

Bexley Standing Advisory Council on Religious Education (SACRE)

Annual Report for the academic year 2020-2021

Contents

1. INTRODUCTION	5
1.1 Introduction from the Chairman.....	5
1.2 London Borough of Bexley SACRE Meetings	6
2. ADVICE TO STATUTORY BODIES	9
2.1 Our schools.....	9
2.2 Our profile	9
2.3 Agreed Syllabus.....	9
2.4 SMSC	9
2.5 Training.....	9
2.6 Newsletter	10
2.7 Teaching resources	10
3. STANDARDS AND QUALITY OF PROVISION OF RE.....	11
3.1 Collective Worship Visits	11
3.2 Religious Studies examinations in Bexley	11
3.3 Complaints.....	11
4. AGREED SYLLABUS	15
4.1 The Bexley Agreed Syllabus.....	15
5. COLLECTIVE WORSHIP	17
5.1 Provision of collective worship in schools.....	17
5.2 Determination and complaints	17
6. MANAGEMENT OF SACRE.....	19
6.1 Professional and administrative support.....	19
6.2 Development of the SACRE and SACRE training	19
6.3 Finance.....	19
6.4 Membership and Constitution	19
6.5 NASACRE Code of Conduct	20
7. SACRE IN THE WIDER COMMUNITY	25
7.1 Our activities	25
7.2 Consultations and correspondence	25
7.3 Equality.....	25
8. SUMMARY	27

1. INTRODUCTION

1.1 Introduction from the Chairman

I am pleased to be able to introduce the Bexley SACRE Annual Report for the academic year 2020 - 2021, and my fourth Annual Report as Chairman.

There is good news that Bexley's schools and academies now have an exciting new Agreed Syllabus to follow should they wish to do so. The previous Syllabus had been well received and I we hope this new one will bring the same positive outcomes, and also help our teachers and schools meet the requirements of the relatively new Ofsted inspection framework.

Whilst yet again this Summer's examinations could not take place because of the coronavirus pandemic and national lockdown, I am sure the results based on assessments will have been as good as previous examinations in recent years. This is, in no small part, a credit to our teaching staff. It is a shame that DfE have declined to publish this year's results, because this certainly helps us to make an initial assessment of the quality of RE provision.

We had intended to take a closer look at three things this year: our finances; provision of RE; and, provision of collective worship. The pandemic has curtailed much of the latter two, but I am pleased to report that thanks to our local authority, and when staffing costs are taken into account, it would appear that we continue to exceed the NASACRE recommended allocation We had intended to assess collective worship in a sample of schools, but their closure during lockdown prevented this. We will revisit this when able to do so. Although we are committed to working with our education providers, I have to say that the communication is rarely two way and is proving difficult, particularly with our academies.

In closing, I must thank the SACRE members who have departed, and extend a warm welcome to our new members, and to also thank all members and Council officers for supporting the SACRE.

Christine Catterall

Councillor Christine Catterall
Chairman of the Bexley SACRE



1.2 London Borough of Bexley SACRE Meetings

For the academic year 2020-21 the Bexley SACRE met twice, both meetings were conducted via MS Teams due to the Covid-19 Pandemic and further details on the meetings themselves are listed below.

Meeting held on 19 November 2020 via MS Teams:

- ❖ **RE Results in England and Bexley** – Members of the SACRE received a report that provided information on the RE results for England and Bexley in the academic year 2019/20 outlining that due to Covid-19, the Summer 2020 examinations were severely disrupted, and teacher assessments were used to determine students' results. The report highlighted that RE results would not be published by the DfE and as such, Local Authorities will not have access to the results data.
- ❖ **Collective Worship Visits Feedback** – Members were informed that by March 2020 no such visits had yet been undertaken and Covid-19 had since prevented visits. Mrs Victoria Marsh informed Members that no officers had been able to visit schools to look at school improvement or visits around the curriculum currently. However, there had been successful correspondence with schools on collective worship and at a recent visit to a primary school, work had been started around Diwali. She added that the focus for officers in the future would be to look at the implementation of the new syllabus by schools.
- ❖ **Agreed Syllabus Launch Event 9 October 2020** – It was noted that the event had been incredibly successful with excellent feedback from schools. Mr Blaylock commented that Bexley's SACRE should take considerable satisfaction from the arrangements that have been made and Bexley's SACRE had set up a successful agreed new syllabus enabling teachers to participate in training. Mr Blaylock said teacher engagement throughout the day was positive with teachers highlighting further training needs in relation to the new syllabus which had already been organised for April 2021.
- ❖ **Draft Annual Report 2019/20** - The SACRE received a draft of their Annual Report for the 2019 – 2020 academic year. Members approved the Annual Report and the proposed printing and distribution arrangements.
- ❖ **Local Updates** – Members received a newsletter from the Bexley SACRE Advisor highlighting the launch of Bexley's Agreed Syllabus. The newsletter also informed Members of Holocaust Memorial Day taking note of the theme 'Be the light in the Darkness'. Tackling Racism in Religious Education was also included as a topic following the death of George Floyd and its impact on the online community.
- ❖ **National Updates** – Members of the forum were provided with the NASACRE briefing.

Meeting Held on 30 June 2021 via MS Teams:

- ❖ **Collective Worship Visits Feedback** – Members were informed that by March 2020 no such visits had yet been undertaken and Covid-19 had since prevented visits. Mrs Victoria Marsh informed Members that no officers had been able to visit schools to look at school improvement or visits around the curriculum currently, however, officers were looking to undertake visits in the autumn term.
- ❖ **New RE Syllabus Update** – Members were informed that a training event led by RE Today consultant to Bexley Schools on the New RE Syllabus had been successful, it was noted that the RE consultant provided a session on using the Ofsted framework to support teachers and training and how these are used to look at assessments in RE teaching, it was noted that teachers were keen on having a face-to-face session to share and collaborate resources.
- ❖ **NASACRE Report on SACRE Funding in England 2021** – Bexley's SACRE Advisor noted that a recent subject information request had been made to see what kind of funding was available and given to SACRE's across England. It was noted that there were some areas of concern and interest and that SACRE's had not always been adequately funded by local authorities and this would likely be highlighted in Ofsted reports. Ms Rehman said the report highlighted that many local authorities agreed syllabus was more than 5 years old, but Bexley's own offer was of good standard compared to the rest of the country.
- ❖ **Local Update** – Members noted that Government research has been published reviewing Religious Education. The review explored literature relating to the field of RE and its purpose was to identify factors that contribute to high-quality school RE curriculums, the teaching of the curriculum, assessment, and systems. Members noted the SACRE Budget and were informed that in the last financial year running from April to April 2020/21, £10,000 had been allocated to the SACRE budget to help with the rollout of the new syllabus. It was noted that £8,000 of the allocated budget had been spent on the new syllabus rollout and training events. It was noted that the budget allocation for the new financial year 2021/22 would be £4,000 which would cover costs to the SACRE advisor, training costs and visits across schools. Members were informed that this was a drop from the previous year of £6,000 and the underspend was not able to be carried over.
- ❖ **National Update** - Members of the forum were provided with the NASACRE briefing.

2. ADVICE TO STATUTORY BODIES

2.1 Our schools

The London Borough of Bexley has more than 80 schools, with three quarters being primary schools.

The majority of the Borough's schools have moved to academy status and the SACRE's ability to influence and intervene is limited. Whilst some schools continue to engage with the limited number of initiatives the SACRE is able to develop, they are mostly in the primary sector.

We do try to ensure that every school is aware of their responsibilities and, where appropriate, ensure that those required to follow the Bexley Agreed Syllabus do so, and encourage others to have regard to it where no specific religious denomination or other syllabus applies.

2.2 Our profile

Notwithstanding the above we reported last year that some schools and teachers are not aware of the SACRE, or of its work, and so we asked staff in the local authority's education directorate to undertake some awareness-raising for schools, governors and teachers. We are grateful that this has been happening where appropriate.

For some time the SACRE had not been able to access the services of an Adviser but following an appointment in Summer 2019 we are delighted that our new Adviser has been working hard to raise our profile.

However, with limited resources and an ever-increasing number of academies, we are finding it difficult to promote the SACRE and its work.

2.3 Agreed Syllabus

A new Agreed Syllabus was prepared and introduced in the 2020-21 academic year. More details are provided in section 4 of this report.

2.4 SMSC

The SACRE believes to complement RE in school, Spiritual, Moral, Social and Cultural Development should be promoted. However, following a very successful SMSC conference in 2017 the SACRE has not conducted any follow up research.

2.5 Training

Our Adviser has held a number of RE Network meetings for teachers, and these are well received. In October 2020 and March 2021 Syllabus Training events were held for Bexley Schools to support schools with the new RE syllabus. The events were

hosted by Mr Lat Blaylock from RE today and co-hosted by Victoria Marsh to support the host and questions/comments from the school colleagues. The attendance of the training session from schools is noted in the tables below:

October 2020 attendance

	<i>No of attendees</i>	<i>Total %</i>
<i>Primary</i>	31	31/60 52%
<i>Secondary</i>	7	7/16 43%
<i>Special</i>	1	1/5 20%

March 2021 attendance

	<i>No of attendees</i>	<i>Total %</i>
<i>Primary</i>	23	23/60 38%
<i>Secondary</i>	4	4/16 25%
<i>Special</i>	1	1/5 20%

The attendance at the second conference was considerably lower, however schools had/were just about to reopen following the second lockdown and the % of cases remained high in schools creating reduced capacity to release staff. This certainly was a contributing factor to this decreased attendance.

The SACRE is extremely grateful to the local authority staff, and our adviser, all of whom undertook a great deal of hard work to organise RE training and related events.

2.6 Newsletter

Through our adviser, the SACRE produces a Newsletter every term. It is designed to publicise local events, training opportunities and articles and provide details of teaching resources of help and interest to RE subject leaders and teachers. It is also used to keep our schools informed about best practice.

2.7 Teaching resources

There is nothing specific to report this year, but the SACRE keeps this matter under review.

3. STANDARDS AND QUALITY OF PROVISION OF RE

3.1 Collective Worship Visits

At a meeting of The SACRE held in the previous municipal year (2019/20) officers of the Local Authority had agreed to undertake 10 visits to reality check provision of collective worship in schools and report back to the Bexley SACRE.

Unfortunately, by March 2020 no such visits had yet been undertaken and the current Covid-19 pandemic had since prevented such visits.

Although visits to schools have not yet been undertaken, officers of the Local Authority would monitor the situation and were hopeful of commencing visits in the autumn term.

3.2 Religious Studies examinations in Bexley

The SACRE continues to be proud of the results Bexley students achieve in their Religious Studies GCSE, AS and A Level examinations. But it should not be overlooked that good results would not be possible without the excellent teaching staff and RE subject leaders we have in the Borough, and the SACRE owes these dedicated people a debt of gratitude.

With the national lockdown in place because of Covid-19 the Summer 2021 examinations were severely disrupted and teacher assessments were used to determine students' results. It is somewhat disappointing therefore that we have been advised that these results would not be published by the Department for Education, so local authorities will not have access to the results data. This does not help a SACRE assess the quality of RE.

That said, historical results for RE examinations in the Borough are provided at the end of this section.

3.3 Complaints

In the period covered by this Report, there were no complaints made to the SACRE about RE or the provision thereof.

Religious Studies GCSE examination results: Bexley
(DfE advise 2021 data will not be published, TBC)

GCSE Full Course					
	Entries	Passes A* - C	% Passes A* - C	All passes A* - G	% All Passes A* - G
2009	1,010	746	73.4	994	98.4
2010	1,120	829	74.0	1,116	99.6
2011	1,625	1,161	71.4	1,609	99.0
2012	2,133	1,458	68.4	2,091	98.0
2013	1,977	1,481	74.9	1,953	98.8
2014	2,136	1,650	77.2	2,111	98.8
2015	2,062	1,635	79.3	2,031	98.5
2016	2,197	1,625	74.0	2,163	98.5
2017	1,982	1,533	77.3	1,960	98.9

GCSE Full Course					
	Entries	Passes 9-4	% Passes 9-4	All passes 9-1	% All Passes 9-1
2018	1,779	1,293	72.7%	1,740	97.8%
2019	1,643	1,360	82.8%	1,631	99.3%

GCSE Short Course					
	Entries	Passes A* - C	% passes A* - C	All passes A* - G	% all passes A* - G
2008	1,554	932	60	1,525	98.1
2009	1,417	900	63.5	1,395	98.5
2010	1,631	892	54.7	1,590	97.5
2011	1,047	593	56.6	1,008	96.3
2012	536	299	55.8	510	95.1
2013	706	357	50.6	673	95.3
2014	437	178	40.7	395	90.4
2015	216	44	20.4	198	91.7
2016	3	1	33.3	3	100.0
2017	38	1	2.6	31	81.6

GCSE Short Course					
	Entries	Passes 9-4	% Passes 9-4	All passes 9-1	% All Passes 9-1
2018	23	0	0%	17	73.9%

There were no recorded GCSE Short Courses in Bexley in 2019.

AS Level					
	Entries	Passes A - B	% passes A - B	All passes A - E	% all passes A - E
2009	108	41	38.0	89	82.4
2010	104	40	38.5	91	87.5
2011	98	32	32.7	89	90.8
2012	142	68	47.9	122	85.9
2013	140	52	37.1	121	86.4
2014	118	54	45.8	113	95.8
2015	226	97	42.9	212	93.8
2016	238	95	39.9	226	95.0
2017	154	70	45.5	142	92.2
2018	151	54	35.8	134	88.7
2019	37	11	29.7	27	73.0

A Level					
	Entries	Passes A* - B	% Passes A* - B	All Passes A* - E	% All Passes A* - E
2009	67	31	46.3	67	100.0
2010	58	34	58.6	57	98.3
2011	68	28	41.2	67	98.5
2012	61	28	45.9	56	91.8
2013	80	46	57.5	78	97.5
2014	82	47	57.3	80	97.6
2015	90	44	48.9	88	97.8
2016	148	79	53.4	148	100.0
2017	130	72	55.4	129	99.2
2018	113	51	45.1	108	95.6
2019	105	37	35.2	101	96.2

4. AGREED SYLLABUS

4.1 The Bexley Agreed Syllabus

The Bexley Agreed Syllabus Conference met on 18 February 2020, and Lat Blaylock, National RE Adviser at RE Today, attended to clarify Bexley's preferences for a new Syllabus and set out some options, and a possible way forward, based around a scoping document provided by the ASC.

The ASC heard that a bespoke Agreed Syllabus could be developed for Bexley schools, for which RE Today would act as a consultant and ultimately hold the copyright for the final document.

An alternative was to consider purchasing an "off the shelf" version of an Agreed Syllabus whereby RE Today would grant a 5-year licence to use the Syllabus. The cost of the licence would be dependent upon the number of schools wishing to use the Syllabus. The ASC was advised that under this scenario there are two Syllabus options, a thematic approach to study or a systematic approach.

The ASC raised many questions and discussed all options, costs and implications, leading to a conclusion that a bespoke Syllabus was not achievable for Bexley at the present time, and that purchasing a Syllabus that provided a flexible and systematic approach to learning should be pursued. The ASC's decision was in principle only, pending consultation with teachers.

Decision taken by the SACRE and ratified by the Lead Member for Education, as outlined in the syllabus foreward recommended the syllabus to all Bexley schools and academies because:

- It provided detailed information about curriculum intent, implementation and impact which will support the professional methodology being used by Ofsted.
- It is thematic, with useful guidance for teachers, who may not be specialist RE teachers.
- It enables schools to select topics to cover and after local consultation with schools, we were able to secure additional resources to improve coverage of different religions at Key Stage 1.
- It explores world issues and views, enabling our young people to learn about and examine different beliefs with clear progression right through each key stage.

The Agreed Syllabus is a licence to use this material from Sept 2020 to August 2025. It was delivered within the budget assigned to SACRE to fulfil the statutory duty to review and develop an Agreed Syllabus for RE.

Feedback from the new syllabus training events was positive and all felt that the new syllabus showed real growth and progression as well as reflecting the ever-changing world.

5. COLLECTIVE WORSHIP

5.1 Provision of collective worship in schools

Research conducted in 2018 helped us ascertain which schools state when and how collective worship is conducted, and the initial findings revealed that for many schools the provision of relevant information is lacking.

The SACRE was disappointed to find that as many as half of our schools and academies (13 secondary and 30 primary) are not providing the recommended information on collective worship, which in turn leads the SACRE to believe that provision of the statutory requirement for a daily act of worship is not being met.

Members of the local authority's Strategic Education and Improvement Team had therefore planned to conduct up to 10 visits to schools and academies in the 2019/20 academic year, to ascertain collective worship provision, and the SACRE was expecting to receive regular reports on those visits. However, the Covid pandemic and closure of schools during lockdown has meant this work is on hold, for now.

When these visits can begin a key objective for the SACRE will be to assess the reports of those visits and ascertain what further action, if any, is required in respect of the provision of collective worship for autumn 2021.

5.2 Determination and complaints

For a number of years the SACRE has had a comprehensive determination framework that provides guidance on the procedures in the London Borough of Bexley for Head Teachers of schools wishing to seek a determination in respect of collective worship, or renewal or review of a previous determination.

This framework has never been brought into use and, as might be expected, therefore, in the period of this report no determinations were applied for.

The SACRE did not receive any complaints about collective worship.

6. MANAGEMENT OF SACRE

6.1 Professional and administrative support

We are grateful that a senior officer from the local authority's Strategic Education and Improvement Team has attended every meeting in the period of this report. An officer of the Committee Services and Scrutiny Team of the local authority clerks the SACRE meetings and acts as the point of contact for individual members and external enquiries.

We are delighted that our Adviser has resurrected the SACRE termly Newsletter and regular RE networking sessions for teachers. We know the latter are particularly valued by our primary teachers, many of whom are not experts in the subject and appreciate any support that can be offered.

6.2 Development of the SACRE and SACRE training

SACRE members are encouraged to attend national and regional events and to report back to subsequent SACRE meetings, but other than those organised by the local authority or the SACRE, no such events were attended in the period covered by this Report.

Any new members are provided with details of the work of the Bexley SACRE and are given copies of relevant National Association of SACRE literature.

We have plans to re-visit the using the National Association of SACREs (NASACRE) self-assessment toolkit scores first achieved in 2013. We may well re-visit the March 2018 outcome on "Standards and Quality of Provision of RE". In any subsequent assessment we would hope to be able to show that the six sub-categories of the self-assessment show some improvement from earlier results.

6.3 Finance

The SACRE receives no independent funding, although we are grateful to have access to an allocation from the local authority's education budget should the need arise for a limited number of conference delegate fees, for example, and our NASACRE membership fee. The fee for the SACRE's Adviser is also paid from this budget.

We now receive regular updates on our budget allocation. This includes staffing costs and takes the SACRE's allocation beyond the recommended allocations from the Central Schools Services Block, for which we are grateful.

6.4 Membership and Constitution

Maintaining a strong membership is an ongoing concern for the SACRE. We continue to have one long-standing vacancies in Group A, however, a number of local and national organisations have been approached but appear to be either unable or unwilling to nominate someone.

Every four years, before local elections, the Chairman and Secretary conduct a membership review. The next review is due in 2022.

The SACRE Constitution was reviewed last in 2019, to align it more closely with wording in relevant legislation and bring it more up to date. A review of the constitution will take place in November 2021 for ratification this year.

Details of the SACRE membership and attendance at meetings during the period of this report, are provided in the following four pages.

6.5 NASACRE Code of Conduct

We have adopted the NASACRE Code of Conduct, which will complement our Constitution.

The composition of the SACRE for the 2020/21 academic year was as follows:

GROUP A (CHRISTIAN AND OTHER FAITHS)

Mr Tek Bahadur Thapa	Buddhism
Mr Mark Leveson	Baptist / Evangelical
Ms Rebecca O'Reilly	Roman Catholic
Mrs Faozia Rashid	Islam
Dr Fazlur Rashid	Islam
Mr Kulvinder Singh	Sikhism
Mrs Diana Sprowles	Methodist
Mr Paul Weston	Free Church (Evangelical Christians)
Mrs Jaymie Pauvaday	Hinduism
<i>Vacancy</i>	Judaism

GROUP B (CHURCH OF ENGLAND)

Ms Virginia Corbyn	Mrs Dorothy Jones (Vice Chairman)
The Rev'd Alison Healy	Mrs Michelle Torrance

GROUP C (TEACHERS IN THE AUTHORITY)

Mrs June Ben Rabah	Ms Victoria O'Reilly
Mr Matthew Harris	Ms Cerys Siney
Mrs Julie O'Hara	Mr Robin Law

GROUP D (THE AUTHORITY)

Councillor Esther Amaning	Councillor Steven Hall
Councillor Christine Bishop	Councillor Howard Jackson
Councillor Christine Catterall (Chairman)	Councillor Melvin Seymour
Councillor Daniel Francis	Councillor Adam Wildman
Councillor Louie French	

CO-OPTED MEMBERS

None

SUBSTITUTE MEMBERS (other than Councillor substitutes)

None

OBSERVER

None

ADVISERS AND OFFICERS

Mrs Louise Lynch	Head of Strategic Partnership & Improvement
Ms Rizwana Rehman	Part-time Adviser

Attendance by members during the 2020/21 academic year was as follows:

	Possible	Apologies submitted	Absent	Attended
<u>Group A</u>				
Mr Tek Bahadur Thapa	1	1	0	0
Mr Bijay Gurung	2	2	0	0
Mr Mark Leveson	2	0	0	2
Ms Rebecca O'Reilly	2	1	0	0
Mrs Faozia Rashid	2	1	0	1
Dr Faz Rashid	2	2	0	0
Mr Kulvinder Singh	2	0	2	0
Mrs Di Sprowles	2	1	0	1
Mr Paul Weston	2	1	0	1
Mrs Jaymie Pauvaday	0	0	0	0

Group B

Ms Virginia Corbyn	2	0	0	2
Rev'd Alison Healy	2	0	0	2
Mrs Dorothy Jones (Vice Chairman)	2	0	0	2
Mrs Michelle Torrance	2	1	0	1

Group C

Mrs June Ben Rabah	2	2	0	0
Mr Matthew Harris	2	1	0	1
Mrs Julie O'Hara	1	0	0	1
Ms Victoria O'Reilly	2	1	0	1
Ms Cerys Siney	2	0	0	2
Mr Robin Law	2	1	0	1

	Possible	Apologies submitted	Absent	Actual
<u>Group D</u>				
Councillor Esther Amaning	2	0	0	2
Councillor Christine Bishop	2	2	0	0
Councillor Christine Catterall (Chairman)	2	0	0	2
Councillor Daniel Francis	2	0	0	2
Councillor Louie French	2	0	0	2
Councillor Steven Hall	2	0	0	2
Councillor Howard Jackson	2	0	0	2
Councillor Melvin Seymour	2	1	0	1
Councillor Adam Wildman	2	0	0	2

Observer

None

Adviser and local authority lead officers

Mrs Louise Lynch	0	0	0	0
Ms Rizwana Rehman	2	1	0	1

7. SACRE IN THE WIDER COMMUNITY

7.1 Our activities

Bexley SACRE is a member of the National Association of SACREs (NASACRE).

The SACRE works in collaboration with the local Diocesan Boards.

The CRiBS organisation (Christian Resources in Bexley Schools) continues to be represented on the SACRE.

A number of our members attend meetings of the Bexley Inter Faith Forum, and we include in our meeting agendas details of forthcoming Forum activities and events.

The contribution of the SACRE to the local authority agenda has been primarily through the provision of RE resources and RE subject leader training and networking events.

7.2 Consultations and correspondence

We discuss topics of interest in the regular issues of the NASACRE Newsletter.

The Agreed Syllabus, work on which, as reported earlier in this Report, we have now concluded.

7.3 Equality

When using the locally Agreed Syllabus, the SACRE has made it clear that schools need to take into account the position that some faith groups take with regard to human sexuality, so that LGBT (Lesbian, Gay, Bi sexual, and Transgendered) young people are not made to feel vulnerable when these issues are being explored.

8. SUMMARY

This report is on the activities of the Bexley SACRE in the 2020-21 academic year. Much of the content appears to have been repeated in various forms for a number of years now.

There is a continuing, and worsening, climate for the public sector, teachers of RE. Responses from Ministers to SACRE letters of concern do little to change our view that there is no consideration being given to taking RE seriously.

We now have an exciting new Agreed Syllabus, and thanks must be expressed to our local authority staff, a scoping group, the Agreed Syllabus Conference and RE Today for making this happen so efficiently and effectively.

Excluding GCSE Religious Studies from the EBacc has been demoralising for our teaching staff, it has devalued RE and has adversely impacted the academic, moral and social development of pupils. Falling examination entry numbers are a consequence of this short-sighted omission. In our society today there has never been a greater need for the new and enlightened perspectives that good RE can deliver.

Our SACRE and RE in the Borough benefits immensely from the contributions made by our teachers and representatives from faith groups. They voluntarily give their time and share their expertise for the benefit of our community. We are extremely grateful to them all.



Follow us



If you would like the information in this document in a different format, please call 020 8303 7777 and ask for Communications/Graphics. The reference to quote is: 503708/11.19