOUT** religion by

- Developing knowledge and understanding of Christianity and other principal religions
- Developing an understanding of the influence of beliefs, values and traditions on individuals, communities, societies and cultures

Learn **FROM** religion by

- Developing a positive attitude towards other people, respecting their right to hold beliefs different from their own...
- Developing the ability to make reasoned and informed judgements about religious and moral issues with reference to the teachings of the principal religions...
- Enhancing their spiritual, moral, social and cultural development

## Strong bridges already here...

- WBC support, and a pro-active SACRE
- Pan-Berkshire SACREs Hub
- Many keen schools and dedicated teachers and TAs
- 'Crossing the Bridges' Project
- Network meetings
- Conferences for SACREs and for teachers
- RE Trails
- Easter Experience
- Synagogue Open Days
- RE on location
- Teacher visits to places of worship + resources
- Speakers to RE lessons

## What else can we do?

### Develop the pan-Berkshire SACRE Hub

#### How?

1. Meet with all 6 Chairs to agree strategy and way forward for 2016-2018 including agreed syllabus review principles, timings and costs
2. Appoint a co-ordinator/manager for the SACRE Hub with time costed for meetings, co-ordination etc

#### Then...

- Schedule regular meetings from Spring term 2016 to Summer term 2017 in sync. with SACRE meetings
- Devise a system of communication to share minutes/ projects/ opportunities and good practice across the 6 SACREs
- Draft and cost a Hub work plan to be agreed by all 6 SACREs
- Grow the 'Crossing the Bridges' Project (see below)
- Draft and cost a plan for the agreed syllabus review process/timescale etc
- Crack on with the work !!

What else can we do? Crossing the Bridges Project continues...

What support would teachers like?

**1. Visits and visitors from faith/belief communities (a system, easy communication, age-appropriate content etc)**

Already doing:

1. Crossing the Bridges Project: Directory/ consistent booking and evaluation systems/ Enquiry approach to visits - children's booklets
  - Pump-primed by Culham St Gabriel's Trust £2000 (pan- Berkshire Hub)

**Development:** make this a 3 year project ..2 further years across Berkshire - Hub Project, jointly funded by all 6 SACREs

2015-17:

1. Appoint a Project co-ordinator across the 6 SACREs
2. Continue to develop a Directory
3. Annual training for hosts at places of worship

## Funding for proposed Berkshire SACRE activities

### Hub co-ordinator

2-3 days per term @ £500 a day:

For remainder of 2015-16 financial year:

2 days during spring term 2016 = £1,000 = **£167 per SACRE**

**OR**

3 days during spring term 2016 = £1,500 = **£250 per SACRE**

2016-17:

3 days a term = £1500 = £4,500 a year = **£750 per SACRE**

**OR**

2 days a term = £3,000 a year = **£500 per SACRE**

### Crossing the Bridges project

Project co-ordinator:

2015-16: 3 days during spring term @ £500 a day = £1,500 = **£250 per SACRE**

2016-17: 6 days during school year @ £500 a day = **£500 per SACRE**

Directory:

2015-16: Teacher time of 2 days during spring term @ £200 a day = £400 = **£67 per SACRE**

2016-17: Teacher time of 6 days @ £200 a day = £1200 = **£200 per SACRE**

Annual training for hosts:

2015-16: Adviser time 6 half days to prep and deliver 2 x half day sessions = £1500 = **£250 per SACRE**

2016-17: Adviser time 6 half days to plan and deliver 4 x half days training = £1500 = **£250 per SACRE**

**Total required for 2015-16 per SACRE = £734** (for 2 days of Hub co-ordinator time) **or £817** (for 3 days of Hub co-ordinator time)

**Total required for 2016-17 per SACRE = £1,450** (for 2 days per term of Hub co-ordinator time) **or £1,700** (for 3 days per term of Hub co-ordinator time)

NB Funding for the syllabus review is not included here. For previous reviews, each SACRE has contributed approx £4,000 over two financial years. The advisors feel that this would be a sufficient amount to cover the costs of the forthcoming review.

The Hub co-ordinator role could be partly or wholly funded from syllabus review budgets?



## Partnership working of the 6 Berkshire SACREs: proposed next steps

- Appointment of a co-ordinator for the Berkshire SACREs Hub/ syllabus review lead
  - Schedule regular Hub meetings from spring term 2016
  - Devise a system of communication to share minutes/ projects/ opportunities and good practice across the 6 SACREs
  - Draft and cost a Hub work plan to be agreed by all 6 SACREs
  - Draft and cost a plan for the agreed syllabus review process/timescale etc
  - Lead on the syllabus review
  
- Continuation of the 'Crossing the Bridges' project (Strengthening links between places of worship and schools, and ensuring that visits and visitors are of good educational value)
- Appointment of a project co-ordinator
  - Organise the project activities (annual training for visit hosts; further work on the Directory to be done by teachers)
  - Deliver annual training for faith hosts
  - Develop resources to support visits
  - Keep the SACREs updated on the project

# Reading R.E. Primary Network

28<sup>th</sup> January, 2016

## Notes

12 people attended the meeting including a good range of experience – some established RE leaders, one very new (6 weeks into post), two representatives from ‘RE-inspired’ (Developing creative partnerships between Churches & Schools) and the vice chair of Reading SACRE – having such a range was extremely valuable.

## Wows and worries

- Worries included the teaching of Christianity – school surveys (of children) had found that Christianity was still not really very interesting for many.
- Assessment levels and alternatives – this was discussed and reminders about following the Pan Berkshire syllabus requirements. Also the upcoming release of the new assessment material for Discovery RE
- Most present were using Discovery RE – all feedback was very positive about its impact

## National Picture

- We discussed the national picture and recent reports which highlighted the importance of RE as a subject.

## Subject leader responsibilities - We discussed:

- creating a folder of evidence
- monitoring of teaching and learning – school situations and support systems were shared
- time allowed to monitor – one head of RE had been given time to do this – this was not the case for everyone
- budget (or lack of) – meeting SLT (Senior Leadership Team) to discuss this was recommended- particularly as agreed syllabi state the importance of learning through visits and visitors – money should be found to facilitate this
- raising the status of RE – seeking a meeting with SLT
- visits and visitors – establishing good contacts. Sharing these and keeping a record of them in the evidence folder.
- Some of the schools are using HLTAs to teach R.E. in PPA – whilst it was acknowledged that this could be very good – it was agreed that the class teacher

should rotate and deliver RE too so as to raise the status. Some of the active questioning techniques need to be developed by some HLTAs and some teachers.

### Time for RE and delivery

- Some schools are now blocking RE time together - this has worked really well in one school situation where planning was thorough - tweaks were then made to ensure a better experience for the following year.

### 'Crossing the bridges'

- 'Crossing the bridges' was explained – the Christianity Year 6 example on forgiveness was examined thoroughly – these were keenly welcomed (some had been present on the visits).
- The empty template will be helpful for subsequent visits particularly now that visits can be targeted to a specific theme – this enhances the visit and elevates it as a learning experience.
- David showed the templates for use at school/ place of worship as well as the feedback templates.
- These will all be available on the Discovery RE website soon as well as the LA website – anyone who needs it asap annotated the signing in sheet for emailing later that evening.

### Visits/Visitors

The value of visits and visitors was discussed and seen as essential. One school had booked Rabbi Zvi Solomons to attend and, although there are budget implications, the experience was excellent – he was recommended to the others. One other school has already booked him in (it was mentioned that there could be flexibility in cost if requested)

### Next time

- Assessment updates – these will always be an issue in meetings – will there be clarification nationally? Will a National Curriculum for RE be attempted?
- Review of the Pan Berks agreed syllabus – will there be a timescale by the summer?

David Rees, RE Consultant with Jan Lever Education Consultancy and Training (JLECT) Ltd

28/1/16

**Reading SACRE action plan April 2016-March 2017**

<b>Aim</b>	<b>Actions</b>	<b>Timescales</b>	<b>People Responsible</b>	<b>Cost</b>	<b>Summer 2016</b>	<b>Autumn 2016</b>	<b>Spring 2017</b>
A. To be a supportive and proactive SACRE enjoying full and well-informed membership.	1. Fill membership vacancies	End July 2016	SACRE Chair Committee Services				
	2. SACRE members attend termly SACRE meetings (3 per year) and, when possible, teacher termly network meetings and training events e.g. annual SACRE conference	Termly SACRE meetings: Summer 2016 Autumn 2016 Spring 2017  Termly teacher network meetings Occasional training events	SACRE Chair/SACRE Adviser SACRE members SACRE Clerk	SACRE Adviser to prepare and attend x3 SACRE meetings a year @ £500 per term =£1500 SACRE Clerk to administer each meeting	Mtg 2016 Date tbc	Mtg 2016 Date tbc	Mtg 2017 Date tbc
	3. Produce annual SACRE Report	Autumn Term 2016	SACRE Adviser and clerk	SACRE Adviser x1 day @£500		Bring draft to November meeting	Presented at March mtg and to Councillors on Date tbc
	4. Review the action plan at each meeting and update for next year	At each SACRE meeting	SACRE Adviser and SACRE	SACRE Adviser time included in A2 above			
	5. ~Subscribe to NASACRE ~ Representation at annual NASACRE conference, NASACRE AGM and ~local SACRE events including the annual pan-Berkshire SACRE conference	Ongoing	SACRE members SACRE Adviser to organise with other Berkshire RE advisers (Jo Fageant and Anne Andrews)	Subscription £95 Conference/s and AGM budget £500  SACRE Adviser time if needs to be the SACRE representative at NASACRE conference x1 day shared with Wokingham £250 plus travel  Pan-Berkshire SACRE	JL to attend NASACRE conference in London. May 17 <sup>th</sup> 2016		

	<p>6.Consolidate and develop the Pan-Berkshire SACRE Hub</p> <ul style="list-style-type: none"> <li>• Appoint a Hub co-ordinator</li> <li>• Termly Hub meetings with the 6 Chairs</li> </ul>	<p>Discuss at Spring 2016 SACRE mtg</p>	<p>SACRE members SACRE adviser 6 Chairs from all Berkshire SACREs</p>	<p>conference: 1 day prep and attendance shared with Wokingham £250</p> <p>Appoint Hub co-ordinator to work x3 days per term Summer term 2016 onwards for a year £750 (Reading share)</p>			
<p>B. To support teachers of RE to continually improve RE learning in their schools and</p> <p>C. To support the implementation of the revised Berkshire Agreed Syllabus for RE</p>	<p>1. Provide a termly primary RE network meeting for Reading teachers, 4-5.30 hosted by schools. SACRE members welcome.</p>	<p>Summer term 2015:</p> <p>Summer term 2016: Wed 18 May 2016 Venue: Thameside Primary 4-5.30pm</p> <p>Autumn term 2016: Tues 4 October Venue: tba 4-5.30pm</p> <p>Spring term 2017: Thurs 8 Feb Venue: tba 4-5.30pm</p>	<p>Led by Jan Lever Education Consultancy</p>	<p>SACRE Adviser x3 half days @£250 = £750</p>			

	2. Provide a 'start of year' secondary RE network meeting, 4-5.30, hosted by a school. RE teachers and SACRE members to be invited	Autumn term 2016: Tues 27 September 2016 Venue: tba 4-5.30pm		SACRE Adviser half-day days @ £500 = £250.			
	3. 'Crossing the Bridges' Project	Training event for West of Berkshire (West Berks, Reading, Wokingham) Date: Venue:  Appoint a Project co-ordinator 3 days per term for year 2016-17  Develop the speakers/places of worship directory 2 days per term for year 2016-17	SACRE Adviser and SACRE members plus Faith Communities and teachers	9 days @£500 for consultant in this role Reading share of cost: £750  6 days @£200 for teacher role, managed by Project co-ordinator Reading share of cost: £200			
	4. Subject Leader Training x1 half-day sessions	Autumn term 2016 Wed 12 October		1 day adviser time @ £500 a day..shared	To be advertised		

	(joint with Wokingham)	1-4pm Venue:tbc		with Wokingham £250 for Reading	September 2016		
	5.To work with School Improvement and Lead Councillor for Education to embed RE development in the RBC 3-5 year Education Improvement Plan  To improve school engagement and support them to make RE contribute significantly to the British Values, prevent radicalisation and SMSC agendas.	Reviewed at each SACRE meeting  Could we have a sub-committee to work on this?	SACRE Chair, SACRE Adviser, Lead Councillor for Education, School Improvement Service	Tbc			

**Costs:**

**Adviser/consultant time for 2016-17**

**X3 SACRE meetings £1500**

**Annual Report £500**

**National NASACRE Conference £250 plus Travel £50**

**Pan-berkshire conference prep/attendance £250**

**Hub-co-ordinator role £750**

**Primary networks £750**

**Secondary network £250**

**Crossing the Bridges Co-ordinator role £750**

**Primary subject leader training £250**

**Total: £5300 plus VAT (£1060)**

**£6360**

**Other costs:**

**Pan-Berkshire SACRE/teacher evening conference £500**

**NASACRE subscription £95**

**Crossing the Bridges teacher role £200**

**Total: £795 plus VAT (£159)**

**£954**



## **Supporting Religious Education across Berkshire:**

### **Proposal for collaborative working of the 6 Berkshire SACREs (Standing Advisory Councils on Religious Education) from summer term 2016 to be led by Jan Lever consultancy**

#### **Introduction**

Following the success of the first pan-Berkshire SACRE Hub project (Crossing the Bridges), discussions about continuing pan-Berkshire SACRE activities took place at SACRE meetings during the autumn term 2015, and at a meeting of SACRE chairs on the 15<sup>th</sup> December.

The following proposal and provisional action plan is offered to all 6 SACREs for consideration at their spring term 2016 meetings.

Aim: to reach agreement across all 6 SACREs that the following proposal be adopted and the necessary funding sought, to enable more effective communication and collaboration between the pan-Berkshire SACREs.

#### **Rationale for the proposal**

In a climate of decreasing resources yet an increasing need to ensure RE is taught well, it is believed that 6 SACREs working together on some projects will enable a cost-effective use of resources with maximum benefit to teachers and pupils.

#### **Context**

The 2014 joint SACRE conference initiated the idea that greater collaboration between the 6 SACREs could enable better use of resources and expertise. Each SACRE has people from faith and belief communities who, working together, could support RE more effectively. This was shown to be true during the development of the current agreed syllabus, when faith communities collaborated very successfully.

2015 saw the 6 SACRE Chairs meeting together twice and successfully gaining a grant from the Culham St Gabriel's Trust of £2000 to pump-prime the Crossing the Bridges Project, bringing places of worship together with teachers to

improve the processes for school visits to places of worship to enhance RE learning.

The consensus was reached that there is massive potential for such collaboration of the Berkshire SACREs and that it would be beneficial to pursue this, especially thinking ahead to when the current agreed syllabus needs to be reviewed in 2017. Strong working relationships and effective communication processes could be built before the syllabus review, enabling this considerable process to be run smoothly.

The pan-Berkshire SACRE Hub was formed, initially represented by the 6 Chairs.

### **What is needed to enable this collaboration?**

- Consensus and participation from all 6 SACREs
- Each SACRE being represented at every Hub meeting
- Funding from all 6 SACREs
- Synchronisation of SACRE meetings
- Co-ordination of the Hub
- Management of projects
- Effective communication systems
- Sharing of resources and collaboration

### **Proposed way forward for April 2016 to March 2017**

- Strengthen the pan-Berkshire Hub
- Prepare for the agreed syllabus review
- Develop the Crossing the Bridges Project

### **Proposed plan with costings**

1. Strengthen the pan-Berkshire Hub including preparing for the agreed syllabus review
2. Develop the Crossing the Bridges Project

## 1. Strengthen the pan-Berkshire Hub April 2016-March 2017

### Appoint a Hub co-ordinator to...

- Schedule and organise regular Hub meetings from Summer term 2016  
(at least one per term as agreed by the Hub)
- Plan the agenda in consultation with Hub, keep minutes and distribute.
- Develop a communication system to keep all SACRE members informed of Hub activity and progress
- Draft and co-ordinate the implementation of the Hub work plan, as decided by the Hub.
- Organise the synchronisation of the SACRE meetings to be held during the second half of each school term, and in the second or third week of that half term.
- Lead on the agreed syllabus review; drafting and costing the review project plan in summer term 2016.

### Outcomes:

- Effective communication between the SACREs
- Well-co-ordinated and effective joint projects, including the review of the syllabus
- Well-informed SACRE members, increased involvement
- Agreed work plan for the Hub with outcomes stated and measurable (to be devised by the Hub, serviced by the Hub co-ordinator)
- Synchronised SACRE meeting schedule from September 2016
- Greater support for the teaching of RE than would be possible by each SACRE working in isolation

Cost: 3 days per term (9 days a year) @ £500 a day

9 x £500 = £4500 inc. VAT

**Each SACRE contributes £750 inc. VAT in year 2016-17**

## 2. Develop the Crossing the Bridges Project

### Appoint a Crossing the Bridges Project Co-ordinator to...

- Implement the system developed during the first phase of the project for booking and evaluating visits to places of worship and visitors into schools
- Develop the Directory (electronic) of places of worship where hosts have received training and ensure its dissemination to schools (This strand of the project could be done by a teacher @ £200 a day)
- Continue to run annual training for hosts and teachers (one session in East and one in West) to involve more places of worship and schools in the project
- Disseminate the enquiry approach to visiting places of worship to all primary schools
- Increase SACRE member involvement with the project
- Give annual feedback to SACREs through the Hub as to progress of the project, school involvement etc

### Outcomes:

- Increased involvement of schools in visiting places of worship i.e. more pupils have the opportunity to visit more places of worship and have dialogue with members of faith communities
- Increased participation by places of worship as hosts to schools
- Better informed hosts so more effective visits
- Better RE learning by using enquiry model and by face-to-face dialogue
- Evaluation mechanism in place to inform future steps of the project

### Cost:

Project co-ordinator:

3 days per term (9 days a year) @ £500 a day

9 x £500 = £4500 inc. VAT

**Each SACRE contributes £750 per year**

Teacher (managed by Project co-ordinator):

2 days per term (6 days a year) @£200 a day

6 x £200 = £1200 inc. VAT

**Each SACRE contributes £200 per year**

Total contribution per SACRE 2016-17 = £950 inc. VAT

**To appoint a Hub co-ordinator and a Crossing the Bridges Project co-ordinator (and teacher for Directory work) from April 2016 to March 2017 would cost a total of £10,200 inc. VAT**

Each SACRE's total contribution during 2016-17: £1700 inc. VAT

### **Proposed plan April 2017-March 2018**

This year will primarily be about reviewing the agreed syllabus ready to launch the revised version in the Summer term 2018

The Hub, serviced and supported by the Hub co-ordinator, would write a Syllabus review project plan in the Summer term 2016 with costings, for each SACRE to take to its LA to request appropriate funding.

The Crossing the Bridges Project should be well-established enough by April 2017 to continue under its own steam whilst the agreed syllabus review takes centre stage as the prime task for SACREs.

#### **Estimated costs of syllabus review:**

It is estimated that if each SACRE contributes **approximately £4,000** (including the £750 required for Hub co-ordination during 2016-17), this will be sufficient to cover all the costs. This is in line with the contributions that have been provided by each SACRE for previous syllabus reviews.

### **Rationale for requesting Jan Lever to produce this proposal**

Detailed discussions took place at the Hub meeting in December 2015 about who should be appointed as the Hub co-ordinator and the Crossing the Bridges Project co-ordinator. (See the minutes of the meeting for further details)

It was suggested that it would be best for one person to take on both roles, and that this person should be experienced at leading agreed syllabus reviews as the pan-Berkshire review is pending.

The 3 SACRE advisers were present at the meeting and it made sense for them to be the candidates for these roles as they have a good knowledge of the

Berkshire SACREs, experience of working across several LAs, and have already been involved in leading on the Crossing the Bridges project.

Jo Fageant, having retired from her advisory role with the Oxford Diocese, was clear that she was not in a position to take on this work, although she will of course support the person who takes on the roles.

Anne Andrews, the RE adviser with the Oxford Diocese, volunteered her service for the roles, whilst requesting support for syllabus review work as this would be the first time she had taken on that task.

Jan Lever was happy to take on the roles on the proviso that she would manage all the work whilst delegating some roles to members of her team. Jan is an independent RE Adviser with a team of RE specialist consultants.

**The meeting decided it would make best use of the advisers' expertise if Jan Lever's company was commissioned to take on both roles. Jan would manage the work, with Jo being involved as her capacity allowed, and Anne discussing with Jan how she would best like to be part of the work, and Jan contracting these aspects to her (paying the diocese for Anne's time).**

### **How would the practicalities of contracts etc be organised?**

**Wokingham Borough Council offered to organise a variation of contract for Jan Lever to allow the extra work to be offered to her and to pay Jan for this work (as she is already contracted by WBC for her SACRE work), then invoicing the other SACREs (LAs) for their contributions.**

### **ACTION needed**

**Each SACRE to consider the proposals and feed back to Jan Lever after their meetings, by Friday 18<sup>th</sup> March latest, to enable decisions to be made.**

jan@janlevergroup.com

### **Decisions:**

1. Does your SACRE agree with the proposal to appoint a Hub co-ordinator?
2. Can your SACRE commit to its share of the funding for that post? If not, what level of funding could your SACRE contribute?

3. Does your SACRE agree with the proposal to appoint a Crossing the Bridges Project manager?
4. Can your SACRE commit to its share of the funding for that post? If not, what level of funding could your SACRE contribute?
5. Can your SACRE provide a representative (the Chair or another nominated member) to attend all the Hub meetings?
6. Is your SACRE prepared to schedule its meetings during the second or third week of the second half-term of each schools term, September 2016 onwards (or from April 2016 if possible)?
7. Is your SACRE happy for Jan Lever consultancy to lead the proposed work?

Jan Lever, January 2016