

# STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)

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TUESDAY, 9 MAY 2023 AT 5.30 PM  
COMMITTEE ROOM 2, CROWDALE CENTRE, 218 EVERSOLT STREET, LONDON,  
NW1 1BD

**Enquiries to:** Vinothan Sangarapillai, Committee Services  
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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: Thursday, 27<sup>th</sup> April 2023



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**STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION  
(SACRE)  
9 MAY 2023**

**THERE ARE NO PRIVATE REPORTS**

**AGENDA**

**1. 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**

**2. APOLOGIES FOR ABSENCE**

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

**4. MINUTES OF THE PREVIOUS MEETING**

To approve the minutes of the meeting held on 7 February 2023.

(Pages 9 -  
14)

**5. CAMDEN SACRE GUIDANCE ON COLLECTIVE WORSHIP (FOR INFORMATION)**

To note the guidance on collective worship circulated to schools.

(Pages 15 -  
26)

**6. NASACRE BRIEFING**

To note the NASACRE briefing and to consider sending people to their conference. (Pages 27 - 34)

**7. CENSUS 2021 - INFORMATION ABOUT RELIGION IN CAMDEN**

To note the figures from the 2021 census on the religious demographics of Camden. (Pages 35 - 40)

**8. DETERMINATIONS**

To note the list of schools with Determinations and to consider an application for a Determination from Edith Neville School. (Pages 41 - 48)

**9. ANY OTHER BUSINESS**

**10. DATES OF FUTURE MEETINGS**

The dates of future SACRE meetings will be:

- Thursday, 19<sup>th</sup> October 2023
- Thursday, 22<sup>nd</sup> February 2024
- Thursday, 9<sup>th</sup> May 2024

**AGENDA ENDS**

The date of the next meeting will be Thursday, 19 October 2023 at 5.30 pm.

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## THE LONDON BOROUGH OF CAMDEN

At a meeting of the **STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)** held on **TUESDAY, 7TH FEBRUARY, 2023** at 5.30 pm in Committee Room 3, Crowndale Centre, 218 Eversholt Street, London, NW1 1BD

### MEMBERS PRESENT

#### Panel A Christian and Other Denominations

Ann Boater (Quaker)  
Abdul Quadir (Muslim) (MS Teams)

#### Panel B The Church of England

Mary Thorne  
Stephanie Ellner

#### Panel C Teachers

Sarah Richardson

#### Panel D Camden Local Authority

Councillor Julian Fulbrook (MS Teams)  
Councillor Jenny Headlam-Wells (MS Teams)  
Councillor Izzy Lenga  
Councillor Sylvia McNamara  
Councillor Jenny Mulholland

### OFFICERS PRESENT

Owen Rees	Camden Learning
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. APOLOGIES FOR ABSENCE

Apologies for absence were received from Sophie Fegan, Rev Damien Mason, Felicity Djerehe, and Lynndy Levin.

## **2. ANNOUNCEMENTS**

### **Broadcast of the meeting**

The Chair announced: '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.'

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

There were no declarations of interest.

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

There were no notifications of urgent business.

## **5. MINUTES OF THE PREVIOUS MEETING**

Consideration was given to the minutes of the meeting held on 15<sup>th</sup> November 2022.

### **RESOLVED –**

THAT the minutes of the meeting held on 15<sup>th</sup> November 2022 be approved and signed as a correct record.

## **6. MEMBERSHIP OF CAMDEN SACRE**

Consideration was given to the list of members of Camden SACRE.

### **RESOLVED –**

THAT the membership list be noted.

## **7. DETERMINATIONS**

Consideration was given to the list of schools with Determinations and an application for a Determination from Brookfield Primary School.

The Headteacher sent her apologies for not being able to attend the meeting, as interviews she was conducting had overrun. Becca Evenhuis, the RE lead from the school, presented the school's application. She said that the majority of the pupils (56%) at the school came from families that had indicated "no religion" on the relevant form. Only 75 children (about 19%) came from families that had indicated they identified as Christian. The remainder of the children were from other faith backgrounds or the school did not have data on them.

In light of the demographics of the school, staff and governors were of the view that school assemblies and collective worship should be 'secular' and thus had decided to apply for this Determination to exempt the school from the requirement that collective worship be of a "broadly Christian" character.

Ms Evenhuis was a reception class teacher as well as the RE lead. She said reception classes sometimes held their own collective worship and sometimes joined the older children for assemblies depending on the day.

Collective worship could include a story, poetry, meditation or class discussion. The themes of the assemblies and collective worship were achievement, kindness and taking responsibility.

Ms Evenhuis said that the meditation and mindfulness aspect of some sessions did help children calm down and prepare for the day ahead, and she had found this positive.

Members considered the application. They thought it would have been helpful to see examples of the material used and an assembly plan for what the themes would be on different days. They also noted that it had not been possible, given the timescale, to visit the school and see an assembly. Some members felt that combining the role of Reception class teacher and RE lead was a difficult role for one individual to fulfil.

Members agreed to grant the Determination, but in the decision letter to the school to outline their views and to ask to arrange a visit later in the term.

**RESOLVED –**

- (i) THAT the list of schools with Determinations be noted;
- (ii) THAT a Determination be granted to Brookfield School.

**ACTION: Clerk to SACRE**

**8. COLLECTIVE WORSHIP POLICY GUIDANCE**

Consideration was given to the draft collective worship policy guidance.

The Chair said she had re-drafted the guidance in light of the comments made at the last meeting. As schools often said that they needed teaching and learning resources, she had added links to useful websites and books on page 32.

Ann Boater commented that it was important to avoid negativity around the use of the word “worship” and suggested that Section 1 could be re-worded to address this. She said it was important to have a sense of awe and wonder, and worship was a way of manifesting this.

Ms Boater said that, in her experience as a teacher, assemblies were used as “non-contact time” for staff and so teachers who were not leading assemblies missed out on them. She had been disappointed by this, as she was of the view that collective worship could be a beneficial experience for adults in the school as well as the children.

Councillor Jenny Mulholland suggested that the wording at the top of page 32 be amended to remove “dismay”.

Members felt that a key point in the document should be that collective worship should be about pupils making connections to each other and the world we live in – including climate and environmental concerns.

Councillor Fulbrook said that any guidance should avoid being too prescriptive and should encourage a variety of practice in different community schools.

## **RESOLVED –**

THAT the report be finalised by the Chair, with regard to the comments made above.

## **ACTION: Chair of SACRE**

### **9. ANY OTHER BUSINESS**

It was noted that there was to be an Agreed Syllabus Conference meeting on the same day as the next SACRE meeting, since it was time to review it as five years had passed since the last review.

### **10. DATE OF NEXT MEETING**

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

Dates for the academic year 2023-24 would be agreed at that meeting.

***Standing Advisory Council on Religious Education (SACRE) - Tuesday, 7th February, 2023***

The meeting ended at 6.48pm.

**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**

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<p align="center"><b>Camden Standing Advisory Council Religious Education (SACRE)</b></p>	
<p><b>REPORT TITLE:</b> <b>Camden SACRE Guidance on Collective Worship (information report)</b></p>	
<p><b>FOR SUBMISSION TO:</b> Camden SACRE</p>	<p><b>DATE</b> 9<sup>th</sup> May 2023</p>
<p><b>SUMMARY OF REPORT</b></p> <p>To note the collective worship guidance.</p> <p><b>Contact Officers:</b></p> <p>Claire Clinton Professional Advisor to SACRE <a href="mailto:Claire.clinton@rematters.co.uk">Claire.clinton@rematters.co.uk</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>To note the collective worship guidance.</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:

**Worship:** to take time to pay respects and give recognition to that which is of value. This is an Anglo Saxon word with the same root as the word 'worth'. The word was Commonly used in religious and other settings.

In the 1944 Education Act the distinction was made between Corporate Worship which may happen in a specific setting of a religious denomination and Collective Worship which was to happen in schools.

**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 when a group of people gather together. An assembly is a gathering of all or part of the school. This can be for any purpose, this in itself is not required by law. Pupils may not be withdrawn from assembly and teachers and other staff can be required to attend it.

### What is meant by 'worship'?

The use of the word 'worship' can cause confusion because it is now most used in the context of a religious place of worship. The Act of Collective Worship in schools is forbidden from being from a particular denominational standpoint but it provides the opportunity for pupils to voluntarily and privately reflect on what is important to them.

The law requires collective worship to be "wholly or mainly of a broadly Christian character" (1996 Education Reform Act). We consider these 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 the Headteacher, governors and parents of a school consider that they do not want to be tied to the "wholly or mainly of a broadly Christian character" clause in the law then there is the facility for the Headteacher to 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 an integral part of the school life which supports the school's vision statement or aims. It provides the opportunity for pupils to reflect on the spiritual and moral aspects of their day. 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 offer opportunities for awe and wonder.
- To offer opportunities for pupils to connect with each other and the world in which they live.
- 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 eg climate change.
- 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
Faith	Humility	Prayer	Wisdom
Fellowship		Remembrance	

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

[www.assemblytube.com](http://www.assemblytube.com) is packed with clips and ideas to support assemblies at primary and secondary schools

<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.

[Assemblies for All](#) Humanist UK's website for FREE access to hundreds of high quality, inclusive assemblies for both primary and secondary schools.

Collective Worship and school assemblies: your rights: <https://humanists.uk/><https://prayerspacesinschools.com/>  
Variety of resources to help children to pray, reflect and be still in a creative and unthreatening way.

<https://www.imaginer.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. Pupils will have different understanding and experience of the word “Prayer”, both positive and negative. 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 the Education Reform Act 1996 that Collective Worship should be "wholly or mainly of a broadly Christian character".

1.2 The 1996 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 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 1996 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.**

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<p align="center"><b>Camden Standing Advisory Council Religious Education (SACRE)</b></p>	
<p><b>REPORT TITLE:</b> <b>NASACRE briefing</b></p>	
<p><b>FOR SUBMISSION TO:</b> Camden SACRE</p>	<p><b>DATE</b> 9<sup>th</sup> May 2023</p>
<p><b>SUMMARY OF REPORT</b></p> <p>To note the NASACRE briefing and to consider sending people to their conference.</p> <p><b>Contact Officers:</b></p> <p>Claire Clinton Professional Advisor to SACRE <a href="mailto:Claire.clinton@rematters.co.uk">Claire.clinton@rematters.co.uk</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>To note the NASACRE briefing and to consider sending people to their conference.</p>	

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National Association of  
Standing Advisory Councils  
on Religious Education

## **SACRE BRIEFING**

### **Issue: 35 - Conference Special**

*This issue includes:*

- [Conference details](#)
- [Conference programme](#)
- [Conference workshops](#)
- [Conference survey](#)
- [Member updates](#)
- [Immediate actions for your SACRE](#)

## **Celebrating 30 years: SACREs for the Future**

**Date:** Monday, 22 May 2023

**Time:** 10:30-15:30

**Venue:** Fishmongers' Hall, London Bridge LONDON EC4R 9EL

**Twitter tag:** #NASACRE2023



We are delighted that we are holding our 2023 Conference in London face-to-face this year, giving us again an opportunity to catch up with colleagues and friends – old and new!

The conference will bring together many RE professionals, academics and those who champion RE and support SACREs, to celebrate 30 years of NASACRE - our Pearl Anniversary.

### **PRICING**

Subscribed SACREs:

£120 per delegate. Each delegate may choose 2 virtual workshops delivered in June.

Bonus deal for subscribed SACREs:

For each delegate paying to attend Conference, 2 additional SACRE members may access 2 virtual workshops in June for £50.

Non-subscribed SACREs:

£160 per delegate. Each delegate may choose 2 virtual workshops delivered in June.

### **ELECTIONS**

Every year at the AGM we elect new members to the NASACRE Exec and this year we have 5 vacancies, including for Vice-Chair.

This is a golden opportunity for your SACRE members to offer to contribute their skills and experience to the work of NASACRE. SACREs may nominate up to 2 candidates for election. Further details of the roles and nomination forms may be found [here](#) and submitted to [secretary@nasacre.org.uk](mailto:secretary@nasacre.org.uk) by **5pm on Friday, 12 May 2023**.

### **AWARDS**

As we celebrate 30 years, we are going to recognise SACRE members who have played a

special part in the life of your SACRE over the last 30 years. This is an opportunity for SACREs to nominate people, with a photo (jpeg) of them and your reasons for their selection.

Kindly nominate your member(s), past and present, under the following categories:

- Most active SACRE member
- A SACRE member who has made a significant impact in your area.

Please ensure you have permission for us to display the image and send any nominations via email to: [admin@nasacre.org.uk](mailto:admin@nasacre.org.uk) by **5pm on Friday, 12 May 2023**.

### **30 YEAR MEMORY TIMELINE**

A lot has happened during NASACRE's 30 years and your SACREs will have done much exciting work in that time. We would love to celebrate all the achievements. Your contributions are essential to this, so please send in photo/s in jpeg format so we can create a presentation to play during Conference.

Any SACRE wishing to add their memories should send photos with a short message by **5pm on Friday, 12 May 2023** to: [admin@nasacre.org.uk](mailto:admin@nasacre.org.uk)

**[BOOK YOUR PLACE AT THE CONFERENCE HERE](#)**

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## **Programme**

10:30 Arrival and registration, refreshments and display space

11:00 Welcome and introductions - Linda Rudge (Chair of NASACRE)

11:15 **Keynote Address 1: An education in religion and worldviews - the next 30 years?**

**Dr Kathryn Wright**

*Kathryn is the Chief Executive of **Culham St Gabriel's Trust**, an endowed charitable foundation whose vision is for a broad-based, critical reflective education in religion and worldviews contributing to a well-informed, respectful and open society. Kathryn leads the strategic direction of the Trust.*

11:35 Table discussions on keynote 1

11:50 Break

12:10 **Keynote Address 2: The role of SACREs in the emerging educational landscape**

**Our Patron, Rt Hon Charles Clarke**

*Charles holds Visiting Professorships at Lancaster University and Kings College London. In 2015 he co-wrote, with Professor Linda Woodhead, "A New Settlement, Religion and Belief in Schools".*

12:30 Table discussions on keynote 2

12:45 Introduce nominees for elections (notified by 5 pm, Friday 12 May 2023)

13:00 LUNCH - *there is a space available for prayer during lunchtime.*  
Voting for elections

13:45 Westhill Awards Winners announcement

13:55 National analysis of SACRE annual reports:  
**Dr David Hampshire**

*A former Assistant Director at the Inter Faith Network for the UK and ex-Chair of NASACRE, David is currently the Senior Policy Adviser for Historic Places of Worship at Historic England. This is the second year running that David has analysed the data from the SACRE annual reports and he will be presenting his findings.*

14:15 Table discussions and questions to speakers

14:30 30 years Celebration  
- SACRE 30 years Quiz  
- SACRE Awards

14:55 Business Meeting

15:20 Closing remarks - Chair

15:30 Close

## Conference workshops

In addition to table discussions on the day, there will be follow-up workshops delivered online using Zoom. Each member attending conference may choose 2 virtual workshops from the list below.

Note the times of these programmes vary; please see the programme on our [website](#).

***Don't forget to look online at the bonus deal for subscribed SACREs.***

**Mon 5 June, 4-5 pm**

**Title: *How Culham St Gabriel's Trust (CStG) can support your SACRE***

**From: CStG and REOnline**

**Presenter: Dr Kathryn Wright, CEO, CStG**

**Tues 6 June, 7-8 pm**

**NASACRE & Westhill grants: winners 2021-2022**

**Title: *Exploring how faith contributes to the local community***

**Presenter: Nottinghamshire SACRE**

Pupils from five different schools visited various social justice programmes organised by faith communities. Excerpts from films will be presented, creating compelling learning experiences that are relevant to issues in our complex society and which came to the fore through the pandemic experience.

**Wed 7 June, 4-5 pm**

**NASACRE & Westhill grants: winners 2021-2022**

**Title: *The Synagogue: nine modules covering different aspects of KS2 and KS3 curriculum on Judaism.***



**Presenter: Leeds SACRE, with Calderdale & Kirklees SACRE**

Each module is approximately 5 to 7 minutes long and consists of interviews with 3 Rabbis from the Orthodox community and a female representative from the Reform Synagogue covering different aspects of what goes on in a Synagogue, with both points of view covered.

**Thurs 8 June, 4-5 pm**

**NASACRE & Westhill grants: winners 2021-2022**

**Title: *Multi-faith approaches to diversity and racial equality***

**Presenter: Wolverhampton SACRE**

This student-led project aims to develop pupil and teacher understanding of the approaches to diversity and racial equality across different religions and worldviews. One key aim was strengthening RE in Secondary schools, particularly within the Post-14 curriculum.

**Mon 12 June, 4-5 pm**

**Title: *What have we learnt from the NASACRE FOI request?***

**Presenter: Dr Paul Smalley**

Paul will explain what we have learnt about SACREs and their funding and what this means for the future. How can SACREs work with their LA to gain funding from CSSB funds?

**Tues 13 June, 5-6 pm**

**NASACRE & Westhill grants: winners 2021-2022**

**Title: *The Tameside Schools Welcome project***

**Presenter: Tameside SACRE**

The project, a partnership between schools and faith communities, was designed to deepen Tameside pupils' understanding of faiths and beliefs through educational, first-hand encounters with communities and people of faith in places of worship, online, or through visits to schools.

**Wed 14 June, 7-8 pm**

**Title: *How can sacred texts support RE learning?***

**From: British Library**

**Presenters: Claire Clinton and Katie Adams**

Following the release of some new KS2 RE materials for teaching about sacred texts from the British Library, this workshop seeks to help SACRE members understand how the resources can support their agreed syllabus and high standards in RE practice.

**Thurs 15 June, 5-6 pm**

**NASACRE & Westhill grants: winners 2021-2022**

**Title: *REal Resources: Interfaith Dialogue Conference***

**Presenter: Bromley SACRE**

Through two Interfaith Dialogue Conferences, this project looked at understanding religious diversity in the local area and in the community.

Recordings of these have been formatted into REal video resources of real people talking about lived experiences in the real world.

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## Conference survey

We should be really grateful if your SACRE members would help us by filling in a very short (2-minute) survey, to enable us to plan future Annual Conferences that suit as many members as possible:

<https://forms.gle/14rSoS88fFLqdaB38>

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## Member updates

NASACRE Exec is pleased to announce that the cost of **subscriptions** and our training package will remain the same for the academic year 2023-2024.

The appointment of an **Executive Officer** is postponed until the new Executive Committee is in place following our 2023 AGM in London.

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## Immediate actions for your SACRE

- **Decide who takes your conference places and choose their workshops**
- **Carefully consider which of your skilled SACRE members you can nominate for the Exec – to help us secure the future of NASACRE!**
- **Ask for your SACRE's photographic memories from the last 30 years**
- **Nominate for 30<sup>th</sup> Awards, those who have played a special part in supporting your SACRE since 1993**
- **Checkout the new [2023 NASACRE Constitution](#) which will be ratified at the AGM**
- **Ask members to gather local information about teacher recruitment and retention in response to NASACRE email**
- **New Inquiry / Parliamentary committee on teacher recruitment/retention - gather local data on teacher recruitment/retention and urgently return to [Marie](#) for forwarding by [21 April](#): <https://committees.parliament.uk/committee/203/education-committee/news/194283/education-committee-launches-new-inquiry-into-teacher-recruitment-training-and-retention/>**

<p align="center"><b>Camden Standing Advisory Council Religious Education (SACRE)</b></p>	
<p><b>REPORT TITLE:</b> <b>Census 2021 - information about religion in Camden</b></p>	
<p><b>FOR SUBMISSION TO:</b> Camden SACRE</p>	<p><b>DATE</b> 9<sup>th</sup> May 2023</p>
<p><b>SUMMARY OF REPORT</b></p> <p>To note the figures from the 2021 census on the religious demographics of Camden.</p> <p><b>Contact Officers:</b></p> <p>Claire Clinton Professional Advisor to SACRE <a href="mailto:Claire.clinton@rematters.co.uk">Claire.clinton@rematters.co.uk</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>To note the figures from the 2021 census on the religious demographics of Camden.</p>	

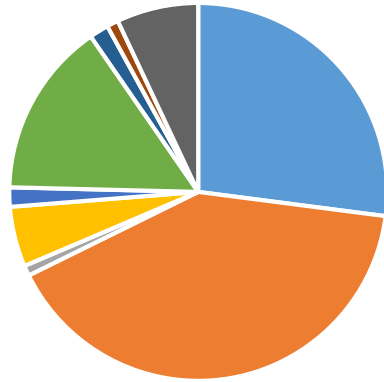
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## 2021 Camden Details religion breakdown results

Christian	65980	Other religion: New Age	5
Buddhist	2410	Other religion: Occult	1
Hindu	3991	Other religion: Other religions	508
Jewish	10079	Other religion: Own Belief System	18
Muslim	33830	Other religion: Pagan	136
Sikh	487	Other religion: Pantheism	18
Other religion: Alevi	70	Other religion: Rastafarian	44
No religion: Agnostic	247	Other religion: Ravidassia	4
No religion: Atheist	112	Other religion: Reconstructionist	1
No religion: Free Thinker	2	Other religion: Satanism	21
No religion: Humanist	76	Other religion: Scientology	9
No religion: No religion	72339	Other religion: Shamanism	4
Other religion: Animism	7	Other religion: Shintoism	38
Other religion: Baha'i	57	Other religion: Spiritual	274
Other religion: Believe in God	21	Other religion: Spiritualist	80
Other religion: Brahma Kumari	2	Other religion: Taoist	41
Other religion: Confucianist	2	Other religion: Theism	12
Other religion: Deist	11	Other religion: Traditional African Religion	6
Other religion: Druid	7	Other religion: Universalist	9
Other religion: Druze	15	Other religion: Vodun (Hati monotheistic religion)	2
Other religion: Eckankar (Sikh & Hindu mix)	1	Other religion: Wicca	27
Other religion: Heathen	5	Other religion: Witchcraft	7
Other religion: Jain	190	Other religion: Yazidi	3
Other religion: Mixed Religion	109	Other religion: Zoroastrian	70
Other religion: Native American Church	0	Religion not stated	18743

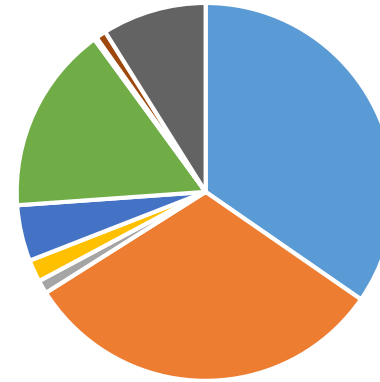
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2021 London census data



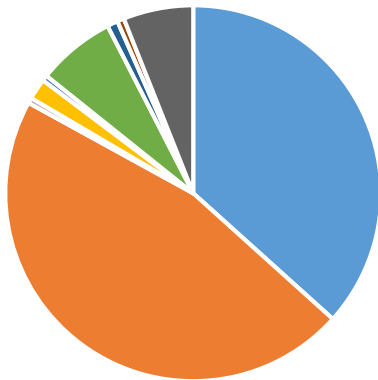
No religion Christian Buddhist Hindu Jewish  
Muslim Sikh Other religion Not answered

2021 Census Camden religion



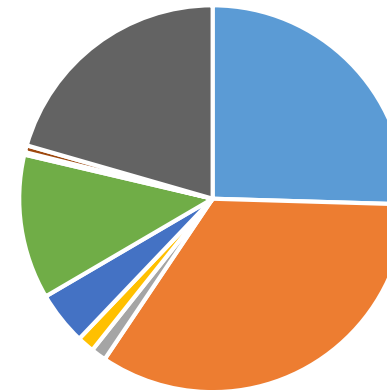
No religion Christian Buddhist Hindu Jewish  
Muslim Sikh Other religion Not answered

2021 England religion data



No religion Christian Buddhist Hindu Jewish  
Muslim Sikh Other religion Not answered

2011 Census Camden religion



No religion Christian Buddhist Hindu Jewish  
Muslim Sikh Other religion Not answered

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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>  9<sup>th</sup> May 2023</p>
<p><b>SUMMARY OF REPORT</b></p> <p>To note the list of schools with Determinations and to consider an application for a Determination from Edith Neville School.</p> <p><b>Contact Officers:</b></p> <p>Claire Clinton Professional Advisor to SACRE <a href="mailto:Claire.clinton@rematters.co.uk">Claire.clinton@rematters.co.uk</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>To note the list of schools with Determinations and to consider an application for a Determination from Edith Neville School.</p>	

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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:** Edith Neville Primary School

**DATE OF APPLICATION:** 17<sup>th</sup> April 2023

**HEADTEACHER:** Ruby Nasser

**CONTACT NO & EMAIL:** 0207 387 7158 head@edithneville.camden.sch.uk

1. 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>13 6%</b>	<b>5%</b>
<b>HINDU</b>	<b>1 0.5%</b>	<b>0.5%</b>
<b>JEWISH</b>	<b>0%</b>	<b>0%</b>
<b>MUSLIM</b>	<b>186 90%</b>	<b>91%</b>
<b>SIKH</b>	<b>0%</b>	<b>0%</b>
<b>BAHA'I</b>	<b>0%</b>	<b>0%</b>
<b>BUDDHIST</b>	<b>0%</b>	<b>0%</b>
<b>JAIN</b>	<b>0%</b>	<b>0%</b>
<b>SHINTO</b>	<b>0%</b>	<b>0%</b>
<b>ZOROASTRIAN</b>	<b>0%</b>	<b>0%</b>
<b>HUMANIST</b>	<b>0%</b>	<b>0%</b>
<b>NO RELIGION</b>	<b>2 1%</b>	<b>4%</b>
<b>UNCLASSIFIED</b>	<b>3 1%</b>	<b>0%</b>
<b>OTHER</b>	<b>0%</b>	<b>0%</b>

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

There have been no significant changes since the previous determination was agreed.

3. Before making an application to review a Determination, the Governing Body must have been consulted.

a) How did this take place?

This was confirmed over email by the Chair of Governors and chairs of committees.

b) Views which Governors wished to convey to SACRE  
N/A

c) How have parents been consulted?

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

It is clear that parents are very comfortable with the Determination. There are issues for some parents around Christian influence and worship. This is usually expressed around Christmas time. Last year, only one family insisted that their child was withdrawn from Christmas activities. More had requested this, however after meeting with senior leaders and having a greater understanding of what we were doing, agreed that it would be acceptable for their child to participate.

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 -  
Attached

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

i) organisational arrangements

Some days are whole school, others are split between EYFS, KS1 and KS2.

All children participate in daily Collective Worship, none are withdrawn (primarily because of the determination). Currently we are able to conduct spiritual and thoughtful Collective Worship without withdrawal of children due to the fact that the collective worship does not have to be 'wholly or mainly of a broadly Christian Character'. It does not exempt Christian thought, value or exploration but allows us to guide our children in a way that is acceptable to the school community. I fear that there would be withdrawals if a Determination were not in place which I believe would disadvantage the spiritual development of those children. I would therefore ask you to support me in developing our Collective Worship and our pupils' spirituality further, by granting a renewal of our Determination.

ii) themes/topics featured in the collective worship programme

Themes are linked to our whole school topics: wellbeing, diversity and inclusion, being a local and a global citizen, looking after the planet and aspirations. We also include reflections on different religions and festivals, in order to expose the children to these and to give them the opportunity to reflect on similarities and differences.

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)?

Headteacher or Deputy Headteacher

# EDITH NEVILLE PRIMARY SCHOOL

## Edith Neville Primary School Assemblies and Collective Worship Policy

### The Aim of Assemblies

The aim of Assemblies at Edith Neville is to provide the opportunity for pupils to:

- Reflect on their own values and beliefs as well as those of others
- Develop a community spirit, a common ethos and shared values
- Consider spiritual and moral issues

Assemblies offer opportunities for our children and staff to come together to reflect on the meaning of beliefs and values held in the wider community, concerning matters of ethical and philosophical importance or significance to people. They reflect the breadth of values and beliefs within our school and wider community.

In 2018, the Governing Body of Edith Neville, after consultation with parents, acquired a 'determination' giving the school the right to hold assemblies that are not 'wholly or mainly of a Christian nature'. This decision was based on statistics showing that our community is of no one main religious group and in fact over 90% say they are not Christian.

### The Statutory Duty of School

All schools must provide a daily assembly for registered pupils (apart from those who have been withdrawn by their parents). The Headteacher is responsible (under the School Standards and Framework Act 1998) for arranging the daily assembly after consulting with the Governing Body.

### Withdrawal

Parents have the right to withdraw their child from assembly and should inform the Headteacher if they wish to do so.

## Implementation

As a school we hold an assembly every day in the hall. Assemblies are led by the Headteacher, Senior Leaders and classteachers on a rota system.

Day of the week	Monday	Tuesday	Wednesday	Thursday	Friday
Theme	Collective worship theme and or/ relevant school issues linked to school and british values	Class meetings (where children get the chance to reflect on ideas from Monday in mixed age groups)	Teacher Led assembly based on the theme of wellbeing	Singing Assembly	Achievement Assembly (where children are celebrated for achievement in learning and/or behaviour)
Adult	Headteacher	Classteachers	Classteacher rota	Music Teacher	Deputy Headteacher

The Headteacher, in consultation with staff, chooses a range of topics based on current events, religious festivals and needs of the school. These themes are found in Appendix 1.

During Assembly we give opportunities for children to reflect on what was presented through discussion and in silence. We involve the children by asking lots of questions and eliciting their views and ideas.

## Monitoring, Evaluation and Review

The school will review this policy and the determination in 2023 and assess its implementation and effectiveness.

# Appendix 1: Collective Worship and SMSC Annual Assembly Plan 2022-2023



**Edith Neville Primary School Values**

**Empathy**  
 We respect everyone's bodies and feelings  
 We are kind, polite and have good manners  
 We are tolerant of each other and respect differences

**Perseverance**  
 We try our best  
 We challenge ourselves

**Collaboration**  
 We listen to adults and each other  
 We join in discussions and solve problems together  
 We work as teams and support each other

**Creativity**  
 We are curious about the world and ask questions  
 We are brave and try out new ideas

**Independence**  
 We look after our things and our school environment  
 We make sure we are ready to learn  
 We are brave and try things on our own first  
 We use our initiative

	Assembly Topic	School Theme	School Value	British Value	Religion
Autumn 1 Wellbeing	Wellbeing	Wellbeing			
	Queen Elizabeth II			Rule of Law	
	Playground rules		Collaboration		
	Mid Autumn Festival				Secular Chinese festival
	Rosh Hashana				Judaism
	Diwali				Hinduism
Autumn 2	Diversity and Inclusion	Diversity and Inclusion	Empathy	Tolerance/ Mutual respect	
	Respect			Mutual respect	
	Kindness		Empathy		
	E-Safety	Wellbeing			
	Family Centre	Local citizens			
	Hannukah				Judaism
	Christmas				Christianity
Spring 1	Being a good local citizen	Local citizens			
	New year's resolutions	Aspirations			
	Chinese New Year				Secular Chinese festival
	School Council Elections	Local citizens		Democracy Individual Liberty	
	Buddhist New Year				Buddhism
	Giving back projects	Local citizens			
Spring 2	Being a global citizen	Global citizens		Tolerance	
	St Patricks Day				Christianity
	Holi				Hinduism
	Norooz				Persian Festival
	Ramadan				Islam
	Easter				Christianity
Summer 1	STEAM	Planet Earth			
	Vaisakhi				Sikhism
	Eid ul Fitr				Islam
	Sustainability challenges	Planet Earth	Perseverance		
	SATs celebrations	Wellbeing			
	School Journey		Independence		
Summer 2	Aspirations – what qualities would you like to show?	Aspirations	Creativity	Individual liberty	
	Aspirations – what would you like to be?	Aspirations		Individual liberty	
	Eid ul Adha				Islam
	Money Week	Aspirations	Creativity		
	Broadstairs/ whole school trip		Collaboration		
	Transitions	Aspirations			

Many topics cover more than one of the themes/ values listed

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