



**Harrow SACRE Annual Report**  
**2015 - 2016**



## Foreword

The London Borough of Harrow is among the most religiously diverse boroughs in the country and the Harrow Standing Advisory Council for Religious Education (SACRE) has a special and well established relationship with Harrow Council and the communities it serves. Although statistics from the 2011 Census are now somewhat out of date they are helpful in illustrating the diversity of the Local Authority.

Harrow has the highest religious affiliation in England and Wales and is ranked as having the:

- highest percentage of Hindus (25.3%)
- highest percentage of Jains (2.2%)
- second highest percentage of Zoroastrians (0.1%)
- second lowest percentage of residents declaring No Religion (9.6%).

The Census data also reveals that 37.3%% of residents have identified themselves as Christian, 12.5% as Muslim, 4.4% as Jewish, 1.1% as Buddhist and 1.2% as Sikh.

Harrow is also defined by its ethnic profile, having the:

- second highest percentage of residents of Indian origin (26.4%) and the highest percentage of residents who have described themselves using the category of 'Other Asian' (11.3%)
- highest ranking of residents identifying their country of birth as South and Eastern Africa (9.9%), Kenya (4.9%), Sri Lanka (4.3%) and Romania (2.2%)
- highest percentage of residents who identified themselves as British only (41.6%), indicating a high degree of integration
- a significant relocation of Eastern European families into Harrow since 2011.

The 2011 National Census revealed that Harrow's population is estimated to have increased to 239,100; this figure is 15.6% higher than the 2001 Census showed, and the recently published Office for National Statistics 2014 Mid-Year Estimates show a further increase to 246,011. Harrow's population is now at the highest recorded level, based on records going back to 1901. The 0-4 age group has increased by 5,418 between mid-2001 (12,058) and mid 2014 (17,476), which represents a 45% increase. There have also been increases across all the statutory school age groups. The 2011 Census showed that Harrow's residents were born in approximately 200 different countries and the percentage of Harrow's residents born in the UK is the 6th lowest ranking nationally. Harrow is ranked 7th nationally (and in London) for ethnic diversity and 2nd for religious diversity in London.

At the time of this report there are 59 schools in Harrow, 42 primary schools with nursery classes in 26 of these schools, 10 high schools, 2 all-through (4-18) schools,

2 primary special schools, 2 high school special schools, one alternative provision secondary school, one nursery school and one pupil referral unit. There are 14 academy schools of which 8 are high schools, one primary special school, one all-through (4-18) school and 4 primary schools. There are 4 free schools of which 1 is an all-through (4-18) school, 1 a high school, 1 a primary school and 1 an alternative provision secondary school. The number of schools judged to be good and outstanding on inspection far exceeds the national average (95% in August 2016).

## **Introduction**

2015-16 has been a busy year in education and Harrow SACRE has worked hard to reflect current concerns and keep abreast of political developments. Under the leadership of Rachel Bowerman (SACRE's LA adviser 2014-15) and Claire Brown (PE leader), and using the extensive knowledge of SACRE members, we launched a document entitled Faith Matters in P.E and this was well received and implemented in schools across the borough during the year. We also reflected on the issues that would arise as Ramadan was to fall in exam season in 2016 and would raise concerns for children and young adults fasting. Patrick O'Dwyer (LA adviser 2015-2016) worked with the Muslim SACRE members and community in Harrow to write a paper about this issue which was well accepted in schools. Also, using the knowledge of our members, we were again able to furnish all school with a list of festival dates and guidance about non-attendance for celebrating festivals. This, and other reports, can be found on the Harrow Council website and there are links to be found in this report.

However, the focus of most of our work has been to bring our new Agreed Syllabus to fruition with the help of Lesley Prior, our new adviser and behalf of the LA. This has produced some fruitful and innovative ideas for use in schools and will be celebrated and welcomed in schools in the next few months. Harrow is a vibrant Local Authority and the RE leaders in schools worked with Lesley Prior to extend the children's knowledge of RE and develop their sensitivity to others through the syllabus. Harrow SACRE is delighted with the end result. We are proud of the work of the Agreed Syllabus Conference chaired by Julie Crow.

Along the way we have heard from various schools about their journey through RE and Collective Worship. The teacher representatives have informed the members of the pressures they feel with the focus on English and maths and new SATS tests but are committed to high quality RE in school. During this academic year we hope to hear from school leaders about their RE SEF's that have been voluntarily carried out.

**Alison Stowe, Chairman, Harrow SACRE**

# School self-evaluation of R.E. and Presentations to SACRE

## a) School Self Evaluation

- At the SACRE Meetings in December 2015 and March 2016, members discussed drafts of a revised self-evaluation form for schools (SEF). It was updated to reflect the Common Inspection Framework from September 2015 and to respond to feedback from schools. It included:
  - Section 6: Priorities for Schools
  - Section 7: Would your School give a Presentation to SACRE?
  - Section 8: Survey Type Questions
  - Section 10: How can SACRE support your School?
- Whilst school leaders and other colleagues with responsibility for RE are encouraged to complete the SEF annually, SACRE has no statutory powers to oblige them to do so. It is hoped however that the revised form will not only be of use to SACRE, but also to the schools themselves as a tool to enable them to reflect on their provision for RE. It would also be helpful to schools seeking to be awarded the **RE Quality Mark** or **REQM** (see [www.reqm.org/](http://www.reqm.org/) for more details).

## b) School Presentations to SACRE

No school presentations at SACRE took place in 2015-2016 due to the work on the revision of the Agreed Syllabus, but close links with schools were maintained through the Agreed Syllabus Conference and associated working parties of teachers.

## c) The Prevent Strategy

This is part of the government's wider programme to keep children safe. It is part also of the counter terrorism strategy called CONTEST. The other work streams of CONTEST are to:

- protect vulnerable sites
- prepare against attack
- pursue in order to stop terrorist attacks.

The Prevent Strategy is concerned with the early stages of radicalization, to protect those at risk of being radicalised. It works with community organisations to safeguard people who might be at risk. Samia Malik, Harrow Council community officer, explained to SACRE members that safeguarding young people from radicalisation is the same as other forms of safeguarding. It is now a legal duty for schools and colleges and forms part of their safeguarding responsibilities; it should be embedded in their safeguarding policies.

Harrow is not a priority funded borough, but two-thirds of London boroughs are priority funded. Local arrangements in Harrow include Channel – a multi-agency panel. Members of this panel are drawn from police, mental health and Council services. Other professionals are invited to the panel as needed. Patrick O'Dwyer was the Education representative to August 2016. Members of the panel meet every month to review any referrals.

Accepting support from Channel is voluntary: in a very small number of cases help is declined; in these cases other kinds of support are put in place. Support usually involves the MASH (Multi Agency Safeguarding Hub) team and the majority of cases are locally managed. In a small number of cases a higher level of specialist knowledge is required. This would be drawn from the Home Office list of approved intervention providers.

Under the terms of this Counter Terrorism and Security Act (2015), Prevent is now a statutory duty for Local Authorities. The Secretary of State has issued [Prevent guidance](#) and [specific guidance for schools and early years settings](#). Channel has also been placed on a statutory footing.

# SACRE Monitoring and Evaluation of Attainment in R.E.

## Public examination entries and results in RS

### GCSE and GCE AS and A level in 2016

GCSE Short Courses are not counted in the Performance Table Attainment and Value Added Measures

#### GCSE RS Full Course

Local Authority level data (non-denominational schools only)

Year	No. entries	% cohort	A*	A	B	C	A* - C	A* - G
2015-16	1,227	57.3%	8.9%	23.8%	22.9%	17%	72.5%	98.8%
2014-15	1,126	53%	11.7%	20.4%	26.0%	18.5%	76.6%	98.8%
2013-14	499	27%	14.0%	24.2%	26.3%	15.6%	80.2%	98.4%
2012-13	305	18%	14.1%	27.2%	25.2%	15.4%	82.0%	99.0%
2011-12	179	10.7%	25.7%	30.2%	21.2%	14.0%	91.1%	98.9%
2010-11	113	7%	25.7%	28.3%	17.7%	15.9%	87.6%	99.1%
2009-10	211	11%	13.7%	25.1%	27.2%	17.3%	83.5%	99.5%

Source: Harrow KS4 files

**National Data** (provisional)( Please note this data includes all schools )

Year	No. entries	% cohort	A*	A	B	C	A* - C	A* - G
2015-16	268,915	-	10.5%	19.0%	23.4%	18.5%	71.5%	97.8%
2014-15	295,730	5.3%	10.8%	19.0%	23.6%	18.8%	72.2%	98.3%
2013-14	282,099	5.4%	10.9%	19.3%	23.0%	18.3%	71.5%	98.3%
2012-13	263,988	4.8%	11.2%	19.7%	22.8%	18.7%	72.4%	98.3%
2011-12	239,123	4.6%	11.8%	20.3%	22.9%	18.7%	73.7%	98.8%
2010-11	221,974	4.3%	11.7%	20.2%	22.7%	18.7%	73.3%	97.8%
2009-10	188,704	3.5%	12.0%	20.1%	22.6%	18.4%	73.1%	98.6%

2016 Source: DfE Statistical First Release KS4 provisional  
 “SFR48\_2016\_subject\_tables”

2010 to 2015 Source: <http://www.bstubbs.co.uk/gcse.htm>

### AS Level

Local Authority level data (non-denominational schools only)

Year	No. entries	A	B	C	D	E	A - B	A - E
2015-16	35	2.9%	11.4%	14.3%	20.0%	20.0%	14.3%	68.6%
2014-15	13	0%	7.7%	15.4%	46.2%	23.1%	7.7%	92.3%
2013-14	16	6.3%	37.5%	0%	43.8%	6.3%	43.8%	93.8%
2012-13	5	40.0%	40.0%	0%	20.0%	0%	80.0%	100%
2011-12	13	0%	46.2%	15.4%	0%	15.4%	46.2%	76.9%

**National Data** (2016 provisional, 2011 to 2015 final) (Please note this data includes all schools)

Year	No. entries	A	B	C	D	E	A - B	A - E
2015-16	28,858	19.4%	23.5%	23.0%	16.3%	9.6%	42.9%	91.7%
2014-15	30,498	20.4%	22.7%	23.3%	16.1%	9.6%	43.1%	92.1%
2013-14	29,519	20.5%	21.6%	22.4%	16.5%	10.2%	42.1%	91.1%
2012-13	27,447	20.0%	22.2%	22.5%	16.5%	10.4%	42.2%	91.6%
2011-12	26,259	20.2%	21.1%	22.9%	16.9%	10.5%	41.3%	91.5%

2012 to 2016 Source: DfE Statistical First Release  
 ‘SFR49\_2016\_subject\_time\_series\_tables\_11\_and\_12’

## A Level

Local Authority level data (non-denominational schools only)

Year	No. entries	A*	A	B	C	A* - B	A* - E
2015-16	39	0%	12.8%	28.2%	38.5%	41.0%	100%
2014-15	39	5.1%	10.3%	41.0%	28.2%	56.4%	97.4%
2013-14	24	4.2%	29.2%	45.8%	12.5%	79.2%	91.7%
2012-13	25	0%	8.0%	28.0%	44.0%	36.0%	100%
2011-12	29	0%	10.3%	58.6%	27.6%	69.0%	100%

**National Data** (2016 provisional, 2011 to 2015 final) (Please note this data includes all schools)

Year	No. entries	A*	A	B	C	D	E	A* - B	A* - E
2015-16	22,638	5.6%	18.5%	30.6%	25.6%	13.7%	4.9%	54.7%	98.9%
2014-15	21,273	5.6%	19.1%	30.1%	25.3%	13.7%	5.1%	54.8%	98.9%
2013-14	19,838	7.0%	18.7%	28.3%	25.1%	14.2%	5.4%	54.0%	98.8%
2012-13	19,171	5.6%	20.8%	28.9%	24.7%	14.0%	5.1%	55.3%	99.1%
2011-12	18,849	5.7%	20.3%	29.4%	24.5%	13.7%	5.4%	55.4%	99.0%

2012 to 2016 Source: DfE Statistical First Release

'SFR49\_2016\_subject\_time\_series\_tables\_11\_and\_12'

# MANAGING THE SACRE AND PARTNERSHIP WITH THE LOCAL AUTHORITY, SCHOOLS AND OTHER KEY STAKEHOLDERS

- Membership and Meetings
- Partnership with Harrow Council
- Partnership with Schools
- Partnership with NASACRE and the RE Council of England and Wales

## a) Membership and Meetings

The SACRE meets four times a year, twice in the autumn term and once in the spring and in the summer terms in order to devote time to the Annual Report and to respond to the additional requests from schools for advice in that period.

In 2015-16, these meetings took place on:

- 22<sup>nd</sup> October 2015
- 2<sup>nd</sup> December 2015
- 3<sup>rd</sup> March 2016
- 30<sup>th</sup> June 2016

At the June 2016 meeting, Alison Stowe was re-elected as Chair and Cllr Camilla Bath elected as Vice-Chair.

SACRE has continued its efforts to recruit teachers to the SACRE via their professional associations, including one to represent the academy schools. The constitution allows for up to 6 teachers.

## **Harrow SACRE Membership 2015 -2016**

Chair: Alison Stowe (Group C)

Vice Chair: Cllr Kareema Marikar (Group D) until June 2016 and Cllr Camilla Bath (Group D) from June 2016

### **Group A - Religious Traditions and Christian Churches**

- Ms Mercedes Afnan: Baha'i
- Ven Sumaner Sramaner: Buddhist
- Mike Bishop: Christian (Free Church Federal Council)
- Neville Ransley: Christian (Catholic)
- Ciara O'Flaherty: Christian (Catholic)
- Vijay Hirani: Hindu (Swaminarayan)
- Dr Julie Crow: Humanist (Harrow Humanists)
- Varsha Dodhia: Jain
- Zafar Khalid: Muslim (representing Harrow Muslim Council)
- Cllr Zia Baig: Muslim
- Asad Omar: Muslim
- Gill Ross: Jewish
- Doreen Samuels: Jewish
- Beverley Wilson: Rastafarian
- Paramjit Singh-Kohli: Sikh
- Phiroza Gan-Kotwal: Zoroastrian

### **Group B - Church of England**

- Mary Abbott
- Revd. Philip Barnes (until 02/12/15)
- Revd. Matthew Stone (until 30/06/16)
- Rev's Kate Blake (from 30/06/16)

### **Group C - Teachers' Associations**

- Manju Radia
- Alison Stowe
- Teri-Loise O'Brien (from 3 March 2016)

### **Group D - Local Authority**

- Cllr Camilla Bath, Conservative
- Cllr Kareema Marikar, Labour
- Cllr Ghazanfar Ali, Labour

## Reserves

- Cllr Manji Kara, Conservative
- Cllr Margaret Davine, Labour (until 30/06/16)
- Simon Brown, Labour (from 30/06/16)
- Cllr Chika Amadi, Labour

Lesley prior took over from Patrick O'Dwyer as Adviser to the SACRE with effect from 1 April 2016.

Members have served throughout 2015-2016 except where otherwise indicated

### In Attendance:

- Patrick O'Dwyer, Adviser on behalf of the Corporate Director, People Services, until April 2016 ( and retains responsibility as Divisional Director Education Services)
- Vivian Wright, Clerk to the SACRE
- Lesley Prior (RE Adviser for Community Schools for the London Diocesan Board for Schools) joined SACRE as Consultant from April 2016. She will be employed for eight days a year in 2016-2017. In future, some additional days of Lesley's time may be arranged for her to run the termly RE Coordinators' Meetings for teachers in primary schools. During this academic year, Lesley has also supported the work of the Agreed Syllabus Conference and contributed to the teachers' working parties engaged in formulating the new document and supplementary materials which will support its delivery.

The revised SACRE website is up and running and is accessible from the Council's website. It is updated with the agendas and minutes of SACRE meetings, the SACRE Annual Report (see [www.harrow.gov.uk/SACRE](http://www.harrow.gov.uk/SACRE)) and local guidance documents.

The website further raises the profile of the Harrow SACRE. Specifically it enables easier access to the calendar of meetings and to Harrow SACRE documents, such as the guidance on;

- Days of Religious Observance
- Fasting During Ramadan
- Faith Matters in PE

## **b) Partnership with Harrow Council (and the Agreed Syllabus Conference (ASC) 2015-16**

The Agreed Syllabus should be reviewed every five years by the ASC. The last locally agreed syllabus was published in 2008. The review of Harrow's Agreed Syllabus was delayed until the publication of the new National Curriculum and guidance from the RE Council. It met to review the syllabus and once the syllabus was agreed on 18<sup>th</sup> April, 2016, the ASC was dissolved. Harrow SACRE worked closely with Harrow Council to establish the Agreed Syllabus Conference and all members of the SACRE agreed to be appointed to the Conference and support its work. Members considered the guidance set out in the DfE circular based on the Education Reform Act of 1988 (Religious Education in English Schools: Non-Statutory Guidance 2010). Once the Agreed Syllabus is adopted by Harrow Council it becomes a statutory requirement for maintained schools. Voluntary aided schools with a religious character are not required to deliver the Agreed Syllabus, nor are Free Schools and Academies. However, Free Schools and Academies have to provide RE and fulfil the statutory requirements but not necessarily through the locally agreed syllabus. Academies in Harrow have continued to follow the locally agreed syllabus. Non-denominational academies and free schools must meet statutory requirements although not necessarily through the locally agreed syllabus.

### **The Agreed Syllabus Conference (ASC)**

The Agreed Syllabus Conference was established in September 2014. Julie Crow was appointed as Chair of the Agreed Syllabus Conference and Mary Abbott as Vice-Chair. A small working party consisting of all groups was established to agree the principles for the Agreed Syllabus, to confirm the special adviser and oversee the development of the syllabus on behalf of the Agreed Syllabus Conference. This working party was chaired by the Chair of the Agreed Syllabus Conference. In the summer of 2015 it completed the initial tasks and confirmed the agreement of the ASC to these steps. The work of the ASC was separately minuted although an update was provided regularly to the SACRE.

### **Consultation with Teachers and Professional Development**

In conjunction with the revision of the Agreed Syllabus, a teachers' working party met with the RE Consultant Lesley Prior for three afternoon sessions.

- 13<sup>th</sup> October 2015
- 3<sup>rd</sup> November 2015
- 24<sup>th</sup> November 2015

These sessions focused on:

- current issues in RE and in education more widely, both locally and nationally, including statutory and non statutory documentation and guidance
- the opportunities and challenges offered by the existing agreed syllabus and the needs of staff and pupils
- principles of curriculum design in RE

In total, some fifteen teachers were involved and in the main, they came from primary schools, so the focus was initially on EYFS and Key Stages 1 and 2, though the same principles outlined below could be broadly applied across all ages and phases of schooling.

It was felt that the new syllabus should:

- be a revision of the current syllabus, rather than an entirely new document
- retain the two attainment targets – in equal balance
- reflect the increasing diversity of faith and belief in Harrow, allocating a quarter of curriculum time to Christianity
- eight other religions (Baha'i Faith, Buddhism, Hinduism, Jainism, Judaism, Islam, Sikhism and Zoroastrianism) and humanism (as an example of an ethical non theistic world view) should be included at each stage of schooling up to and including Key Stage 3, albeit with varying degrees of emphasis
- require that assessment of each pupil's progress is carried out each half term
- the current levels should be retained for advice and support purposes although consideration should also be given to new national advice on assessment without levels in RE as and when this is issued
- explain that there are many different ways of assessing pupils and of keeping records of the work they have done, including, but not restricted to written work in books or folders
- give clear advice on how to plan academically rigorous and creative RE, without supplying a complete and detailed scheme of work
- outline principles of curriculum planning in RE which focus on an enquiry/question led approach to the subject (see this link for details: <http://www.reonline.org.uk/religious-education-in-the-new-curriculum/>)

#### **c) The Association of Religious Education Inspectors, Advisers and Consultants**

Harrow SACRE was a member of AREIAC for 2015-2016 (see [www.areiac.org.uk](http://www.areiac.org.uk)).

#### **d) Partnership with Local Faith Communities**

- [Guidance on Days of Religious Observance and Pupil Absence](#): This annual guidance and list of days of religious observance is one of the most valued

services that Harrow SACRE provides to schools. It helps headteachers to decide how much leave may be allowed to pupils for religious observance. SACRE members work on this guidance over the summer ready to send out in the autumn. With so much relying on school attendance, SACRE recognises how vital it is for schools to have this guidance that comes with the authority of the faith communities. It is updated every year, using dates supplied by the SHAP Working Party on World Religions in Education. See [www.shapworkingparty.org.uk/](http://www.shapworkingparty.org.uk/) for details.

- Sewa Day was held on 4<sup>th</sup> October 2015: A range of exciting activities took place at West Lodge Primary School. All emphasised the purpose of the day – to do something for other people. Sewa means “service”. Varsha Dodhia (Group A) described how different communities took particular themes, e.g. service to the elderly, so for example, younger people were encouraged to do something for older people and families to work together. Manju Radia (Group C) spoke about how her school participates in a “go giver” project which is a similar idea. Her pupils are becoming energetic young activists campaigning for local amenities such as libraries, zebra crossings and lighting on pathways. Children have also sung hymns in various languages in a local Shelter home. SACRE members noted how these activities also fit in with the concept of so called British Values such as kindness, respect and tolerance. The pupils at Priestmead School demonstrated these values during their Harvest Festival when they collected food for a food bank. Mercedes Afnan (Group A) described how representatives of the Baha’i faith have visited schools to encourage pupils to serve their local community. Young children have a very positive energy. Such ventures provide a good discipline for adult life.
- [Fasting During Ramadan](#): Schools have found this publication to be very useful and has been well received more widely. The Guidance is balanced and helps schools to manage over this period. Other LAs and SACREs sought to use aspects of it in developing their own guidance and these requests have been approved, providing that the work of Harrow SACRE is appropriately acknowledged. Cllr Ali (Group D) consulted local religious scholars about the document and received positive feedback from the Central Mosque and from Stanmore Mosque.
- **e) Partnership with NASACRE**  
The NASACRE Conference and AGM (London 2016)  
Harrow SACRE is affiliated to The National Association of SACREs (NASACRE).

Alison Stowe, Chair of SACRE represented Harrow at the NASACRE AGM and Conference at Central Methodist Hall in London on 17th May 2016.

Full details and copies of the relevant presentations can be found at:

<http://www.nasacre.org.uk/conference-and-agm/2016/2016-materials>

The login details are required to access these presentations.

There were two key note speakers.

The Rt Hon Baroness Elizabeth Butler-Sloss GBE, formerly President of the Family Division of the High Court was the first female Lord Justice of Appeal and until 2004 was the highest-ranking female judge in the United Kingdom. She has chaired many high profile enquiries and inquests. Baroness Butler-Sloss served as Chair for the recently published [Commission on Religion and Belief in British Public Life](#).

Professor Adam Dinham is Professor of Faith and Public Policy at Goldsmiths, University of London. He is also Chair of the British Sociological Association Sociology of Religion Study Group (Socrel), Professor of Religious Literacy, Diakonhjemmet University College, Oslo, Norway and Honorary Stephenson Professor of Leadership, Religion & Society, Sheffield Institute for Interdisciplinary Biblical Studies, Sheffield University, UK. With Martha Shaw, Professor Dinham is the co-author [of RE for REal: The Future of Teaching and Learning about Belief](#).

If SACRE members would like to hear their speeches from the NASACRE AGM/Conference, then they will need to login to the NASACRE website to gain access to a podcast. The link is available above.

The Rt Hon Charles Clarke' speaker at last year's NASACRE AGM is now Patron of NASACRE and attended this year's event too. He participated in a panel session with other speakers at the end of the day.

Lesley Prior, the new adviser to the Harrow SACRE on behalf of Harrow LA, is former Chair of NASACRE (2013-15) and now Assistant to the NASACRE Executive Group. She also attended the Conference and AGM.

### **Complaints about RE and Collective Worship**

During the year SACRE received no complaints about the provision of RE.

### **Determinations**

There were no determinations made in 2015-2016