



London Borough
of Hounslow

Annual Report 2023-2024
Standing Advisory Council
on Religious Education
(SACRE)

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Introduction

I start this foreword on a sad note: our long-term, highly valued advisor Lesley Prior died this year. She will be greatly missed as a friend and supporter of SACRE and RE in Hounslow. Lesley had, however, asked a colleague to support us, and we were pleased to welcome Claire Clinton to our SACRE as an interim advisor.

We felt it would be fitting to rename our annual lecture in Lesley's honour. Now to be called 'The Lesley Prior Annual Memorial Lecture', this was unanimously agreed by our members.

During the year, the SACRE had a sudden change of chair which meant some upheaval, during which the SACRE continued to work together to fulfil our role in promoting quality RE in Hounslow schools. I would like to thank the dedicated members of SACRE for their efforts in achieving this continuation throughout the transition. Thanks are also extended to Governor Services and our SACRE clerk for their continued support, which is greatly valued.

Membership is currently of some concern, as a number of members have left and we have not yet been able to fill all vacancies. We continue to seek new members.

As a SACRE we are proud to have been able to offer training once again, and have made a strong start in catching up on determinations after Covid. I am very excited by the hard work of the group in updating and revising both our Constitution and our Code of Conduct. It was a major project but these now better reflect our purpose and incorporate the Nolan Principles.

Hounslow is a religiously diverse community which our SACRE seeks to reflect and support. Our aims for the next year include completing any upcoming determinations, reintroducing a SACRE newsletter to schools, adding more training, and beginning the review of Hounslow's local syllabus 'Widening Horizons'.

Eileen Crabtree

Hounslow SACRE chair

Section 1: Overview

Since 1988, it has been a requirement that every local authority (LA) has a Standing Advisory Council on Religious Education (SACRE). Though legislation sets out both the structure and the remit of a local SACRE – principally, overseeing religious education (RE) and collective worship (CW) – in practice every SACRE has developed its own particular style and character. Hounslow SACRE, which began its work in 1989, has certainly developed its own particular style and character as this report will testify.

SACRE continues to work with different religions and world views, and teachers across all key stages to ensure our advice and work is fit for purpose.

It is a legal requirement that each SACRE produces an annual report of its work and that this is sent to the Department for Education (DfE), NASACRE, local schools and other interested parties. The LA makes this report publicly available through their website.

SACRE met five times across the academic year 2023-24. Our meetings have this year been face to face. This has ensured that SACRE has continued to be active and discharge its responsibilities fully. The dates were:

23 October 2023

23 November 2023

18 March 2024

13 May 2024

8 July 2024

Summary of meetings

During the five meetings this year we discussed local and national updates with the support of our interim advisor, Claire Clinton. There were broadly four areas of focus. One of our first tasks was to complete our Annual Report that was unfinished owing to the death of our previous, much valued advisor. This also meant that we spent some time getting to know our interim advisors. We discussed the need to update our Constitution and Code of Conduct. This was an extensive review, and a working party was formed. Over the meetings and via emails a constitution was agreed that is more relevant to the work of today's SACRE. This included discussions on changing the format of our meetings to allow limited hybrid attendance, membership and determinations.

The annual report was then sent to the local authority for agreement, and to the relevant parties.

Changes in membership is another continuing discussion, as we currently have a number of vacancies. Additionally, we had a change of SACRE chair which reintroduced discussion topics such as re-establishing some training, newsletters and the catch-up in determinations, which had been affected by Covid.

Background to the borough

Hounslow is situated close to London's Heathrow airport and is home to a diverse community. It has excellent access to London making it an attractive place to live and work. With miles of rivers, canals, nature reserves and open spaces, Hounslow has much to celebrate. The borough has some of the most beautiful parks and open spaces in London, with no fewer than five historic houses with landscaped gardens including Syon House and Osterley Park.

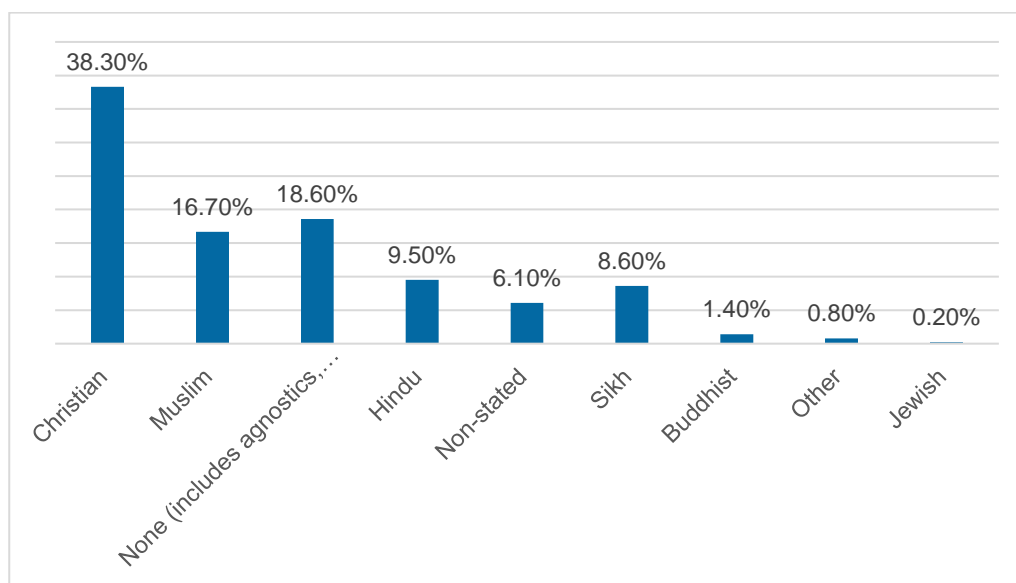
Languages and religions represented in Hounslow schools

Language	Primary	%
English	9957	38.6%
Panjabi	1718	6.7%
Urdu	1620	6.3%
Polish	1074	4.2%
Konkani	1046	4.1%
Hindi	962	3.7%
Arabic	786	3.0%
Somali	720	2.8%
Romanian	590	2.3%
Telugu	525	2.0%

Language	Secondary	%
English	8213	46.1%
Panjabi	868	4.9%
Urdu	819	4.6%
Polish	656	3.7%
Konkani	556	3.1%
Somali	476	2.7%
Arabic	474	2.7%
Hindi	373	2.1%
Pashto/Pakhto	243	1.4%
Bengali	201	1.1%

Hounslow Census 2021 – What is your religion?

Religion	Percentage
Christian	38.30%
Muslim	16.70%
None (includes agnostics, atheists)	18.60%
Hindu	9.50%
Non-stated	6.10%
Sikh	8.60%
Buddhist	1.40%
Other	0.80%
Jewish	0.20%



Section 2: Standards and quality of provision of religious education (RE)

Within Hounslow, advice is available to schools around RE via three routes:

- The Hounslow Agreed Syllabus <https://www.hounsloweducationpartnership.co.uk/primary-curriculum/re>
- The Hounslow SACRE and its advisor
- The SACRE annual lecture and training, which provides professional development for teachers.

Hounslow SACRE has given advice to the Local Authority on a number of occasions in 2023-24.

As a SACRE we have supported the local authority with freedom of information (FOI) requests, and supporting schools seeking determinations. We have undertaken an extensive review of our constitution and code of conduct to better reflect the current role of SACRE and the diverse area we live in, and incorporating the Nolan principles.

Our advisor, Lesley Prior, sent out a primary network newsletter. Regular updates were sent to schools to introduce new initiatives and updates – local and national. The SACRE also advised on training that would take place across Hounslow and ten other London boroughs. With the help of our advisor Claire Clinton we held training on collective worship in schools which was well attended by RE leads and members of senior leadership teams. Training was also given to support schools seeking a determination.

They also added a ‘WhatsApp’ group to allow instant updates and answers to questions. Secondary heads held regular networked meetings and RE was discussed (our previous chair, Ranvir Singh had attended some of these meetings).

Hounslow public examination data

Religious studies GCSE KS4			
Entries	9 to 4	9 to 5	Pass
2051	1666	1480	2026
	81%	71%	99%
Religious studies A-level KS5			
Entries	A*	A* - E	Fail
95	15	95	0
	16%	100%	0%

Attainment in RE

In order to maintain an overview of standards in our schools, Hounslow SACRE regularly reviews Hounslow schools’ Ofsted reports. Alongside that we monitor RE exam results across the borough.

Primary schools

Feltham Hill Infant and Nursery School. Outstanding: March 24

Pupils enjoy daily assemblies, where they share school values, for example learning about different religions or celebrating birthdays. They are taught about different family units and know what makes a positive friendship.

Heston Primary School. Good: November 24

Pupils are taught about safety, including road safety and how to stay safe online. Pupils are taught the meaning of respect and why it is important to treat everyone equally.

Oak Hill Academy Primary. Outstanding: June 24

Those with special educational needs and/or disabilities (SEND), achieve very well. Pupils behave impeccably well in lessons. High levels of respect permeate through everything pupils do. The school encourages pupils to recognise and celebrate diversity.

Orchard Primary School. Good: December 23

Pupils are taught about British values and develop an understanding that everyone has the right to be treated equally. They show respect for each other's differences, including different faiths and cultures.

Our Lady and St John RC. Good: June 24

Behaviour in classrooms and around the school is exemplary. This is because pupils are taught about integrity and the importance of positive behaviour. As a result, pupils feel safe and are kept safe. They are committed to their learning and disruption in lessons is rare. Relationships between pupils and staff are strong and respectful. Pupils are rightly proud of their school.

Sparrow Farm Primary Good: January 24

Relationships at the school are positive and respectful. Pupils enjoy learning about difference and diversity ... The curriculum helps pupils to learn about keeping themselves safe, including online, and the importance of respectful behaviour towards their peers and staff.

Spring Grove Primary. Good: July 24

Pupils care for each other and represent the school very well. The school works closely with parents to ensure attendance is high. Parents value the strong pastoral care provided. Pupils are prepared well for life in modern Britain. Equality and the celebration of diversity are priorities of the school.

Springwell School. Good: April 24

Pupils' personal development is carefully considered. The curriculum helps pupils to understand important ideas such as what constitutes safe, healthy, and respectful relationships. Pupils describe the school as a kind community where everyone is equal. Leaders have created a strong sense of community.

Tarbiyyah Primary (independent school). Good: January 24

The provision for pupils' personal development is a considerable strength of the school. The curriculum for personal, social and health education (PSHE) includes age-appropriate teaching about healthy relationships. Pupils are taught about the importance of showing respect for differences, including faiths, beliefs and traditions that are different to their own.

The Rosary RC School. Good: November 23

Leaders provide a wide range of opportunities for pupils. They learn about different religions and beliefs. Pupils have an exceptional understanding of diversity. They know the distinctive characteristics which make people unique. Staff encourage pupils to develop respect for people's differences. This means that pupils show deep compassion for others and respect views which are different to their own.

Worple Primary School. Good: May 24

Pupils study a structured programme of personal, social and health education. This supports the school vision of preparing pupils for their future in modern Britain. Staff teach pupils that 'we're all different, all welcome'.

Secondary schools

Gumley House RC Secondary School. Good: April 24

The school prepares pupils well for life in modern Britain. The personal, social and health education curriculum is carefully and sensitively set out. Pupils learn about tolerance and respect for other faiths and cultures.

Isleworth and Syon Secondary School. Good: November 23

Pupils are provided with a range of extra-curricular opportunities to develop their skills and passions. This compliments the wider curriculum and pupils' character development. The curriculum is designed to ensure that pupils are well informed about how to stay safe and be respectful of others.

Lampton Academy Secondary School. Outstanding: May 24

Pupils feel safe at school, ... As a result, pupils are happy here and treat each other with kindness and respect ... The curriculum for personal, social and health education (PSHE) is delivered by subject experts. The school prioritises the teaching of healthy relationships.

The Green School. Good: February 24

The school has ensured that pupils have rich opportunities to develop their character. For example, assemblies and form times are set up so that pupils can present researched topics that align with school-wide themes. All pupils are included in reflections that extend beyond the Christian values that underpin the school's ethos.

The Heathlands School. Outstanding May 24

In religious education, pupils consider key questions that build in complexity over time. Younger pupils consider the nature of God, before considering different religious and non-religious views. This supports older pupils to apply this to ethical and philosophical questions of free will and morality. Teachers use their subject knowledge expertly to explain new ideas and to check that pupils use terminology with precision. This supports pupils to understand the diversity within religions and deepen their understanding.

Other services

The Woodbridge Park Education Services. Good: September 23

The school provides an effective programme of personal, social, health and economic (PSHE) education. The curriculum focuses sharply on teaching pupils about developing positive and safe relationships, equality and respect, and making healthy choices.

Section 3: Standards and quality of provision for collective worship (CW)

Within Hounslow, advice is available to schools around CW through the Hounslow SACRE advisor.

Training was delivered by our interim advisor, Claire Clinton, during the afternoon of 24 June 2024. It was well attended with about 30 participants. A training video is available on request for others who were unable to attend.

One primary school RE lead commented:

'The training was really supportive and informative. I loved that resources and useful links were shared which helped to structure collective worship sessions. I feel much more confident delivering and leading collective worship sessions since attending this training.'

The advisor to the Hounslow SACRE has given advice to schools and SACRE around determinations. Training was delivered, and well attended and facilitated by our interim advisor Claire Clinton who offered two sessions on 7 May 2024. A training video is available on request for others who wish to request it. Some attendees subsequently followed up with Claire.

Compliance with statutory requirements

Collective worship (CW) has been monitored in Hounslow through reviewing determination applications, and corrective actions that lead to approved determinations for schools. We also regularly collect information from Ofsted reports.

Determinations

Throughout this year we have made progress with determination applications, although unfortunately we are still playing some catch-up after Covid. Two schools have agreed to work within the 'wholly or mainly of a broadly Christian character' [Education Act 1996: sections 385-386]

There were a number of requests for a determination from schools in 2023-24:

- Wellington School had their determination approved on 23 October 2023

Two renewals were granted at the SACRE meeting of 8 July 2024. The schools were notified:

- Heston Primary School
- Grove Road Primary School

but as the meeting was not quorate, the decisions were deferred to be ratified at the next meeting (18 November 2024).

Complaints about collective worship

There were no complaints received by the LA or Hounslow SACRE about collective worship in 2023-24.

Section 4: SACRE's links with other bodies

Hounslow SACRE is a member of the National Association of SACREs (NASACRE) and our interim advisor is a member of AREIAC and NATRE, and is at present lead director of 'RE Hubs'.

SACRE members attended the NASACRE conference on 20 May 2024 and gained many ideas to inform what we could do as a SACRE in Hounslow. SACRE members have also attended the NASACRE virtual webinar monthly training programme and found it useful training for all members.

New members, the clerk, and chair attended the 'New Members' webinar on 26 June 2024.

We also have links with the local 'Friends of Faith' group.

Section 5: SACRE's contribution in supporting schools through events and training

Our Jewish representative has supported many of the borough's schools in finding speakers and visiting the local synagogue. We have contact with the local interfaith group through one of our members, who has

been involved in the Hounslow 'Holocaust Memorial Day' event. This included a presentation on 22 January 2024 by speaker Gabriel Stein who spoke about his mother's experiences as a Holocaust survivor, and 'The Jewish Living Experience' exhibition (June 2024). Both were attended by SACRE Members. The exhibition was also attended by some Hounslow schools after receiving SACRE information on the event.

Section 6: SACRE's own arrangements and happenings in the borough

Not all meetings for the academic year 2023-24 were quorate:

23 October 2023: quorate

23 November 2023: not quorate

18 March 2024: not quorate

13 May 2024: quorate

8 July 2024: not quorate

This is a significant issue, which is being addressed by changes in the constitution, and efforts to recruit members to vacancies.

21 September 2023: we held our Annual Lecture online via Teams, titled 'Humanism, Religious Education and the Law'. This was delivered by our guest speaker Dr Ruth Wareham, a Lecturer in Philosophy of Education at the University of Birmingham, and Education Policy Researcher at Humanists UK.

1 November 2023: Cranford Community School held a session on Continuing Professional Development (CPD). This was arranged by local secondary schools including members of SACRE and was highlighted and advertised by our SACRE. Titled 'Education Inspector Framework', this was attended by teachers from across the borough and members of SACRE. The key note speaker was Dr Richard Kueh (HMI deputy director research and evaluation at Ofsted, and subject lead for RE). This included a message on 'Building up accurate learning about complexity and diversity of global religion and non-religion.'

7 May 2024: with the support of our interim advisor, Claire Clinton, we were able to offer two discussions on 'Why we need a determination' and 'How to apply'. To make them accessible we held one in the morning and one after school on the same day. These were attended by head teachers and RE leads. Claire received many questions from attendees.

24 June 2024: we also offered an afternoon's CPD session on collective worship to teachers, senior leaders, and other interested parties. This was delivered by Claire Clinton, and was well attended, with valuable feedback.

26 June 2024: SACRE 'New Member' training. Four new members, the clerk and the chair attended to ensure they are kept updated.

20-27 June 2024: Hounslow was host to the 'Jewish Living Experience' exhibition. This was open to schools, teachers, SACRE, police, and other interested groups. Our Jewish representative was involved in bringing it to Hounslow. SACRE promoted the event to schools and within its membership. A CPD event was arranged before the launch, which was offered to teachers and members of SACRE. This was an informative exhibition and well received.

Section 7: SACRE finances

The allocated SACRE budget for 2023-24 is £6000.

Professional and administrative support

During the year 2023-24, three local authority officers supported Hounslow SACRE professionally and administratively:

- Tim Hallett as the local authority link officer
- Sukhvinder Kaur as clerk to SACRE
- William Lee, Democratic Services LBH

We also received support from Lesley Prior – professional SACRE advisor, and Claire Clinton and Lisa Kassapian as interim professional SACRE advisors.

Budget

The sum of £6,000 was made available through the local authority to support the work of SACRE during the year.

This covered the cost of:

- Employing an RE advisor
- Clerking SACRE
- Membership of NASACRE and other agencies
- Attending conferences
- Training
- Refreshments, printing, and postage for all SACRE meetings
- Annual lecture

Appendix A: list of members

(As of 8 July 2024)

Group A - Faith Groups

Buddhist	Suwini Jayawardene
Free Church	Isabel Tayler
Free Church	Alan Crabtree
Hindu	Sachin Bansal
Hindu	Vacancy
Humanist	Jeremy Rodell
Jewish	Basil Mann
Muslim	Saira Ahmed
Muslim	Najeeb Ahmed
Orthodox Christian	Mr Emad Hanna
Pentecostal Christian	Vacancy
Roman Catholic	Peter Ward
Sikh	Narinder Kaur Bakhshi
Sikh	Jee Devgon
Other world faith	Vacancy
Other world faith	Vacancy

Group B - Church of England

Simon Surtees
Paula Walker
Vacancy
Vacancy
Vacancy
Vacancy

Group C - Teachers

Jo Merry	(Primary School Teacher)
Holly Stallwood-Bracken	(Primary School Teacher)
Natalie Hawkes	(Primary School Teacher)
Vacancy	(Primary)
Vacancy	(Primary)
Vacancy	(Secondary)
Vacancy	(Head Teacher Secondary)
Vacancy	(Primary School Head Teacher)
Vacancy	(Special School Head Teacher)
Vacancy	(Assistant Head Primary)

Group D - LEA Representatives

Eileen Crabtree (Interim Chair)
Cllr Bandna Chopra

Cllr Madeeha Asim
Cllr Mohammed Umair

Co-opted Members

Claire Clinton (RE Advisor) - RE advisor to Newham, B&D and Camden
Sally Yarrow - CEO & Executive Headteacher - Secondary network representative for SACRE (Academic year 2024/25)

Other

Schools Improvement Advisor - Tim Hallet
Democratic Service LBH - William Lee
Clerk Governor Services LBH - Sukhvinder Kaur Wilkhu

Appendix B: Constitution and code of conduct



Hounslow SACRE Constitution (Reviewed September 2024).pdf