

LONDON BOROUGH OF LEWISHAM

Minutes of the Lewisham SACRE

which was open to the press and public and was held on
Wednesday 30 October 2019

At Emmanuel Church, Lee, London SE12 8RS

These minutes were approved by the SACRE on 28 January 2020:

GROUP	REPRESENTING	NAME	PRESENT
A	Baha'i	Afonso Veiga	
A	Buddhism	David Hutchens	APOLOGIES
A	Free Church A o G	Pastor Nick Hughes (Chair)	✓
A	Free Church	Leanne Rudder (substitute)	
A	Free Church (Baptist)	(Vacant)	
A	Free Churches (URC)	Rev Raymond Singh	✓
A	Hinduism	Vallipuram Bala	
A	Hinduism	Narmadha Saravanan	
A	Hinduism	Mrs Srikanjarah	
A	Humanism	(Vacant)	
A	Independent Evangelical	Nigel Desborough	APOLOGIES
A	Independent Evangelical	Ray Brown (substitute)	
A	Islam	Dr Ahmed Adem	✓
A	Islam	Ms Aisha Lodhi	
A	Judaism	Gerald Rose	
A	Judaism	Joan Goldberg	
A	Judaism	Rev David Rome (substitute)	
A	Pentecostal	Layo Afuape	APOLOGIES
A	Pentecostal	Cheryl Abbam (substitute)	✓
A	Roman Catholic	Rt Rev Monsignor Nicholas Rothern	
A	Sikhism	(Vacant)	
B	The CoE - Southwark Diocesan Board of Education	Shaun Burns (Deputy Chair)	✓
B	The Church of England - Secondary teacher	Samantha Alder	✓
B	The Church of England - Primary teacher	Karen Hansen	✓
B	The Church of England - Governor	(Vacant)	
B	The Church of England - Minister	Paul Wynter (substitute)	
C	NEU	Kim Knappett	✓
C	NEU	Kim Griffiths	✓
C	Academy/Free school	(Vacant)	
C	NEU - NUT	(Vacant)	
C	NAS/UWT	Mandy Keeble	APOLOGIES
C	Lewisham Headteachers and deputies	Judith Purkiss	
D	Local Authority member	Councillor Jacq Paschoud	✓
D	Local Authority member	Councillor Liz Johnston-Franklin	✓
D	Local Authority member	Councillor Hilary Moore	APOLOGIES
D	School Governors - Primary 1/2	Isaac Sackey	
D	School Governors - Secondary	Adelere Adedeji	
D	Representative of the Executive Director of Education	Angela Scattergood	
Other	Primary Teacher	Judith Nweze	
	Rastafarians	(Vacant)	
	Young Mayor Team	c/o Katy Brown and Malcolm Ball	
	RE School Improvement Officer	Denise Chaplin	✓
	Minuting clerk	Stephen Sealy	✓

(Boxed sections in these minutes signify actions, and underlined sections signify decisions)

The meeting began at 6.50pm.

1a Welcomes and introductions

The Chair welcomed all to the meeting.

Shaun thanked the Chair for hosting the meeting and introduced Sam, the new Church of England Secondary teacher representative.

Sam explained that she works at Trinity and had been a member of the Greenwich SACRE previously.

1b Apologies for absence

Denise read out the apologies as indicated on the attendance list on Page 1.

1c Confirmation of order of items for the meeting

The Chair asked if members had any other business to add to the agenda and, after acknowledging that they hadn't, confirmed the order of items for the meeting.

2 Membership update

Denise reported that there were no new vacancies but that there were still gaps that needed filling. She encouraged members to nominate substitutes to attend in the event of them being unable to.

She acknowledged that the two Governing Body representatives hadn't attended.

The Chair reported that he had been in touch with Nigel Desborough who will direct him towards a Baptist representative. He committed to speak to Raymond about this also.
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He welcomed Samantha as a new member to the SACRE.

3 Minutes of previous SACRE meeting held July 2019 at All Saints Primary School

Liz Johnston - Franklin advised that she had offered her apologies.

Kim advised that she had been in attendance.

Shaun clarified that the inspection on point 3 of page 2 was a statutory inspection of Anglican & Methodist Schools. He added that, on the fourth paragraph on page 4 he had said that files 'need to be' rather than expressing an assurance that they were.

4 Matters arising from the minutes not on the agenda

4A PROGRESS WITH THE LEWISHAM WEBSITE

Denise reported that the site was functional and looking more glamorous. She added that there was an ongoing conversation with the Communications Team about adding more resources to the RE area, making mention of the Chariot Festival footage that 'Made in Lewisham' had produced. She suggested that the pertinent question was how much online resource was desirable. She added that she had delivered training on the use of religious artefacts for teachers which she suggested could be uploaded to the site.

Kim K reported that she had accessed the site previously in the day and had been left with a favourable impression having also found that typing in 'Lewisham Agreed Syllabus' directed her to the current document.

4B PROGRESS WITH THE LEWISHAM CONSTITUTION

Denise reported that this document had been approved the previous night by the constitution subcommittee and would be tabled at the November's council meeting.

4C DRUMBEAT RESOURCES

Denise reported that a series of boxes resided at Drumbeat, each containing a faith story for SEN children. She explained that each story featured a story and the respective faith symbol. These resources were at the old Pendragon School before being moved to Drumbeat and then taken by the RE subject leader (who is currently off sick) to the secondary site.

She reported that she had scheduled to meet the Deputy Head but that a decision still needed to be made regarding the destination of the resources.

Sam offered to take these.

Denise further explained that the resources aim to help teachers encourage SEN children through developing a theme from the story at a very simplistic level. Denise offered an example of the parable of the lost sheep in which sheep featured, but as Cllr Paschoud agreed many children may never have seen real life sheep or understood their behaviour and needs. The boxes provide ways into making faith stories such as this accessible to pupils. Denise highlighted the need to ensure that the stories are still functional once the resources have been retrieved.

4D SRE TRAINING WITH GREENWICH SACRE

Denise explained that progress with arranging this had faltered following the sad passing of a Greenwich advisor with whom she had been hoping to organise this. She reported that she was still attempting to arrange a joint session for both SACREs but that this appeared problematic. She added that the idea had been that this event would be held in the synagogue, as the minister, David Rome, represents Judaism on Greenwich SACRE.

Denise asked members if they wanted to pursue planning this training. The Chair suggested that they should, as the more informed people were on this subject, the better,

Shaun added that the event was about allaying fears. He reported that Gavin Williamson MP had sent a letter asking about this, adding that he felt that the SACRE represented an ideal opportunity to utilise its cohesiveness to enable this.

He expressed a desire for Lambeth SACRE to be involved also but conceded there would be budgetary implications.

Kim G reported that when parents heard the word 'sex' they assume that teachers will be talking about the conception of babies.

Denise committed to speak with Robert Morgan, the Vice Chair of Greenwich SACRE and also Angela about organising and funding this. She said that initial discussions had proposed that Lewisham arrange a venue and to sort out the catering while Greenwich would handle the cost of the provider as the proposed provider is a Greenwich employee. She added that she would talk with that person and also ascertain if Greenwich would still want to be involved but stated that this wouldn't take place before Christmas.

Sam commented that the provider had already delivered a session for Greenwich SACRE and that to avoid the perception that she'd be delivering a repeat of this event, it would need to have a different focus. The Chair opined that it was worth pursuing.

Shaun remarked that he also knew the proposed provider, and that she was recommended, having previously been an SRE advisor and is also currently serving as a Lewisham school governor. It was suggested that attendees could pay a minimal fee, even if only 50p.

4E SACRE'S Scrutiny of Exam results

An early version of the report about GCSE results was discussed.

Following questions, Denise explained that the report would incur costs on SACRE's budget as there is no longer an 'in-house' data team. An important element of getting the best information had been having a conversation about what the SACRE needed. Denise specified that the cost was over £1000 as each of the additional data sets that she was requesting carried an extra cost.

Cllr Paschoud questioned the legitimacy of SACRE being charged for this in view of the committee being a statutory body. Shaun suggested this was linked to the Council's current approach of buying services externally rather than providing these in-house.

Cllr Paschoud suggested that the breakdowns that the SACRE were requesting were provided for core subjects anyway. Denise replied that the LA had paid for the data for core subjects too.

Shaun pointed out that RE was the only subject that was determined by the Local Authority.

In response to a question from Cllr Paschoud, Denise explained that she had subsequently spoken with MIME (the data producers) directly who had been very helpful. She added that the data that had been provided for the current year had cost between £600 and £700 but that had been very limited and, she felt, needed to be enriched in future years.

Cllr Paschoud suggested that the SACRE refer the matter of cost to Angela Scattergood firstly. Shaun suggested that the SACRE needed to emphasise the importance of this data in enabling SACRE to do its job.

In relation to hearing the context of the results from schools Sam suggested that all schools would have their curriculum offers on their websites. Denise responded that it is the reasons/stories behind this data that this information wouldn't cover. She added that her

desire was not for the annual report to be interrogated in a negative way for the borough's schools.

At this point Raymond arrived.

Sam suggested that the meeting of RE leads could be used to advance this. Shaun proposed that Sam work with Denise on this after Christmas.

Sam also suggested that using the idea of 'sharing resources' to publicise an event would generate greater interest. She added that this could be an extension of the current meetings that she arranges in the diocese.

4E SACRE'S ADVICE TO SCHOOLS - RESPONDING TO CRISES

Denise reported that this document is now on the website.

The Chair commended it as a good resource.

5 Feedback from Agreed Syllabus training for primary schools on 16 October

Denise reported that 27 teachers had registered for this event based at the synagogue, with 26 in attendance and that several of the attendees had only started the role recently.

Kim added that the attendees were keen to network and share, with the event kicking off the idea of visiting places of worship.

The Chair reported that this was a good event, with positive engagement from teachers many of whom lingered after the event had finished. He commended Denise for phenomenal delivery adding that he had learnt a lot from the event himself.

Denise reported that it had been a long day but that several of the attendees had since emailed her. She reported that, in view of GDPR, she had obtained the necessary permissions concerning the use of their email addresses.

The Chair remarked that he had sensed the attendees' considerable appetite for the content and asked when the next one would take place.

Kim suggested that a visit should be combined with another session linked to the relevant units, adding that this should be open to secondaries, particularly those who have RE classes but don't know how to approach the subject.

Denise suggested asking Luke Donnellen, a previous member of SACRE, to deliver a Humanism and non-religious worldviews afternoon session. However, she acknowledged that the workload of prospective attendees as well as deciding how to attract them to attend remained challenges.

Sam reported that one theme that had emerged from the work she had been doing related to trips; she suggested that covering risk assessment and safeguarding issues for visits would be useful for attendees. Shaun suggested that the visit could also count as the teachers' pre-visit. Sam added that another challenge was teachers' confidence and how teachers' workload could be reduced.

Kim G reported that training on developing a scheme of work had been an attraction as it represented a means of not having to start from scratch. She added that the proximity of the location to her school meant that history and geography could be linked to the visit also.

She added that for secondary teachers, the chance to talk to other teachers in the 'same boat' had also been appealing.

Denise reported that Ofsted Deep Dives had been discussed at the event, which had caused some concern for the Deputy Heads in attendance. She added that using one's cultural capital was topical phraseology in the new Ofsted outlook.

Kim K reported that she represents SACRE in the Interfaith Forum and advised that her plea was represented at the back of the yellow 'Understanding Faith and Belief in Lewisham - compulsory unit' document.

Kim K reported that she was promoting this unit with all of the faith groups that she was involved in and invited the committee members to take copies and circulate them. She committed to collate the information after receiving it, adding that one person had already emailed content to her.

Kim added that at the training event, one teacher had expressed embarrassment about not knowing about the nearby synagogue and mosque, but she had replied that teachers will each have links to different places of worship that they could share.

Sam asked what the deadline was. Kim replied that there wasn't one but that she was aiming to circulate a document in January.

Kim reported that in one school an afternoon had been set aside, with personnel representing six different faith groups visiting, and the class split then reporting back collectively.

6 SACRE Annual Report 2018

Kim K advised that the reference to the ATL/NUT on page 16 could be removed.

She added that it was a great report.

Shaun corroborated that Denise had done a good job, notably with the tribute to Gurbakhsh, adding that mention should be made of the fact that he was one of the SACRE's founding members.

He added the following corrections:

- On page 7 - neither Angela nor Kate were Executive Directors.
- Afonso and Hester were replaced not substituted
- Shaun committed to notify Denise who she could contact at Lewisham College.
- On page 8 - Shaun chairs one other SACRE;
- On page 12 - The second clause of the second paragraph in 2.3.1 should have 'growing all-phase school' inserted between 'Diocese' and 'that intends...'
- Appendix C should include the Lewisham Interfaith Forum
- Lewisham College is now longer known as LeSoCo, it has reverted back to its former name.

7 Evaluating SACRE's work - Toolkit discussion sections 4 & 5

Denise suggested that Section 4 be approached as a plenary and Section 5 looked at in groups. She then summarised the activity.

KEY AREA: 4A - SACRE MEETINGS

Several good discussions ensued.

Kim K suggested that the group met the criteria of established rather than advanced, commenting that subjects are often revisited rather than moved forward from, and acknowledging that this may be linked to the busy lives that members had. She then suggested Advanced minus may be more fitting.

The Chair commented that the input to the Agreed Syllabus was consistently good.

Denise commented that one point that may not be obvious to new members is that many SACREs revising their Agreed Syllabus lose their focus when the process is completed but that, in contrast to this pattern, Lewisham's SACRE had worked on with meetings still quorate. She added that it was amazing that the SACRE still had the stamina for this.

Shaun added that a key point was that most of the group were volunteers and are involved because they care.

The Chair recounted that he had sung the group's praises as a lively, helpful, healthy group of people at the training day.

Denise added that it was because the group possessed a good collegiate team spirit that it could hope to hold a Sex and Education discussion meeting, as her expectation is that members will respect each other enough to contribute to this discussion. Shaun added that he hopes that this is what happens in the classroom increasingly.

Kim K commented that while the group has areas it needs to work on, it was progressing well, adding that when she speaks to members in SACREs around the country she realises how far ahead of many others this group is.

KEY AREA: 4B - MEMBERSHIP AND TRAINING

Cllr Paschoud suggested that the diversity of the group of people is a positive factor in the performance of the committee, noting that others without this level of diversity struggle.

Shaun referenced a conference he'd attended in the South West at which he'd been asked how his SACRE has been able to source a Judaism representative. He added that the Board of representatives is keen to have more diverse representation.

Denise added that the SACRE often converted co-optees into members also, adding that the only place it had been unable to fill lately was the Rastafarian vacancy. She recapped that the Ahmadi had been offered a place and that a change to the constitution had even been drafted to accommodate this offer.

The Chair added that this showed that the committee were addressing issues.

KEY AREA: 4C - IMPROVEMENT/DEVELOPMENT PLANNING

The Chair suggested that the recent training day for Primary teachers exemplified the committee's performance in this area.

Denise added that the action plan with regard to the Syllabus and data management may be relevant also.

Kim K suggested that the committee was advanced.

Denise asked the councillors if they agreed with this to which Liz responded in the affirmative. Shaun added that the group has good participation from elected councillors also and Liz added that the different councillors may represent different faiths also.

KEY AREA: 4D - PROFESSIONAL AND FINANCIAL SUPPORT

Kim K commented that the committee has a really good subject specialist. She added that the committee has councillor representation but not the funds to enable it to make decisions.

Denise suggested that Advanced minus was a fitting score. Kim K suggested that the committee needed to work out how it could get more access to funds, adding that the group hadn't bid for money because it hadn't known what it needed to finance with regard to the subject data, not thinking that it would have to pay several times over what it had paid the previous year.

KEY AREA: 4E - INFORMATION AND ADVICE

Kim K commented that the committee needs to consider how to move itself forward.

Denise remarked on her concern when only finding out when working on the Responding to Crises document that Angela had been working with heads on a similar document so finding ways to know what was happening elsewhere in the council was an action point.

Cllr Paschoud commented that there was no clear path for the committee to feed back to the Council, and that it was seen as an outside body. In acknowledging that the Committee wasn't really an outside body, Denise suggested that a conversation be had by the councillors with the Mayor about establishing an opportunity to feed back.

With regard to this key area, Denise commented that faith representatives represent their faith but their expertise also enables them to be consulted. She added that their value was also as a sounding board, commenting that these relationships raise the profile of the work that the SACRE is doing.

Kim K reported that knife crime, the supporting of refugees and climate change had all been themes at the Interfaith Forum. In response to a question from Denise, Kim K informed that the forum wasn't hosting any activities for Inter Faith week as it was relatively newly formed, having held their Annual General Meeting only last November.

She suggested that for 4E the committee was either Developing or Established minus.

KEY AREA: 4F

Kim K proposed a score of Advanced.

The Chair suggested that Advanced minus would reflect the capacity for improvement.

Shaun suggested that an earlier published leaflet about schools be resurrected.

The Chair suggested that Section 5 be transferred onto the next meeting's agenda. Kim K requested that members read this section and make their own self assessment ahead of the meeting.

8 Information Exchange and AOB

Denise reminded members of the training for new SACRE members hopefully on 14 January, adding that this short event would be useful even if a small number of new members attend with a few established members present to talk matters through with them.

Kim K suggested that after the councillors have carried out the previously mentioned work, it may be useful for other Council members or the Mayor's team to attend this meeting also.

Denise recognised that the committee hadn't heard from Afonso and committed to speak to him and the Baha'i community. Kim K committed to raise awareness of the membership vacancies at the Interfaith Forum.

Shaun reported that National Holocaust Day 2020 would be 27 January, which Kim K advised was one day after the Lewisham event.

Shaun advised that the new Vicar of St Bartholomew's, Jim Perry, would be inducted tomorrow.

9 Next ASC meeting: Thursday 5 December - venue required Next SACRE meeting: Tuesday 28 January - venue required

Sam offered to accommodate the December meeting if no faith venue was available. Raymond also offered to accommodate, while the Chair reported that Nigel Desborough had communicated his willingness to provide a venue also.

The Chair thanked all for attending.

Kim K thanked the Chair and his church for hosting the meeting.

The meeting then closed.