

# STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)

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TUESDAY, 7 FEBRUARY 2023 AT 5.30 PM  
COMMITTEE ROOM 3, CROWDALE CENTRE, 218 EVERS HOLT STREET,  
LONDON, NW1 1BD

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## PANEL A – CHRISTIAN AND OTHER RELIGIOUS DENOMINATIONS

Ms Ann Boater (Quaker), Dr Lynndy Levin (Jewish), Mrs Sophie Fegan (Roman Catholic), Ms Krishna Pujara (Hindu), Abdul Quadir (Muslim), Sally Hay (Humanist) + vacancies for Sikh and Buddhist representatives

## PANEL B – THE CHURCH OF ENGLAND

Ms. Mary Thorne, Ms Felicity Djerehe, Ms Stephanie Ellner, Rev Sally Jones, Rev Damien Mason, Rev Natasha Beckles

## PANEL C – TEACHERS

Mr Paul Kayser, Ms Sarah Richardson + 4 vacancies

## PANEL D – CAMDEN LOCAL AUTHORITY

Councillors Julian Fulbrook (L), Jenny Headlam-Wells (L), Izzy Lenga (L), Sylvia McNamara (L), Jenny Mulholland (L), Nazma Rahman (L) and Matthew Kirk (LD)

L = Labour, LD = Liberal Democrat

Issued on: Monday, 30 January 2023

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**STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION  
(SACRE)  
7 FEBRUARY 2023**

**THERE ARE NO PRIVATE REPORTS**

**AGENDA**

**1. APOLOGIES FOR ABSENCE**

**2. ANNOUNCEMENTS**

**Broadcast of the meeting**

The Chair to announce the following: 'In addition to the rights by law that the public and press have to record this meeting, I would like to remind everyone that this meeting is being broadcast live by the Council to the Internet and can be viewed on our website for twelve months after the meeting. After that time, webcasts are archived and can be made available upon request.

If you have asked to address the meeting, you are deemed to be consenting to having your contributions recorded and broadcast, including video when switched on, and to the use of those sound recordings and images for webcasting and/or training purposes.'

**Any other announcements**

**3. DECLARATIONS OF PECUNIARY, NON-PECUNIARY AND OTHER INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**

**4. NOTIFICATIONS OF ANY ITEMS OF BUSINESS THE CHAIR CONSIDERS URGENT**

**5. MINUTES OF THE PREVIOUS MEETING**

To approve the minutes of the SACRE meeting held on 15<sup>th</sup> November 2022.

(Pages 9 -  
14)

**6. MEMBERSHIP OF CAMDEN SACRE**

To note the membership of Camden SACRE.

(Pages 15 -  
16)

**7. DETERMINATIONS**

To note the list of schools with Determinations and to consider an application from Brookfield Primary School.

(Pages 17 -  
28)

**8. COLLECTIVE WORSHIP POLICY GUIDANCE**

To consider guidance on collective worship policy in schools.

(Pages 29 -  
40)

**9. ANY OTHER BUSINESS**

**10. DATE OF NEXT MEETING**

The next meeting will be on 25<sup>th</sup> April 2023.

**AGENDA ENDS**

The date of the next meeting will be Tuesday, 25 April 2023 at 5.30 pm in Committee Room 1, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD.

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## THE LONDON BOROUGH OF CAMDEN

At a meeting of the **STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)** held on **TUESDAY, 15TH NOVEMBER, 2022** at 5.00 pm in Committee Room 3, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD

### MEMBERS PRESENT

#### Panel A Christian and Other Denominations

Lynndy Levin (Jewish) (via MS Teams)  
Abdul Quadir (Muslim) (via MS Teams)  
Sally Hay (Humanist) (via MS Teams)

#### Panel B The Church of England

Mary Thorne (Chair)  
Felicity Djerehe (via MS Teams)  
Stephanie Ellner (via MS Teams)  
Rev. Damien Mason

#### Panel C Teachers

Sarah Richardson

#### Panel D Camden Local Authority

Councillor Julian Fulbrook  
Councillor Izzy Lenga  
Councillor Sylvia McNamara (via MS Teams)  
Councillor Jenny Mulholland

### ALSO PRESENT

Lesley Prior	Professional Advisor
Owen Rees	Camden Learning (via MS Teams)
Vinothan Sangarapillai	Committee Services

**The minutes should be read in conjunction with the agenda for the meeting. They are subject to approval and signature at the next meeting of the Standing Advisory Council on Religious Education (SACRE) and any corrections approved at that meeting will be recorded in those minutes.**

### MINUTES

#### 1. ELECTION OF CHAIR

*Standing Advisory Council on Religious Education (SACRE) - Tuesday, 15th November, 2022*

Mary Thorne was proposed and seconded as Chair. There were no other nominations.

**RESOLVED –**

THAT Mary Thorne be elected Chair of Camden SACRE for the academic year 2022-23.

**2. ELECTION OF VICE-CHAIR**

Ann Boater was proposed and seconded as Vice-Chair. There were no other nominations.

**RESOLVED –**

THAT Ann Boater be elected Vice-Chair of Camden SACRE for the academic year 2022-23.

**3. ANNOUNCEMENTS**

**Webcasting of the Meeting**

The Chair announced: “In addition to the rights by law that the public and press have to record and film public meetings, I would like to remind everyone present that this meeting will be broadcast live by the Council to the Internet and will be capable of repeated viewing and copies of the recording could be made available to those that request them.

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If you wish to avoid appearing on the Council’s webcast you should move to one of the galleries.”

**Any Other Announcements**

There were no other announcements.

**4. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Jenny Headlam-Wells and Matthew Kirk.

**5. DECLARATIONS OF PECUNIARY, NON-PECUNIARY AND OTHER**



**INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**

There were no declarations of interest.

**6. TERMS OF REFERENCE**

The terms of reference were noted.

**7. MINUTES OF THE PREVIOUS MEETING**

Consideration was given to the minutes of the meeting held on 30<sup>th</sup> June 2022.

**RESOLVED –**

THAT the minutes of the meeting held on 30<sup>th</sup> June 2022 be approved as a correct record.

**8. MEMBERSHIP OF CAMDEN SACRE**

The membership list was noted.

The Committee noted the need for more teacher members, and it was suggested that they could be recruited from the primary and secondary RE networks if it was not possible to fill the places by trade union nomination as had usually been done previously.

**RESOLVED –**

THAT the membership list be noted.

**9. DETERMINATIONS**

The list of school with Determinations was noted.

The Clerk reported that Brookfield School had been in correspondence with him recently and were planning to re-apply.

Members had a discussion about the fact that some schools had never had a Determination or had had one years ago and let it lapse. There was concern that some of these schools may not be complying with the legal requirements for collective worship. However, it was noted that SACRE was not an enforcement body and could only encourage schools and the Local Authority to adhere to the legislation on this. It was for OFSTED through the inspection process to highlight if a school was not providing collective worship to pupils in the way that it should.

Members agreed that the Chair, together with officers, would work on a communication to Headteachers about the role of SACRE, collective worship and the Determination process.

**ACTION: Chair and Camden Learning**

**RESOLVED –**

- (i) THAT the list of schools with Determinations and the comments above be noted.
- (ii) THAT a letter be sent to Headteachers from the Chair of SACRE explaining its role, the requirement for collective worship and the Determination process.

**10. DRAFT ANNUAL REPORT**

Consideration was given to the draft annual report.

The Professional Advisor said that the information from the 2021 census about religious affiliation was not yet available, and so the 2011 figures would have to be used.

Owen Rees, Camden Learning, said that due to the unusual situation during the pandemic and in the post-pandemic period, it would not be appropriate to provide school-by-school exam data but that information for the whole borough could be provided.

Members agreed to approve the report, subject to the inclusion of RE exam data for the borough and various typographical amendments.

**RESOLVED –**

THAT the draft report be approved, subject to the amendments above.

**11. REVIEW OF COLLECTIVE WORSHIP GUIDANCE**

Consideration was given to draft collective worship guidance which was intended to replace the old guidance.

It was suggested that more information be added to the appendices about available learning resources. It was also mentioned that the remembrance service at the Cenotaph could be cited as an example of collective worship of a broadly Christian character, as Christian clergy played a significant role but people from other faiths and humanists were also involved.

It was suggested that the guidance be sent out to schools along with the correspondence mentioned at Item 8 above.

**RESOLVED –**

THAT the guidance be finalised and sent out to schools.

**12. UPDATE FROM THE PROFESSIONAL ADVISOR**

Consideration was given to an update from the Professional Advisor.

The Professional Advisor, Lesley Prior, reported that she had attended an in-person meeting of Camden's Primary RE Network, which she had found enjoyable.

She said the Schools Bill currently before Parliament would require all schools to become academies by 2030. Should the Bill become legislation and not be repealed by a subsequent government, then SACREs would most probably no longer exist when schools academised – as there would be no community schools to follow a locally agreed syllabus and academies would apply to the DfE for Determinations.

Ms Prior said that the next NASACRE conference would be in London on 22<sup>nd</sup> May 2023.

**RESOLVED –**

THAT the update from the Professional Advisor be noted.

**13. REVIEW OF THE AGREED SYLLABUS**

The Professional Advisor explained that Camden needed to undertake a review every five years of its Agreed Syllabus. This would have to be done by an Agreed Syllabus Conference.

The options before the Agreed Syllabus Conference would be: (1) to adopt the revised Hampshire syllabus, (2) to adopt a new syllabus from a different source, or (3) to write its own.

The meeting agreed to formally request that the Local Authority convene an Agreed Syllabus Conference. The first meeting was likely to be on 7<sup>th</sup> February 2023, after the SACRE meeting earlier that evening. Nominating bodies would be approached to ask if they wished their current SACRE members to continue as members of the Agreed Syllabus Conference or if they would like to appoint new members.

**ACTION: Clerk to SACRE**

**RESOLVED –**

***Standing Advisory Council on Religious Education (SACRE) - Tuesday, 15th  
November, 2022***

THAT an Agreed Syllabus Conference be convened.

**14. DATES OF FUTURE MEETINGS**

The dates of future meetings would be:

- Tuesday, 7<sup>th</sup> February 2023
- Tuesday, 25<sup>th</sup> April 2023

**15. ANY OTHER BUSINESS**

There was no other business.

The meeting ended at 6.40pm.

**CHAIR**

**Contact Officer: Vinothan Sangarapillai**

**Telephone No: 020 7974 4071**

**E-Mail: [vinothan.sangarapillai@camden.gov.uk](mailto:vinothan.sangarapillai@camden.gov.uk)**

**MINUTES END**

## Camden SACRE members – November 2022

The current members of Camden SACRE are:

### Panel A (Christian and other religious denominations)

Ann Boater (Quaker)  
Lynndy Levin (Jewish)  
Sophie Fegan (Roman Catholic)  
Krishna Pujara (Hindu)  
Abdul Quadir (Muslim)  
Sally Hay (Humanist)

### Panel B (Church of England)

Felicity Djerehe  
Stephanie Ellner  
Mary Thorne  
Rev Sally Jones  
Rev Damien Mason  
Rev Natasha Beckles

### Panel C (Teachers)

Paul Kayser  
Sarah Richardson

### Panel D (Local Authority)

Matthew Kirk (LD)  
Izzy Lenga (Labour)  
Sylvia McNamara (Labour)  
Jenny Mulholland (Labour)  
Julian Fulbrook (Labour)  
Jenny Headlam-Wells (Labour)  
Nazma Rahman (Labour)

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<p align="center"><b>Camden Standing Advisory Council Religious Education (SACRE)</b></p>	
<p><b>REPORT TITLE:</b> <b>Determinations</b></p>	
<p><b>FOR SUBMISSION TO:</b>  Camden SACRE</p>	<p><b>DATE</b>  7<sup>th</sup> February 2023</p>
<p><b>SUMMARY OF REPORT</b></p> <p>To note the list of schools with Determinations and to consider an application from Brookfield School.</p> <p><b>Contact Officers:</b></p> <p>Lesley Prior Professional Advisor to SACRE <a href="mailto:lesley.prior@london.anglican.org">lesley.prior@london.anglican.org</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>SACRE is asked to:</p> <ul style="list-style-type: none"> <li>(i) Note the list of schools with Determinations;</li> <li>(ii) Consider applications for Determinations from:             <ul style="list-style-type: none"> <li>• Fleet</li> <li>• Frank Barnes</li> </ul> </li> </ul>	

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### Camden SACRE Determinations list

#### Schools with Determinations

School	Date Determination agreed	Date of expiry
Edith Neville	26 <sup>th</sup> April 2018	26 <sup>th</sup> April 2023
Eleanor Palmer	13 <sup>th</sup> June 2019	13 <sup>th</sup> June 2024
Gospel Oak	4 <sup>th</sup> November 2019	4 <sup>th</sup> November 2024
Torriano Primary	24 <sup>th</sup> June 2021	2 <sup>nd</sup> June 2025
Primrose Hill	24 <sup>th</sup> June 2021	14 <sup>th</sup> October 2025
Brecknock	24 <sup>th</sup> June 2021	9 <sup>th</sup> February 2026
Rhyl	24 <sup>th</sup> June 2021	10 <sup>th</sup> May 2026
Regent High	24 <sup>th</sup> June 2021	24 <sup>th</sup> June 2026
Kingsgate	22 <sup>nd</sup> March 2022	28 <sup>th</sup> February 2027
Christopher Hatton	22 <sup>nd</sup> March 2022	3 <sup>rd</sup> May 2027
Fleet	30 <sup>th</sup> June 2022	30 <sup>th</sup> June 2027
Frank Barnes	30 <sup>th</sup> June 2022	30 <sup>th</sup> June 2027

#### Schools without Determinations

School	Details of past Determinations
Arygle	
Brookfield	Had Determination from 2013-18
Fitzjohn's	
Hampstead	Had Determination from 2015-20
Hawley	
Netley	
New End	
Richard Cobden	
Swiss Cottage	Had Determination from 2011-16
West Hampstead	Had Determination from 2017-22
Acland Burghley	
Haverstock	Had Determination from 2006-11
Parliament Hill	

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**APPLICATION TO CAMDEN SACRE FOR A DETERMINATION FOR COLLECTIVE WORSHIP IN ACCORDANCE WITH THE SCHOOL STANDARDS AND FRAMEWORK ACT 1998**

**NAME OF SCHOOL:** Brookfield Primary School

**DATE OF APPLICATION:** 7<sup>th</sup> February 2023

**HEADTEACHER:** Laurel Robin

**CONTACT NO & EMAIL:** [head@brookfield.camden.sch.uk](mailto:head@brookfield.camden.sch.uk) 020 7272 9627

- Please provide an updated analysis of the religious affiliation of the pupils at your school.

	<b>Number and percentage of children</b>	<b>Number or percentage of children at time of previous Determination application</b>
<b>CHRISTIAN</b>	<b>75</b>	
<b>HINDU</b>	<b>1</b>	
<b>JEWISH</b>	<b>18</b>	
<b>MUSLIM</b>	<b>52</b>	
<b>SIKH</b>	<b>0</b>	
<b>BAHA'I</b>	<b>0</b>	
<b>BUDDHIST</b>	<b>3</b>	
<b>JAIN</b>	<b>0</b>	
<b>SHINTO</b>	<b>0</b>	
<b>ZOROASTRIAN</b>	<b>0</b>	
<b>HUMANIST</b>	<b>0</b>	
<b>NO RELIGION</b>	<b>221</b>	
<b>UNCLASSIFIED</b>	<b>23</b>	
<b>OTHER</b>	<b>1</b>	

- Please describe any circumstances relating to the application for a Determination which may have changed since a previous Determination was agreed (if any).

A large majority of our families do not identify as being part of any religion.

- Before making an application to review a Determination, the Governing Body must have been consulted. (Please provide minutes of the governing body meeting that considered this if it was considered at a meeting).
  - How did this take place?

This was initially discussed at the Summer 2022 Quality of Education Committee and Full Governing body meetings when the Collective Worship Policy was shared and ratified. Further consultation and views were gathered at the Autumn 2 meetings of the Quality of Education Committee and Full Governing Body meetings. Views are articulated in the attached minutes of these meetings and below.

b) Views which Governors wished to convey to SACRE

Governors discussed the issue fully, including that:

- there was a high number of SACRE determinations in Camden schools.
- the determination would make no practical difference to the school's provision or approach, however, **not** having a determination could influence perceptions of the school's position on religion – that it was a Christian school, which would be inaccurate.
- the FGB was grateful to Damien for having raised the issue, but **decided unanimously to continue with the school's position over recent years – i.e. that LR would reapply for a SACRE determination.**

c) How have parents been consulted?

The Collective Worship Policy and intention to apply for determination were shared with parents and carers via our newsletter. Their feedback was invited via email. The school received no feedback from parents.

d) If YES describe the nature and outcome of this consultation

4. It is for the Headteacher to decide what form the alternative worship will take, although SACRE should be informed of the proposed arrangements. Please attach:

a) The school's policy on collective worship

b) The school's plan for collective worship indicating:

i) organisational arrangements

This is outlined in the timetable in our Collective Worship Policy. Children partake in collective worship in class three times a week and in assembly twice a week.

ii) themes/topics featured in the collective worship programme

Our collective worship themes are laid out in our Collective Worship Policy. We use our school values: kindness, achievement and responsibility. Teachers choose topics within these themes to focus their collective worship on.

5. Who will be representing the school at the SACRE meeting when the application for renewal of the Determination is to be considered (if anyone)?

Laurel (Headteacher) and/or Becca (RE lead)

# **Brookfield Primary School**

## **Collective Worship policy**

Date Agreed- June 2022

Review Date- June 2024

## **What is the purpose of this policy?**

This policy describes the aims, content and organisation of collective worship at Brookfield Primary School.

## **What does collective worship mean at Brookfield and what are the connections between collective worship and religious education (RE)?**

It is a requirement for all schools in England and Wales to provide an act of collective worship every day, which is broadly Christian in nature. Brookfield is a community school with children from a wide range of faith backgrounds and a majority of children not belonging to any faith. We are therefore currently in the process of applying for a SACRE determination. This means that the school is exempt from collective worship which is wholly or mainly of a broadly Christian character.

At Brookfield, we define collective worship as a time when members of the school community come together to collectively give worth to a variety of spiritual, moral, social and cultural ideas. Our acts of collective worship are designed to be inclusive. Children and staff of all faiths or of no faith can participate.

Opportunities for worship come about through moments of quiet reflection and contemplation. During these moments children are given the opportunity to silently give thanks or praise. In this way, children of any faith, and those with no faith can take the opportunity to worship, or not, as the case may be.

## **What are the aims of collective worship at Brookfield?**

- To offer the time and opportunity for reverence, reflection and contemplation
- To celebrate difference and diversity by promoting Brookfield's commitment to equality of opportunity. We celebrate, give value to and learn about different ethnic and faith groups, in particular, those represented within the school community.
- To help children to develop thoughtful and extended responses to key questions
- To promote the spiritual growth and development of children
- To illuminate, celebrate and commemorate what has meaning, value and purpose for individuals, the school and the wider community
- To promote the vision and values of the school: to inspire the best in everyone through achievement, kindness and responsibility
- To promote children's sense of being a member of the community of Brookfield.
- To promote spiritual, moral, social and cultural development. Collective worship:
  - provides children with the knowledge and insight into values and beliefs that enable them to reflect on their experiences in a way which develops their spiritual awareness and self-knowledge, (spiritual)
  - teaches the principles which distinguish right from wrong, (moral)
  - promotes children's moral development by exploring values and qualities that can be supported by both members of faith communities and by those who are not members of a faith community (moral)
  - encourages children to relate positively to others, take responsibility, participate fully in the community and develop an understanding of citizenship, (social)
  - teaches children to appreciate their own cultural traditions and the diversity and richness of other cultures. (cultural)
- To develop children's personal qualities including their self-esteem, their sense of identity, their appreciation of awe and wonder, their openness and tolerance, and their ability to reflect on these qualities and other aspects of life's fundamental experiences.

- To promote children’s understanding of the cycle of the year through the exploration of the annual cycle of nature and the annual cycle of religious and non-religious celebrations.

**How is collective worship organised at Brookfield?**

Children in all classes (except the nursery) take part in an act of collective worship each day. There are separate assemblies for children in years 1,2 and 3 and for years 4, 5 and 6. Children in the reception classes sometimes join assemblies and hold their own collective worship on the other two days.

	<b>KS1</b>	<b>KS2</b>
<b>Monday</b>	An assembly led by the head teacher	An assembly led by the head teacher
<b>Tuesday</b>	An assembly with a focus on singing as a group including Reception classes	In class collective worship
<b>Wednesday</b>	In class collective worship	In class collective worship
<b>Thursday</b>	In class collective worship	In class collective worship
<b>Friday</b>	In class collective worship	In class collective worship  Years 1, 3 and 5 present annual class assemblies to children and parents Nursery, Reception, Years 2, 4 and 6 have annual performances shared with children and parents

In class collective worship can include:

- A story
- Poetry
- Meditation (10 minutes peace)
- Gratitude practice
- Song (part of weekly music lessons)
- Circle time
- Class discussion

**How are the themes selected?**

Each term we focus as a school on one of our three values: kindness, responsibility and achievement. These values were chosen by children, parents, staff and governors.

**Achievement: aim high**

- Play and explore
- Active learning
- Create and think critically
- Growth mindset
- Try my best
- Stay curious
- Love learning
- Solve problems
- Learn from mistakes
- Persevere, embrace challenge
- Be passionate
- Engage

- Develop new skills

**Kindness: be kind**

- Encourage
- Respect one another
- Be generous
- Share
- Empathise
- Include
- Celebrate success
- Express thanks
- Support
- Be fair
- Welcome

**Responsibility: take responsibility**

- Respect each others' rights
- Be an active citizen
- Take care of feelings, the environment and community
- Value similarities and difference
- Do good

**How are assemblies and collective worship monitored?**

The headteacher and RE leader observe assemblies and collective worship. The effectiveness of assemblies and collective worship is evaluated and shared with governors.

**Do children have to attend collective worship?**

Parents have a right to choose for their children not to attend collective worship. If a parent is considering exercising this right in the first instance he or she should make an appointment to see the headteacher.



9	Any Other Business	
9.1	<p>Governors discussed the school’s SACRE (Standing Advisory Councils on Religious Education) determination. LR explained that:</p> <ul style="list-style-type: none"> <li>• <i>a community school may ask SACRE to modify the requirement to have collective worship ‘which is wholly or mainly of a broadly Christian character’. The head teacher would make an application in light of the school’s intake and parental requests. Where a SACRE agrees to modify the requirement, this is called a ‘determination’. The school would still have to provide a daily act of collective worship but under the terms agreed by SACRE in its determination, although ultimately it is the head teacher who decides on the form that alternative collective worship should take.</i></li> <li>• having had a determination 5 years ago, it was time for BPS to reapply and LR had started the process. Brookfield’s determination having lapsed, by default, the school was currently ‘broadly Christian’ in its collective worship.</li> <li>• however, Father Damien (DM) had: <ul style="list-style-type: none"> <li>○ asked LR to reconsider the application, that the school’s provision was already ‘broadly Christian’, so renewing the determination was not required. DM had provided 2 papers on Collective Worship, which explained the issues in detail, and these had been discussed at the recent QE meeting.</li> <li>○ assured LR that he would support the FGB’s position when it had been discussed and decided.</li> </ul> </li> </ul> <p>Governors discussed the issue fully, including that:</p> <ul style="list-style-type: none"> <li>• there was a high number of SACRE determinations in Camden schools.</li> <li>• the determination would make no practical difference to the school’s provision or approach, however, <b>not</b> having a determination could influence perceptions of the school’s position on religion – that it was a Christian school, which would be inaccurate.</li> <li>• the FGB was grateful to Damien for having raised the issue, but <b><u>decided unanimously to continue with the school’s position over recent years – i.e. that LR would reapply for a SACRE determination.</u></b></li> </ul>	LR

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<p align="center"><b>Camden Standing Advisory Council Religious Education (SACRE)</b></p>	
<p><b>REPORT TITLE:</b> <b>Collective Worship Policy Guidance</b></p>	
<p><b>FOR SUBMISSION TO:</b> Camden SACRE</p>	<p><b>DATE</b> 7<sup>th</sup> February 2023</p>
<p><b>SUMMARY OF REPORT</b></p> <p>To consider a new draft collective worship policy guidance document.</p> <p><b>Contact Officers:</b></p> <p>Lesley Prior Professional Advisor to SACRE <a href="mailto:lesley.prior@london.anglican.org">lesley.prior@london.anglican.org</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>To consider the draft collective worship policy guidance and make any suggestions for amendment.</p>	

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# Guidance on Collective Worship for non-denominational schools in the London Borough of Camden

## Section 1: Guiding statement

### Some key terms:

**Corporate worship:** worship experienced by people who belong to the same faith or share the same belief

**Collective worship:** a moment of reflection or stillness experienced by a group of people who have different beliefs and commitments.

**Assembly:** an assembly is part of the secular curriculum and is not required by law. Pupils may not be withdrawn from it and teachers and other staff can be required to attend it. An assembly is a gathering of all or part of the school. It is concerned with administrative matters and other announcements about school life.

### What is meant by ‘worship’?

The use of the word ‘worship’ causes confusion because of its strong religious overtones. While some may find the word unfortunate, collective worship in schools does not require an act of religious worship to take place.

However, the law requires collective worship to be broadly Christian in character. We consider these contradictory requirements in Section 5: Legal Requirements (p. 3) and Appendix 1 (p. 4).

## Why Collective Worship?

In a speech to high school students the late American writer David Foster Wallace remarked, “There is no such thing as not worshipping. Everybody worships. The only choice we get is what to worship.” That may be money, beauty, power or intellect. Wallace was not a religious person. But for him, living well was learning to worship the right things and shaping your character according to good values.

So Collective Worship is the opportunity in the day for your school to focus on what is most important. It’s a time to celebrate your common life, to reflect on the values that you want to shape your school and to form the character of the staff and pupils within it.

## Religious diversity

This Christian character does not and should not preclude the incorporation of other faith traditions or humanistic wisdom within the collective worship. It is not the “corporate worship” of the Church but an inclusive experience that “collects” the whole school together and imposes no beliefs or devotional practices on anyone.

Where collective worship of a broadly Christian character is strongly at odds with the make-up of the school community, the Head Teacher can apply to SACRE for a Determination. (See appendix 3). If granted this does not lift the legal requirement for a daily act of worship and requires some sensitive reflection on the character of worship that may need to engage with interfaith resources and the broader values that underpin the school.

## Section 2: What is the core purpose of Collective Worship?

Collective worship is primarily an educational activity which supports the school's vision statement or aims. It must comply with the requirements of the 1996 Education Reform Act (based on the 1988 Education act)

Collective worship reinforces the sense of the school community by giving pupils the opportunity to share things of worth with each other, within a reflective space.

**Meaningful collective worship enables pupils to reflect on:**

- what it means to be alive
- questions of meaning, purpose and value
- the best that human beings can be – inspirational, exemplars (people of faith or not) who have demonstrated through their actions, lives and qualities. Examples will come from religious and non-religious sources.
- personal beliefs and values

Be aware of the cultural, linguistic and religious diversity of the school by working within Equal Opportunities policies.

**An act of Collective Worship should ....**

- respect the integrity and dignity of pupils and staff
- be appropriate to the needs and interests of the pupils
- be clearly distinguished from the everyday activity of the school
- be inclusive so that everyone can both contribute to it and gain from it and participate in it if this is appropriate.

## Section 3: What are the aims of Collective Worship?

- To offer the time and opportunity for reverence, reflection, contemplation and if appropriate, prayer
- To provide a context for a consideration of moral, ethical, social and cultural issues
- To help pupils to develop thoughtful and extended responses to key questions
- To promote the spiritual growth and development of pupils
- To foster a sense of community within the school and beyond it
- To enable pupils to explore a variety of forms of worship - those with a religious commitment should have their experience broadened and deepened and those without should learn to appreciate what it may mean to others
- To illuminate, celebrate and commemorate what has meaning, value and purpose for individuals, the school and the wider community
- To celebrate difference and diversity.

## Section 4: What make Collective Worship a distinctive part of the school day?

**Collective worship should build a sense of shared ethos and values. It can provide a distinctive and different part of the school day in the following ways:**

- Create a calm and reflective atmosphere which is different to ordinary learning experiences
- Enjoy silence and quiet time
- Employ dance, movement and music where suitable; use candles, darkness, artefacts, etc to communicate a particular atmosphere

- Avoid any sense that there is a 'right answer' to a question; collective worship is a time for curiosity and exploration
- Create a sense of invitation rather than compulsion; pupils can think about something *if they wish*
- Introduce pupils to a wide range of cultural, religious and linguistic forms, traditions and people for the sake of enjoyment of human diversity
- Offer different responses to a theme from a variety of voices, especially ideas you wouldn't normally bring to class
- Pupils' own beliefs, values, commitments and responses are very much the heart of the collective worship experience; this is not always true of ordinary learning activities
- Don't avoid challenging, difficult or sad questions; they might not be solved but they are part of life
- Invite local charities or activism groups (religious or otherwise) to show values in action
- Celebrate the various successes of the school community, including attributes not measured by performance data like kindness, determination and courage
- Invite a variety of speakers to show pupils the widest range possible of ways there are to be human!

## Section 5: What are the legal requirements for Collective Worship?

The Education Act of 1996 (based on 1988 Education Act) requires that collective worship in community and foundation schools should be wholly or mainly of a broadly Christian character without being distinctive of any particular Christian denomination. This dimension is considered in Appendix 1 and 2 (p. 4 and 5)

Schools are advised to keep records of the content of collective worship, indicating elements of a broadly Christian character. Collective worship across in community and foundation schools is the broad responsibility of the local authority, with the Head of each school bearing specific responsibility. Also to note:

- All registered pupils should take part in a daily act of collective worship. This includes children who are five years of age and sixth formers.
- The timing and organisation is flexible
- Schools may apply to SACRE to change their Determination (religious character) for Collective Worship
- Parents/carers have the right to withdraw their children from Collective Worship and need only write to the Headteacher to request this. They are not obliged to give a reason.
- Students in the 6<sup>th</sup> form can withdraw themselves.
- The school must comply with requests to withdraw; however it is good practice for the Headteacher to invite the parent/carer in to discuss the issue.
- The school does not have to provide an alternative activity for withdrawn pupils but does have to ensure their safety. If appropriate, a parent can keep a child outside school during collective worship
- A parent has a right to alternative worship on the school site, at another school or at another site at no cost to the school or local authority, which must be at the beginning or end of a school day and must not interfere with the pupil's curriculum entitlement.
- Teachers have the right not to take part in Collective Worship.
- Pupils must not feel pressured or compelled to take part in collective worship

## Appendix 1: A broadly Christian character

The requirement to offer collective worship of a broadly Christian character will dismay and confuse some schools. This might seem highly inappropriate, even inadvisable, in some school settings.

Until a change in the law, how should schools respond? The following themes could provide opportunities to look at broadly Christian values, with lots of opportunities for wider religious and ethical exploration:

Authority	Forgiveness	Imagination	Renewal
Caring	Freedom	Joy	Respect
Celebration	Friendship	Justice	Reverence
Charity	Gratitude	Kindness to others	Sacred Art
Community	Goodness	Love	Sacred Music
Compassion	Goodwill	Neighbourliness	Sacred Writings
Creation	Grace	Relationships	Selflessness
Equality	Harmony	Peace	Service
Endurance	Holiness	Perseverance	Thankfulness
Family	Hope	Praise	Trust
Fellowship	Humility	Prayer	Wisdom
		Remembrance	

### Useful websites to support Collective worship and reflection:

Collective Worship and school assemblies: your rights: <https://humanists.uk/>

<https://www.assemblies.org.uk/> Resources to assist collective worship for world religions and none.

<https://www.bbc.co.uk/teach/school-radio/primary-school-assemblies-collective-worship-ks1-ks2/zmsnm39> Useful, varied and current audio resources.

<https://cafod.org.uk/Pray/Prayer> Catholic ideas and resources with global themes.

<https://www.christianaid.org.uk/get-involved/schools> Christian Aid:

<https://www.fischy.com/> 'Songs for good times and tough times.'

<https://www.hmd.org.uk/> Good material for Holocaust Memorial Day .

<https://www.thenewhumanitarian.org/> Very good reference for current affairs.

<https://www.picture-news.co.uk/> Picture News pulls on real life situation and up to date current affairs presented in an age appropriate way.

<https://prayerspacesinschools.com/> Variety of resources to help children to pray, reflect and be still in a creative and unthreatening way.

<https://www.imaginor.co.uk/roots-fruits/> a resource to support Christian worship and spiritual and moral development in schools.

Margaret Cooling: Wisdom of Worship - resource book

Margaret Cooling: Cracking assemblies – resource book



## Appendix 2: Prayer

The contents and method of collective worship are not specified, including the use of prayer. Prayer can be understood as a religious exercise causing anxiety as to its role in collective worship. How should teachers understand the inclusion (or omission) of prayer in collective worship? Consider the following:

- There should be no expectation that pupils will pray. Words introducing prayer-like, such as 'quiet reflection' or 'thinking about', should be couched as an invitation rather than an instruction.
- Any invitation to pray is made for the benefit of those pupils to whom it is appropriate, if it is made at all
- The use of silence can allow space for prayer or reflection, on pupils' decision.
- It might be occasionally beneficial to explain the difference between the words 'prayer' and 'personal reflection', to ensure pupils feel able to act in a manner best suited to them.

# Appendix 3: Camden Standing Advisory Council on Religious Education

## Collective Worship: Applying for a determination

### Advice to Headteachers

#### 1. Background

1.1 A determination from SACRE lifts the requirement of Section 7(1) of the Education Reform Act 1988 that collective worship should be "wholly or mainly of a broadly Christian character".

1.2 Section 12 of the Act allows for applications to be made to the local SACRE "to consider whether it is appropriate for the requirement for Christian collective worship to apply in the case of that school, or in the case of any class or description of pupils at that school".

1.3 Paragraphs 68-81 of the DFE (Department for Education) Circular 1/94 summarise the position on determinations. If you consider that it is inappropriate for the school to provide collective worship "wholly or mainly of a broadly Christian character", you can apply to SACRE for a determination. The Act requires consultation with the governing body before an application can be made.

1.4 In accordance with paragraph 74 of Circular 1/94, SACRE has drawn up these procedures to help you apply for a determination.

1.5 SACRE recommends that headteachers and governing bodies consider Camden's Collective Worship guidance, before making an application using the proforma provided by SACRE.

#### 2. Procedures for applying for a determination

2.1 Collect data on the percentage of pupils belonging to different faith communities and include this with your application. Evidence that the family backgrounds of pupils are from a faith other than Christian or from a variety of religious faiths and life stances would be necessary for conclusion in favour of determination to be reached.

2.2 Discuss your proposal to apply for a determination with governors drawing their attention to the relevant sections of Circular 1/94 and the SACRE collective worship policy. Record the views expressed by governors, the voting outcome if a vote was taken, and the date of the meeting. Enclose this information with your application.

2.3 Seek the views of the parent body as to whether or not an application should be made. You are advised to write to parents, informing them of your intention to apply for a determination based on your policy for collective worship, and inviting them to respond if they object. A copy of this letter must be enclosed with your application.

2.4 Your application should demonstrate that the 1998 Act is being complied with, that is the school must organise a daily act of collective worship for all pupils.

2.5 If the school intends to adopt the SACRE policy, then the implication is that the determination will apply to the whole school. Your application should explain how all pupils would take part in acts of collective worship on a daily basis. Secondary Headteachers should note that the relevant requirements of the Act apply to all 11 to 19 year olds, apart from those sixth form pupils who have chosen to withdraw. Primary Headteachers should note that the requirements do not apply to nursery schools and nursery classes.

2.6 You should demonstrate that the school's approach to collective worship is in concert with the aims of school by providing a copy of the collective worship policy and programme.

2.6 You should apply using the appropriate form and sign the application, attaching all necessary additional papers:

1. Name of School
2. Name of Headteacher
3. Pupils for whom the application applies
4. Reasons for applying, including information on the percentages of different faiths (or none) in the school
5. Details of consultation with governors
6. Details of consultation with parents (include copy of letter or newsletter requesting views of parents) and any consultation with pupils.
7. Proposed organisational arrangements for collective worship
8. Proposed policy for collective worship
9. The statutory statement of the provision of collective worship intended for inclusion in the school's prospective.

### **3. Procedures for granting or rejecting applications**

3.1 SACRE should receive applications at least eight weeks before the meeting at which the application will be considered.

3.2 Initially, the written application will be scrutinised by the Professional Adviser to SACRE.

3.3 The school will be included in the SACRE visit programme prior to the application being heard.

3.4 Headteachers will normally be notified in writing of the date of the SACRE meeting at which the application will be heard. SACRE meetings are held once a term and Headteachers are invited to attend. The headteacher will be notified in writing, normally within two weeks, of the determination made by SACRE. If the determination made is to accept the application, it shall take effect from the date of that SACRE meeting and shall have effect for five years

### **Camden SACRE**

#### **Collective worship: Procedure for reviewing a determination**

Schools are granted a Determination by SACRE for a period of 5 years. The following procedure for reviewing a Determination has been agreed by SACRE: -

1. The Clerk to SACRE will write to a school approximately 3 months prior to the date for review, asking if it wishes to renew the Determination.
2. If a school wishes to renew a Determination, it should seek the views of parents through a letter or newsletter.
3. The governing body should formally agree to apply to renew the Determination
4. The appropriate form and supplementary papers should be sent to the Clerk of SACRE.
5. Information should be provided by the school about the representation of different faiths (or none) as well as details of the current arrangements for collective worship.
6. The school will be included in the SACRE visit programme prior to the renewal request being discussed at a meeting.
7. At the next SACRE meeting the form and supplementary papers will be presented and members asked to renew the Determination or not.
8. The school will be informed of the decision and, if successful, the Determination renewed for a further five years.

9. If a school does not respond to the request to renew its Determination, the Clerk will write to the school for clarification.

# PLANNING A SCHOOL POLICY FOR COLLECTIVE WORSHIP

It is suggested that all community schools should appoint a Collective Worship Co-ordinator to lead a working party and/or the whole school staff in preparing and developing a policy document for Collective Worship.

The Framework suggested below may offer some support in drawing up such a policy and could be used by a range of different schools.

## 1. BACKGROUND

a) The school's current policy

- Is there an existing policy in school?
- What is the current practice in Collective Worship in the school?

b) The legal requirements

- What are the legal requirements for pupils in your school?
- Does your school meet these legal requirements
- What and where are the gaps?

Refer to "*Collective Worship - The Legal Position*", section 4

## 2. THE ROLE AND PURPOSE OF COLLECTIVE WORSHIP IN THE SCHOOL

- The policy should include a rationale describing the contribution made by Collective Worship to the life of the school.

## 3. PLANNING ISSUES

- Some information should be given to explain the way in which Collective Worship is organised within the school, with reference to groupings, locations, times, leaders etc.
- Example of the proforma used for planning and details of where planning/record sheets are stored in the school.

## 4. THE ROLE OF THE CO-ORDINATOR

- Name the person responsible for Collective Worship in the school.
- What are her/his responsibilities?

N. B. Refer to her/his job description

## 5. EQUAL OPPORTUNITIES

- What issues need to be considered in connection with Collective Worship?

## **6. RESOURCING**

- What resources already exist and where?
- What are the priorities for future resourcing for inclusion in the School Improvement Plan?

## **7. SACRE DETERMINATION**

- Does the school have a Determination? (details should be given)
- Is the school planning to apply for a Determination?

Refer to *Appendix 3*.

**Schools which have completed a policy document for Collective Worship are invited to send a copy to Camden SACRE for reference.**