

## Notice of Meeting

### Standing Advisory Council on Religious Education

Councillor Dr Gareth Barnard (Bracknell Forest Council) (Chairman)  
Madeline Diver, Associations Representing Teachers (VOICE)  
(Vice-Chairman)  
Councillor Ankur Shiv Bhandari  
Councillor Alvin Finch  
Councillor Mrs Lizzy Gibson  
Councillor Mrs Isabel Mattick, Bracknell Forest Council  
Rev Malcolm Chalmers, Church of England representative  
Father David Clues, Church of England  
Wayne Erasmus, Free Churches  
Vicki Gibson, Free Churches  
Kathy Hadfield, Co-opted Member  
Jill Hanson, Church of England  
Clare Hawkins, Teacher representative  
Ruth Jackson, NAHT Headteacher  
Dilip Ladwa, Hindu representative  
Adrian Laws, Church of England  
Robyn Lynch, Catholic Church  
Rajdip Marok-Dhanju, Sikh representative  
Jo Perrett, Catholic representative  
Arfan Rashid, Muslim faith  
Elaine White, Teacher representative  
Deborah Windsor, National Union of Teachers (NUT)



**Thursday 12 March 2020, 5.00 - 7.00 pm**  
**Council Chamber - Time Square, Market Street, Bracknell, RG12 1JD**

### Agenda

Item	Description	Page
1.	<b>Welcome and Apologies for Absence</b>	
2.	<b>Minutes of the Previous Meeting</b>	3 - 6
	To approve as a correct record the minutes of the meeting of the Committee held on 13 November 2019	
3.	<b>Matters Arising</b>	
4.	<b>SACRE Hub</b>	
	<ul style="list-style-type: none"><li>• Update on project so far</li><li>• Details of launch conference</li></ul> <b>Reporting:</b> Anne Andrews	
5.	<b>Update on RE Network Meetings</b>	
	<b>Reporting:</b> Anne Andrews	

### **EMERGENCY EVACUATION INSTRUCTIONS**

If you hear the alarm, leave the building immediately. Follow the green signs. Use the stairs not the lifts. Do not re-enter the building until told to do so.

6.	<b>Ofsted reports</b> <b>Reporting:</b> Tracey Bradshaw	
7.	<b>SIAMS reports</b> <b>Reporting:</b> Anne Andrews	7 - 10
8.	<b>Feedback from the activity</b> <b>Reporting:</b> Councillor Dr Gareth Barnard	
9.	<b>Budget</b> <b>Reporting:</b> Tracey Bradshaw	
10.	<b>Interfaith Group</b> <b>Reporting:</b> Madeline Diver	
11.	<b>Feedback on GCSE/A Level results</b> <b>Reporting:</b> Anne Andrews, Tracey Bradshaw	
12.	<b>NASACRE AGM</b> <b>Reporting:</b> Anne Andrews	
13.	<b>Items for next SACRE newsletter</b> <b>Reporting:</b> All to suggest	
14.	<b>Any Other Business</b> <b>Reporting:</b> All	
15.	<b>Dates of Future Meetings</b> <b>Reporting:</b> All to note 13 July 2019	

Sound recording, photographing, filming and use of social media is permitted. Please contact Lizzie Rich, 01344 352253, [lizzie.rich@bracknell-forest.gov.uk](mailto:lizzie.rich@bracknell-forest.gov.uk), so that any special arrangements can be made.

Published: 3 March 2020

### **EMERGENCY EVACUATION INSTRUCTIONS**

If you hear the alarm, leave the building immediately. Follow the green signs. Use the stairs not the lifts. Do not re-enter the building until told to do so.

**STANDING ADVISORY COUNCIL ON  
RELIGIOUS EDUCATION  
13 NOVEMBER 2019  
5.00 - 6.20 PM**



**Present:**

Councillor Dr Gareth Barnard, Bracknell Forest Council (Chairman)  
Madeline Diver, Associations Representing Teachers (VOICE) (Vice-Chairman)  
Councillor Ankur Shiv Bhandari  
Councillor Alvin Finch  
Councillor Mrs Lizzy Gibson  
Councillor Mrs Isabel Mattick, Bracknell Forest Council  
Father David Clues, Church of England representative  
Vicki Gibson, Free Churches representative  
Kathy Hadfield, Co-opted Member  
Jill Hanson, Church of England representative  
Dilip Ladwa, Hindu representative  
Adrian Laws, Church of England representative  
Deborah Windsor, National Union of Teachers (NUT)  
Arfan Rashid, Muslim representative  
Robyn Lynch, Catholic Church representative

**Apologies for absence were received from:**

Wayne Erasmus  
Ruth Jackson

**Also Present:**

Clare Hawkins, RE Lead Garth Hill College  
Jo Perrett, Observer  
Rev Malcolm Chalmers, Observer

**1. Election of Chairman 2019/20**

It was **RESOLVED** that Cllr Gareth Barnard be elected Chairman for the academic year 2019/20.

**2. Appointment of Vice-Chairman 2019/20**

It was **RESOLVED** that Madeline Diver be appointed Vice-Chairman for the academic year 2019/20.

**3. Minutes of the Previous Meeting**

The minutes of the meeting held on 4 July 2019 were agreed as a correct record and signed by the Chairman.

**4. Presentation from Garth Hill College**

Clare Hawkins, RE Lead at Garth Hill College presented to SACRE on RE work at Garth Hill College.

In Year 7/8, Religious Studies was taught at Garth Hill College in carousel with Citizenship and Clare stated that this did not meet statutory requirement of 45 hours

a year. It was hoped that school trips and other RE enrichment activities would boost these hours next year.

In Year 9, compulsory RE would be reintroduced to the curriculum.

In Year 10/11, RE was presented as an option for GCSE. Clare had organised a trip to Rome to incentivise RE as a GCSE option.

In Year 12/13, a new RE A Level had been introduced for 2020. 15 students from Garth Hill College had enrolled already, excluding students from other schools who would join for the course. There was no pre-requisite for students to have completed RE GCSE to join the A Level course.

School trips would be a big feature on the RE curriculum, as it was important for students to visit places of worship outside of Bracknell. The trips would be held during RE teaching hours, and costs would be kept low. Visits during sixth form enrichment time would also be introduced, as well as additional RE short courses to earn additional UCAS points.

Arising from discussion, the following points were noted:

- The aim of a holistic RE curriculum was to make students more culturally aware of their communities.
- The KS3 syllabus compared religions to each other, and to a Humanist viewpoint.
- SACRE members thanked Clare for hosting the meeting at the College.
- It was proposed that Garth Hill College might join the RE Ambassador project with Ranelagh to get into Primary schools.
- Dilip Ladwa agreed to give some thoughts on the teaching of Hinduism in schools at the next SACRE meeting, and offered to work with primary schools to support the teaching of Hinduism. **(Action: Dilip Ladwa)**

#### 5. **Membership update**

SACRE members were informed of a number of vacancies outstanding on their membership, and were invited to propose any new members to Lizzie Rich by email.

It was noted that the Jewish representative formerly on SACRE had been asked to stand down due to non-attendance, and so there was a vacancy for a Jewish representative.

It was queried whether young people in sixth form could be appointed as members of SACRE, and it was agreed that this would be investigated. **(Action: Anne Andrews / Lizzie Rich)**

#### 6. **Budget Update**

This item was deferred to the next meeting. SACRE asked for a particular update on whether Bracknell Forest had paid its contribution to the Pan-Berkshire SACRE Hub.

#### 7. **Feedback from Berkshire Hub meeting and Update on Westhill Project**

Anne Andrews gave an update from the Berkshire Hub meeting and associated Westhill project.

The Westhill project had been proposed by the pan-Berkshire SACRE Hub in order to create a suite of videos of faith representatives answering two questions from the syllabus from their perspective. Initially, it had been hoped that schools would be able to support the filming process however a private film maker in Slough had been found.

One interview had already been filmed, and five further were planned between January and April 2020. It was hoped that filming could take place in one faith venue in each Local Authority.

Anne agreed to share the first video with SACRE members

In response to questions, the following points were noted:

- It was agreed that although filming using green screen technology would save costs, there was benefit in taking teachers who had never been to different faith venues before for a visit to build local contacts.
- SACRE members welcomed the project and the video resource.
- The resource would be available for use in other Local Authorities, however it could not be sold as a package.

#### 8. **Feedback for RE network meetings**

Anne Andrews reported that the last RE Network meeting had been well-attended by primary school teachers, and that secondary school teachers were also welcome to attend. The Network meetings had been moved into school venues following the redevelopment of the Open Learning Centre.

#### 9. **Initial GCSE/A Level result update**

Gary Paterson advised that the RE GCSE results for Berkshire had not yet been published, and agreed to update at the next meeting. **(Action: Gary Paterson)**

SACRE considered the national GCSE RE figures which were available. It was recognised that nationally, the achievement gap between girls and boys grew with age, and that the number of boys attaining a level 5 at GCSE was down 7% compared to previous years.

#### 10. **Updates on Ofsted reports**

It was noted that there had been two Ofsted inspection reports published since the last SACRE meeting, at The Pines (Requires Improvement, previously Good) and Birch Hill (Good, previously Good). SACRE members considered the RE sections of these reports.

SACRE members commented that the reports written under the new Ofsted framework read differently to previous reports.

It was noted that Bracknell Forest schools were expected to adhere to the School Improvement strategy.

#### 11. **Update on SIAMS reports for Easthampstead St Michael's**

Anne Andrews presented the SIAMS report for St Michael's Easthampstead Primary School and Jennett's Park, which had both been confirmed to be Good. SACRE members congratulated all at both schools for these positive results.

Anne explained for new members that SIAMS and Ofsted inspections were different, as every school was inspected by Ofsted but SIAMS inspections were the additional inspection of a faith school's religious designation.

12. **Draft Annual Report 2018-19**

Anne Andrews presented the draft Annual Report for 2018-19, for any comments. It was noted that the report would not be finalised until the exam results were included.

13. **Any Other Business**

**Madeline Diver** invited all SACRE members to attend the Interfaith event 'Are Science and Religion compatible' at St Joseph's Church on 14 November 2019.

**Councillor Ankur Shiv Bhandari** requested to see a copy of the RE Agreed Syllabus for Bracknell Forest, and it was clarified that this was available online.

**Anne Andrews** reported that the RE Ambassador Scheme had not had an further take-up from secondary schools, although it was suggested that Garth Hill College might be interested.

**Anne Andrews** invited any SACRE members to submit items for the SACRE newsletter.

**Dilip Ladwa** invited SACRE members to upcoming Indian Association events.

**Councillor Lizzie Gibson** queried whether SACRE's remit included academies, and it was clarified that although academies were not obliged to work with SACRE, many chose to use the locally agreed syllabus in their own curriculums.

14. **Dates of Future Meetings**

12 March 2020  
13 July 2020

15. **Forward Plan workshop**

SACRE undertook a workshop on the proposed Forward Plan outside of the meeting.

**CHAIRMAN**

## Statutory Inspection of Anglican and Methodist Schools (SIAMS) Report

<b>Winkfield St Mary's C of E School</b>			
Address	Winkfield Row, Bracknell, RG42 6NH		
Date of inspection	3 December 2019	Status of school	Voluntary Controlled
Diocese	<b>Oxford</b>	URN	109994

<b>Overall Judgement</b>	How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?	<b>Grade</b>	<b>Good</b>
<b>Additional Judgement</b>	<b>The impact of collective worship</b>	<b>Grade</b>	<b>Requires Improvement</b>

### School context

Winkfield St Mary's Church of England Primary School is a primary with 197 pupils on roll. The majority of pupils are of White British heritage. Very few pupils speak English as an additional language. The proportion of pupils who are considered to be disadvantaged is below national averages. The proportion of pupils who have special educational needs and/or disabilities is below national averages. A new staff team has been established over the past two years, including a new headteacher.

### The school's Christian vision

Our vision at Winkfield St Mary's is for all pupils, staff and the school community to aspire to reach their God given potential by developing their academic, personal and spiritual talents; to equip pupils with the key personal skills and mental resilience to make positive contributions to our global community.

'I have come that they may have life and have it to the full' John 10:10

### Key findings

- The school's vision was established during a period of instability. It has been used to great effect to facilitate strategic and management change allowing this church school to flourish.
- A new religious education (RE) scheme has been introduced by the RE leader to better reflect the school's vision. RE is managed well and is steadily improving.
- Development points for collective worship, identified in previous inspections and reviews, have not been addressed. This means the grade awarded for collective worship is requires improvement.
- Good mental health and wellbeing is a strength of the school community and is highly valued by all. Those in vulnerable circumstances are particularly well cared for. Leaders care about the pressures staff face and support them during such circumstances.

### Areas for development

- Establish a whole school understanding of worship in line with the Church of England expectations of worship in schools.
- Widen opportunities for pupil involvement in leading worship on a regular basis, so that worship increases pupils' spiritual development.
- Continue to embed and monitor the new RE curriculum to ensure its impact reflects the school's vision.

How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?

### **Inspection findings**

Winkfield St Mary's Primary school is a welcoming and caring community. Leaders, working with clarity of purpose within a short time span, have ensured the school has an effective vision. During a recent time of turbulence this vision has been used to strengthen the Christian foundations of the school. As a result, leaders have created a culture that enables children to aspire to reach their God given potential. The vision is supported by a strong set of Christian values. Leaders have used this vision, rooted in John 10, to create a school where all can flourish.

The caring, Christian character of the school means that all are treated with dignity and respect so that everyone feels valued. Parents, staff and children, whatever their religious affiliations, refer to the school as a family. The school's inclusive ethos cares for vulnerable children particularly well, enabling them to flourish. Staff spoke positively of their experience of working at the school. They cite strong relationships, professional development opportunities, and support by others as reasons adults live well together. Governors are aware of the pressures the staff are facing. They care about their wellbeing and work hard to alleviate such pressures where possible.

High expectations, resulting from the school's vision that each should strive to reach their potential, underpin the school's success. Academic results are consistently above national benchmarks. Progress is above average for all pupils, including those who have special educational needs and those in vulnerable circumstances. This is because staff are equipping pupils with the personal skills and mental resilience consistent with the school's vision. Mental health, wellbeing and academic attainment are equally valued. Additionally, staff support pupils' spiritual growth through a shared understanding of spirituality that they have formulated together.

Pupils' moral and social development is a strength of the school. This is because children are taught to live well together in a way that promotes the school's vision and values. To support this work the school have participated in an oracy project. This has increased opportunities for children to express differing opinions and accept other points of view. Skills in oracy are developing quickly and the school has seen a positive impact on pupils' behaviour. Pupils are thoughtful and well behaved.

The leadership team is creating a bespoke and effective enquiry-based curriculum. This new approach better reflects the school's vision. Additionally, the curriculum is underpinned by the understanding that children should have opportunities to 'think for themselves' and ask 'big questions'. Therefore, numerous opportunities for pupils to debate and explore their own and other opinions are woven into the curriculum. This has a positive impact on the culture of mutual respect within the school.

The new curriculum has increased opportunities that allow children to learn about their changing world. This has enabled them to make positive, age related contributions to the global community. This is particularly evident through the Romania Link charity that the whole school supports. Leaders have used the new curriculum to embed the school's vision of enabling pupils to achieve their God given potential.

Additionally, the RE leader has revised the RE curriculum so that it supports the school's enquiry based approach to learning. With other leaders she has created a robust action plan to further develop her subject. She attends local RE network meetings and has led training in school. The new RE curriculum aligns with the locally agreed syllabus and the Church of England's Statement of Entitlement.

Pupils are excited by RE and articulate, with confidence, what they have learnt about Christianity and other faiths. Younger children happily recite stories from the Bible and explain the context of these. Older pupils understand and question deeper theological concepts within Christianity and other faiths. A robust RE marking system allows children, as well as their teachers, to see the progress they have made. Pupils explained how 'next step marking' helps them improve their work. This system allows children an opportunity to develop the perseverance associated with the school's vision. However, governors do not systematically monitor or evaluate progress in RE. This compromises their ability to preserve and develop religious education further.

The school community attends the parish church for Christian festivals such as Christmas and Easter. Older pupils help plan these occasions. However, pupils are not involved with planning worship regularly. Some pupils



contribute prayers to collective worship, but pupils do not lead or evaluate collective worship. Pupils' spiritual development, through deeper involvement in worship, is therefore limited. The collective worship policy expresses some incorrect information regarding collective worship in Church of England schools. Development points for collective worship from the schools last SIAMS have not been addressed. This means that collective worship requires improvement.

Nonetheless, the Christian character of the school is apparent in each classroom through displays and places for reflection or prayer. Each classroom has an additional display area where children can exhibit 'big questions' they might have, associated with RE. Pupils, especially key stage two pupils, enjoyed talking about these areas. They queried or challenged the questions posed by others with enthusiasm and respect. Bible verses that encourage various aspects of the school's values and vision are displayed around school in mutual learning areas. Each week the school sends home a task for children set around its values and vision. Through this practice the principles held at school have become part of home life. Parents discussed a recent example that asked children to carry out ten acts of kindness. They explained that their children completed the tasks without desire for reward, instead they were kind 'for the sake of it'. Parents appreciated the support provided by the school to encourage the children's moral growth.

Irrespective of the school's recent difficulties, there are abundant opportunities for this community to reach its God given potential. This is because leaders have successfully used the school's vision and values to create a place where all can flourish.

Headteacher	Julia Evans
Inspector's name and number	Delia Sheppard 942

This page is intentionally left blank