

Public Document Pack



Standing Advisory Council on Religious Education (SACRE)

Date: Thursday, 26 September 2024

Time: 4.30 pm

Place: Middleton Primary School

Governance Officer: Catherine Ziane-Pryor **Direct Dial:** 0115 876 4298

Local Authority Officer for SACRE: Heidi Shewell-Cooper

Email: Heidi.Shewell-Cooper@nottinghamcity.gov.uk

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- Thursday 27 February 2025 (joint meeting with Nottinghamshire SACRE)
- Thursday 17 July 2025

SACRE is the 'Standing Advisory Council on Religious Education'. Since 1944 every Local Authority is required by law to have a SACRE. Its role was further strengthened in the Education Reform Act of 1988 and most recently in 1996.

The responsibilities of SACRE are:

- to provide advice to the Local Authority (LA) on all aspects of its provision for RE in its schools (this does not include Voluntary Aided Schools);
- to decide whether the LA's Agreed Syllabus for RE needs to be reviewed and if so, to ensure that this is completed;
- to provide advice to the LA on Collective Worship in its schools (this does not include Voluntary Aided or Voluntary Controlled Schools);
- to consider any requests from Headteachers to hold Collective Worship that is not of a broadly Christian character;
- to advise on matters relating to training for teachers in RE and Collective Worship;
- to publish an Annual Report of its work.

NOTTINGHAM CITY COUNCIL

STANDING ADVISORY COUNCIL FOR RELIGIOUS EDUCATION (SACRE)

1 Introduction

1.1. The Local Authority is required by the provisions of Section 390 – 397 of the 1996 Education Act to constitute a Standing Advisory Council for Religious Education (SACRE). These arrangements set out the framework within which the SACRE should function, and the content of this Constitution meets the requirements of the 1996 Act. The constitution also reflects the requirements of Circular 194 for the SACRE to broadly represent the proportionate strength of local religious groups.

2 Functions of the SACRE

The SACRE has a range of advisory and executive functions as follows:

2.1 Advisory Functions

2.1.1 To advise the Executive Board upon such matters connected with religious worship in City Schools as the Executive Board may refer to the SACRE or as the SACRE itself may think fit.

2.1.2 To advise the Executive Board upon such matters connected with the religious education to be given, in accordance with an 'Agreed Syllabus' that the Executive Board may refer to the SACRE, or as the SACRE itself may think fit. This could include methods of teaching, the choice of the materials and the provision of training for teachers.

2.2 Executive Functions

2.2.1 To consider and determine, in accordance with Section 390 – 397 of the Education Act 1996, applications from City Schools in relation to the requirement of Christian collective worship to apply at that school.

2.2.2 To consider a review of any 'Agreed Syllabus' adopted by the Executive Board.

2.2.3 To publish an annual report on its work, especially where advice has been given to the Local Authority, including reasons for that advice.

3 Membership of the SACRE

3.1. There are two kinds of SACRE membership:

- Those nominated by the appropriate sponsoring Groups and formally appointed by the local authority, and who work within one of the 4 Groups (A-D)
- Those co-opted by SACRE

3.2. The SACRE shall include representative members as detailed in section 4.3 below and may also include co-opted members (see section 4.8).

4 Representative Members

4.1 The number of representative members in Groups A, B and C in 4.3 below shall be determined by the Corporate Director for Children and Education Services, in consultation with the Executive Member responsible for education. The individual appointments shall be made by the SACRE after taking all reasonable steps to assure itself that the individual is representative of the denomination or association concerned.

4.2. Nominations of elected members from Nottingham City Council are made by the Corporate Director for Children and Education Services, in accordance with the wishes of the majority group.

4.3 Membership of SACRE consists of the four groups of representative members ('representative groups') as below. Elected members from Nottingham City Council must include the Executive member with responsibility for education matters.

GROUP A (17) Christian denominations, other than Church of England, other religions and their denominations reflecting the principal religions & worldviews in the area

Baptist	1 member
Buddhist	1 member
Orthodox	1 member
Hindu	1 member
Humanism	1 member
Islam	2 members
Jehovah Witness	1 member
Jewish	1 member
Majority Black-Led Churches (MBLC)	1 member
Methodist	1 member
Quaker	1 member
Roman Catholic	1 member
Salvation Army	1 member
Seventh Day Adventists	1 member
Sikh	1 member
United Reformed Church	1 member

GROUP B (6) - Church of England.

GROUP C (6) - Teacher and Head Teacher Associations, and others representing educational interests, including when possible two teachers of religious education

GROUP D (6) – The Local Authority: Elected members of Nottingham City Council.

4.4. The representative members shall hold office for a period of four years from appointment. They can be reappointed for a further term or replaced.

4.6 An individual representative member may be removed from membership by the SACRE if in its opinion (s)he ceases to be an appropriate representative.

4.7 Any individual representative member who has failed to attend meetings of the SACRE for a continuous period of 12 months, beginning with the date of a meeting shall, on expiry of that period, be deemed to be no longer representative and will cease to hold office forthwith. They may be reappointed.

4.8 Co-opted Members

4.8.2 Co-opted members shall be appointed only by members of the SACRE who have not themselves been co-opted, that is, the representative groups. No representative group shall be entitled to co-opt additional members, but the whole SACRE can

4.8.3 Co-opted members shall hold office on such terms as may be removed at any time by the representative members, and hold office at the pleasure of, and may be removed at any time by, the representative groups.

4.8.4 Co-opted members shall not be entitled to vote.

4.9 Substitute Members

In order to promote elective representation at meetings, a named substitute member may attend meetings in place of a representative member of the SACRE in accordance with the following provisions:

a) a substitute member may only attend a meeting in place of a relevant representative member.

b) the substitute must be notified to the Lead Officer for the SACRE at least 1 hour prior to the published commencement time of the meeting.

c) It shall be the responsibility of the relevant representative member:

- To determine whether or not it is necessary for the relevant named substitute to attend a meeting in their place.
- To notify the named substitute of the time and place the proposed meeting.
- To notify the Secretary in advance of the meeting that the named substitute will attend the meeting in their place.
- To brief the named substitute on the proposed meeting

d) a substitute member may only attend a meeting in place of a relevant representative member.

e) a named substitute shall have the same voting rights as the representative member in whose place (s)he is attending.

4.10 Resignation

Any representative or co-opted member of the SACRE may at any time resign his/her office.

5. ADMINISTRATION

5.1. SACRE will usually meet three times a year. Meetings are administered by Constitutional Services and supported by the LA SACRE Officer. Meetings are attended by the Director of Education or an appropriate representative.

5.2 Chair and Vice Chair of the SACRE

5.3 The Chair of the SACRE shall be the Nottingham City Council Executive Member with responsibility for education matters.

5.4 The Chair shall preside at meetings of SACRE. The Vice Chair of the SACRE shall preside at meetings of the SACRE during the absence of the Chair. In the absence of both the Chair and the Vice Chair at a meeting of the SACRE, the members of the SACRE shall elect one of their number who is a member of a representative group to preside at the meeting during such absence.

5.5. The person presiding at a meeting of the SACRE shall have a second or casting vote but only in relation to questions concerning co-opted members in accordance with paragraph 7.3 below

5.6 The Vice-Chair shall be elected every two years by the SACRE from among the representative members of groups A, B and C.

5.7. The office of Vice-Chair shall rotate between the representative groups as follows:

- Group A in the first year.
- Group B in the second year.
- Group C in the third year.

In succeeding years, the rotation shall continue through the representative groups in alphabetical order, with Group A following again after Group C.

Academic Year	Vice-Chair Group
2024/5	A
2025/6	B
2026/7	C
2027/8	A

5.8 A person nominated for Vice-Chair shall be a representative member of the SACRE but need not be a member of the nominating representative group.

5.9 If at any particular time, the relevant representative group is unable or unwilling to nominate a person as Vice-Chair of the SACRE, the representative group shall lose the right of nomination and it shall be passed in accordance with these rotation arrangements.

5.10 If a casual vacancy arises in the office of the Vice-Chair, the representative group which nominated the Vice-Chair shall be entitled to nominate a person in his/her place for the remainder of that year.

6. Chair and Vice Chair of Representative Groups

6.1 The Chair of each representative group shall be appointed annually by the members of that representative group from amongst their number to take office on 1 September each year.

6.2 Each representative group may appoint a Vice Chair on similar terms as its Chair. The provisions of paragraph 5.5 above shall apply to meetings of representatives groups, such as if they were meetings of the SACRE.

6.3 The person presiding at a meeting of a representative group shall have a second or casting vote.

7 Voting at SACRE meetings

7.1. SACRE will endeavour to achieve consensus on its work and come to agreement about issues without the need for a vote, except in very rare circumstances.

7.2. All members are entitled to speak and vote on any issue as invited by the Chair, but substitute or Co-opted members may speak but not vote at any meeting. Any questions to be decided by the SACRE shall require a majority of votes cast by those present and entitled to vote.

7.3 Only the representative groups shall be entitled to vote on any question and each such group shall have a single vote.

7.4 The Chair presiding at a meeting of the SACRE shall have a second or casting vote, but only in relation to questions concerning co-opted members.

7.5 If the question before the SACRE is concerned with the appointment of a co-opted member then the Chair shall be entitled to a second or casting vote in the event of a tie.

8. Voting at Meetings of the Representative Groups

8.1. Any questions to be decided by a representative group shall require a majority of the votes cast by those present and entitled to vote.

8.2 Each member of a representative group shall be entitled to one vote.

9. Proceedings

9.1 No issue shall be discussed at a meeting of the SACRE unless notice of the intention to discuss that issue is given in the agenda for the meeting.

9.2 The quorum for a meeting of the SACRE shall be three named members (consisting of one member from each of the three different representative groups).

9.3 If within a period of fifteen minutes after the published start time of a meeting a quorum is not present, the meeting shall not formally be held. However, those present may continue with an informal meeting, but no decisions can be taken.

9.4. If during the course of a meeting, a quorum is no longer present, the meeting shall be terminated at the point it becomes inquorate. However, those present may continue with an informal meeting, but no decisions can be taken.

9.5 A meeting of the SACRE shall be convened by the Lead Officer for SACRE after consultation with the Chair, but the Lead Officer for SACRE shall comply with any direction given by the SACRE at a previous meeting, or with any direction (which is not inconsistent with a direction of the SACRE) given by the Chair, or in his/her absence, the Vice-Chair of the SACRE.

9.6 A meeting of the SACRE may be called in writing, specifying the business to be transacted, by any three representative groups and the Lead Officer for SACRE shall proceed to convene such a meeting.

9.7 Every member (including every named substitute) of the SACRE shall be given, not less than five clear working days before the date of the meeting, written notice of the meeting, provided that where the Chair, or in his/her absence, the Vice-Chair, so directs on the grounds that there are matters demanding urgent consideration, it shall be sufficient if the written notice convening a meeting is given within such shorter period as (s)he specifies.

9.8 Notice of a meeting may be given to members by sending an email.

10. Minutes

10.1 Minutes shall be kept of all meetings of the SACRE.

11. Validity of Proceedings

11.1. The validity of the proceedings of the SACRE shall not be affected:

a) by any vacancy in the office of a representative.

b) on the grounds that a member of the SACRE appointed to represent any: denomination or association does not at the time of the proceedings represent the denomination or association in question.

c) by reason of an individual not having received notice of a meeting or an agenda.

11.2 The validity of the proceedings of the SACRE shall not be affected by the failure of any representative group to agree on how its vote should be cast on any particular issue before the SACRE.

12. Advice, Guidance and Determinations

12.1. SACRE guidance will be disseminated to schools by the Local Authority through regular mailings and meetings with schools as appropriate.

12.2 All maintained schools must provide 'daily collective worship for all registered pupils' and that this 'must be wholly or mainly of a broadly Christian character': Department for Education Circular 1/94 (1994). Maintained schools under the control of the Local Authority may apply to the local SACRE for a 'determination'. The determination lifts or modifies this requirement for some or all pupils, while safeguarding the interests of children from Christian families. Applications for a Determination should be made to the Director of Education.

12.3. Academies should apply for a 'determination' directly to the DfE.

13. Code of conduct; All members of SACRE are expected to follow the Code of Conduct (Appendix 1)

14 Approval and amendments of arrangements

14.1 SACRE members, legal services and the Local Authority have been consulted on this Constitution, It is due for review in the academic year 2027/8.

15.2 These arrangements may not be amended so as to make them inconsistent with provisions of the Education Act 1996.

15.3 To the extent that these arrangements may be amended, those arrangements which relate to SACRE may only be amended by a decision of the SACRE

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Nottingham City SACRE



Code of Conduct

General principles [The Seven Principles of Public Life - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Members are reminded that all public officeholders are both servants of the public and stewards of public resources. As such the members of SACRE are expected to work according to the seven principles of public life, (The Nolan Principles)

1.1. Selflessness: Holders of public office should act solely in terms of the public interest.

1.2 Integrity: Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

1.3 Objectivity: Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

1.4 Accountability: Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

1.5 Openness: Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

1.6 Honesty: Holders of public office should be truthful.

1.7 Leadership: Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

Nottingham City SACRE encourages all its members to:

- attend all SACRE meetings and take a full and active part in its work
- participate in and review the work of SACRE for the benefit of the whole community
- listen with respect to the views of other members and where a situation of disagreement occurs, disagree respectfully
- express views and opinions openly, honestly and sensitively, always recognising others may have views different to one's own
- assume at all times that other members of SACRE are honourable and concerned with the best interests of SACRE

- seek reasoned consensus where views diverge and never disrespect the views of other SACRE members or seek to convert them to a different belief stance
- actively consult with, and report back to, the membership body which they represent so that debate is fully informed
- actively challenge and resist stereotyping

Remember that the central aim for the SACRE is to improve the quality of provision in RE and collective worship for all pupils in Nottingham City.

Visiting schools as a representative of a faith or Worldview community

From time to time, SACRE members may have the opportunity to visit schools. SACRE members should remember that it is a privilege to visit a school. They are there as invited guests, not to make judgements about the school or to “inspect” RE and collective worship.

- inform the Clerk of SACRE and the SACRE’s RE Professional of any invitation received and visits made
- ensure that you do not say or do anything, which could be viewed as denigrating any religion or ethical belief system
- avoid being critical of others or imposing their own views
- any confidential information disclosed should not be passed on but along with any possible concerns or confusions about what may have been seen should be discussed with the LA Officer before being reported back to SACRE

Visiting schools as a representative of a faith/World View community

Some faith community representatives may be more regular visitors to schools and invited to support RE and/or collective worship.

Visitors should be well-supported by the class teacher who should always be present, taking an active role in question-and-answer sessions, and ensuring visitors are well-briefed before a visit.

SACRE members visiting a school to share their beliefs, values and experiences should:

- have a clear, mutually agreed understanding of the purpose of the visit before it takes place
- appreciate that they are not there to convert or proselytise, avoiding being critical of others or imposing their own views
- be familiar with the school’s aims, ethos and policies in RE and collective worship
- have an understanding of where the lesson will fit into the unit of work from the Agreed Syllabus and what the learning objectives are

- use a variety of teaching and learning methods and approaches, but at no time touch pupils or behave favourably towards pupils of particular faiths, ethnic groups or genders
- ensure that pupils understand that the visitor is representing a particular faith view and their own personal interpretation of it and therefore that others from the same faith may not always interpret ideas in exactly the same ways
- ensure that they do not say or do anything, which could be viewed as denigrating
- communicate at an appropriate level for the age group concerned

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Nottingham City Council

Standing Advisory Council on Religious Education (SACRE)

**Minutes of the meeting held at Gurdwara Sahib Miri Piri House on 11 July 2024
from 4.38 pm - 5.59 pm**

✓ indicates present

	GROUP A - Representatives of Christian denominations and other religions/faith	
	Martin Bennett	Salvation Army
	Moira Dales	Roman Catholic
	Krishna Dasi	Director of Hinduism Education Services
	Chris Richards	Humanist
✓	Deb Martin	Quaker
	M Qasim Hussain	Islam
	Ezekiel Alewale	Majority Black Led Churches
✓	Pvail Singh	Sikhism
✓	Norman Randall	Jewish
	Dr Ifran Malik	Ahmadiyya Muslim Association
✓	Rev Anna Ratcliffe	Baptist Church
✓	Fr Julian Lowe	Orthodox Church
	GROUP B - Church of England representatives (6)	
	Andrea Burrows	Lowdham Primary
	Allison Milbank	University of Nottingham - Theology & Religious Studies
	Anne Lumb	Southwell and Nottingham Diocese
	Kirsty Lacey	Bluecoat Aspley Academy (Secondary)
	Sarah Peek	St Stephen's Primary
	Emmanuel Ofori	Governor, Berridge Primary and Bluecoat Aspley (Secondary)
	GROUP C - Teacher representatives (6)	
	Louise Regan	National Education Union
✓	Nazia Iqbal	Chair of Governors, Middleton Primary
	Fiona Maciel	Governor, Carrington Primary
	Leanne Harwood	Governor, Dovecote Primary
✓	Samia Ishaque	Governor, Middleton Primary
✓	Ambreen Razak	Chair of Governors, Snape Wood Primary
	Claire Al-Hussaini	Leader of SEND/Safeguarding, Djanogly City Academy
	GROUP D - Elected City Council representatives	
✓	Councillor Cheryl Barnard	Bulwell Forest Ward
✓	Councillor David Mellen	Dales Ward
✓	Councillor Angela Kandola	Berridge Ward
	Councillor Neghat Khan	Dales Ward
	Councillor Sajid Mohammed	Mapperley Ward
✓	Councillor Farzana Mahmood	Radford Ward

Colleagues, partners and others in attendance:

Rev Ken Johnson - Religious Studies Resource Centre
Nick Lee - Director of Education Services
Heidi Shewell-Cooper - SACRE Lead Officer
Phil Wye - Governance Officer

26 Apologies for absence

Martin Bennett
Andrea Burrows
Leanne Harwood
Councillor Neghat Khan – other Council business
Kirsty Lacey
Anne Lumb
Fiona Maciel
Irfan Malik
Emmanuel Ofori
Sarah Peek
Chris Richards
Councillor Sajid Mohammed - unwell
Louise Regan

27 Welcome and Introduction to the Gurdwara

Pvail Singh gave an introduction to the Gurdwara and the Sikh Community in Nottingham, including the Sikh Community Youth Services, Guru Nanak's Mission, and the Baisakhi parade which marks the beginning of the Sikh year and parades throughout Nottingham visiting all of the Gurdwaras.

Guru Nanak's Mission provides free food to the homeless, rough sleepers, vulnerable and those struggling in Nottingham.

28 Declarations of Interest

None.

29 Minutes

The minutes were agreed for accuracy. They could not be confirmed as the meeting was inquorate.

30 Matters arising

- (a) members committed to reach out to their relevant contacts and encourage them to get accredited and listed with the RE Hubs project;
- (b) the Chair wrote to David Wand to formally thank him for his years contributing to SACRE;

(c) Heidi Shewell-Cooper proposed the following dates for 2024-25:

- Autumn: Thursday 26 September
- Spring: Thursday 27 February: joint meeting with Nottinghamshire SACRE at Central Library, Nottingham
- Summer: Thursday 17 July

(d) venues are required for the Autumn and Summer meetings, and Middleton Primary will be explored for Autumn.

31 SACRE self-evaluation exercise

Members split into small groups to discuss ways that the SACRE could improve its working and impact. Statements were provided and each group chose its priorities with the following priorities being selected:

that the SACRE

- advises its LA on RE CW and the promotion of pupils' spiritual, moral, social and cultural development and social cohesion;
- is representative of the variety of beliefs within the local community;
- is proactive, not passive;
- has a committed membership;
- works to develop strong partnership between SACRE members in order to model the cohesion they believe that should develop in their community;
- is well attended by committee members and consistently quorate
- encourages and values the contribution of all its members and ensures they all know that they are appreciated.

Following the discussion it was suggested that a project be identified for next year, such as a children's art exhibition. This could be supported by Challenge, Nottingham.

The membership of the SACRE will be reviewed soon as 2 members have recently resigned. To avoid meetings being inquorate, a substitute system is already encouraged.

Resolved to

- (1) identify a project for that SACRE to undertake next year such as a children's art exhibition;**
- (2) contact SACRE members who have missed several meetings to ascertain their intention re future attendance and participation to ensure that the meeting is quorate in future;**
- (3) write to the government as a SACRE to suggest that it review the rules regarding SACRE membership and the fact that CofE members must be in attendance for a meeting to be quorate.**

32 Constitution

Heidi Shewell-Cooper advised the Committee that the Constitution has been reviewed drawing on national guidance and the County Council's constitution. Suggestions have included expanding Group A and a rotating Vice-Chair role.

It was noted that 'Greek Orthodox' should be revised to 'Orthodox Church'.

As the meeting was inquorate it could not vote on approving the constitution.

Resolved for Committee Members to provide feedback on the Constitution to Heidi Shewell-Cooper within the next 2 weeks

33 The future of the Religious Studies Resource Centre: Ken Johnson

Rev Ken Johnson, former head of RE at Bluecoat School and member of the County Council SACRE, explained that the Religious Studies Resource Centre, which serves schools & communities in Nottinghamshire and beyond, is seeking ways to sustain its work providing day and half-day Faith Experience sessions as well as a loan scheme for educational resources supporting RE.

The centre is seeking volunteers to allow it to continue to offer its services. There is a good level of demand for Faith Experiences, but currently only about one can be offered a week. With additional volunteers, with experience in education and with the ability to run these day or half day events, more could be offered. All travelling expenses and a sessional honorarium are available. The centre will close if it is unable to source volunteers.

Resolved to circulate information on the role to all SACRE members

34 LA Officer's update

The following updates were provided by Heidi Shewell-Cooper:

- (a) Fr Julian Lowe has been appointed as a new SACRE members representing the Orthodox Church;
- (b) the SACRE's RE Monitoring Group met in May 2024 to discuss how the SACRE is meeting its statutory functions and has made the following recommendations:
 - that SACRE request funding from the LA SACRE budget 2024/5 to cover the cost of 20 days per year (supply teacher rate), approximately £10K for an appropriately qualified person to develop a baseline audit of religious education in the city, a gaps analysis and resultant work plan. This is additional to the cost of SACRE co-ordination;
 - that the Monitoring sub-group meet once per term to support this development;
 - that the LA Officer identifies any new resources/opportunities from SACRE members to support professional development.

Standing Advisory Council on Religious Education (SACRE) - 11.07.24

- (c) NASACRE is working with a number of other organisations to secure the continuation of Inter Faith Week (IFW) in 2024, following the closure of the Inter Faith Network (IFN).

Resolved

- (1) to endorse the recommendations of the RE Monitoring Group, and the Director of Education Services to respond to the request for funding;**
- (2) for the Chair will write to the new Secretary of State for Education and local MPs to promote high quality religious education.**

35 Date and venue of next meeting

The next meeting will be held on Thursday 26 September, provisionally at Middleton Primary School.

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Public Document Pack

Nottingham City Council

Standing Advisory Council on Religious Education (SACRE)

Minutes of the meeting held at Huntingdon Academy, Alfred Street Central, St Anns, Nottingham, NG3 4AY on 14 March 2024 from 4.25pm to 5.55pm

GROUP A - Representatives of Christian denominations and other religions/faith		
	Martin Bennett	Salvation Army
	Vacancy	Methodist Church
	Moira Dales	Roman Catholic
	Krishna Dasi	Director of Hinduism Education Services
	Chris Richards	Humanist
✓	Deb Martin	Quaker
	M Qasim Hussain	Islam
	Ezekiel Alawale	Majority Black Led Churches
✓	Pvail Singh	Sikhism
✓	Norman Randall	Jewish
	Dr Irfan Malik	Ahmadiyya Muslim Association
	Vacancy	United Reformed Church
✓	Anna Ratcliff	Baptist Church
	Vacancy	Greek Orthodox Church
GROUP B - Church of England representatives		
	Anne Lumb	Southwell and Nottingham Diocese
	Alison Milbank	University of Nottingham - Theology & Religious Studies
✓	Andrea Burrows	Lowdham Primary and Trinity Church
	Kirsty Lacey	Bluecoat Aspley Academy (Secondary)
	Sarah Peek	St. Stephen's Primary
	Vacancy	
GROUP C - Teacher representatives		
	Louise Regan	National Education Union
	Nazia Iqbal	Chair of Governors, Middleton Primary
✓	Emmanuel Ofori	Governor, Berridge Primary & Bluecoat Aspley (Secondary)
✓	Fiona Maciel	Governor, Carrington Primary
	Leanne Harwood	Governor, Dovecote Primary
	Samia Ishaque	Governor, Middleton Primary
	Ambreen Razak	Chair of Governors, Snape Wood Primary
	Claire Al-Hussaini	Leader of SEND and Safeguarding (Djanogly City Academy)
GROUP D - Elected City Council representatives		
✓	Councillor Cheryl Barnard	Bulwell Forest Ward
	Councillor Angela Kandola	Berridge Ward
✓	Councillor Neghat Khan	Dales Ward
✓	Councillor Farzanna Mahmood	Radford Ward
✓	Councillor David Mellen	Dales Ward
✓	Councillor Sajid Mohammed	Mapperley Ward

Others in Attendance

Mike Carey	- Governance Officer, Nottingham City Council
Nick Lee	- Director of Education, Nottingham City Council
Lucy Moss	- Fernwood Primary
Rebecca Riley	- Head of School, Huntingdon Academy
Councillor Naim Salim	- Hyson Green & Arboretum Ward
Heidi Shewell-Cooper	- SACRE Lead Officer
Deborah Yeomans	- East Midlands, RE Hubs Lead

16 Welcome

In the absence of Councillor Cheryl Barnard, Councillor Neghat Khan took the Chair, welcomed everyone to the meeting and thanked Huntingdon Academy for hosting the meeting.

17 Apologies for absence

Martin Bennett
Samia Ishaque
Councillor Angela Kandola – other Council business
Sarah Peek
Ambreen Razak
Louise Regan
Chris Richards

18 Declarations of Interest

None.

19 Minutes

With amendments to the list of attendees, the minutes of the meeting held on 19 October 2023 were confirmed as a true record. The attendees added for the 19 October 2023 meeting are Andrea Burrows, Fiona Maciel, Dr Irfan Malik, and Emmanuel Ofori.

20 RE HUBS

Deborah Yeomans, East Midlands RE Hub Lead, delivered the presentation on RE Hubs, highlighting the following points:

- (a) now in its second year, the RE Hubs project is the culmination of several projects aimed at supporting the RE community, improving interaction between research providers, teachers, and the community. Its goal is to provide a service for teachers, enabling access to knowledge, training, and resources in their region to enable them to teach great RE;
- (b) Claire Clinton is the Lead Director for England & Wales, and there is a named Lead for each region in England & Wales. All dedicate around two days a month to the project, and all are RE professionals in different ways. The

project's Steering Group is comprised of some of the major organisations in RE;

- (c) the project offers free monthly training to support school speakers and people that represent places of interest for RE, RVE and R&W, to help them understand best practice when going into schools or welcoming school groups to their sites. Trained speakers and representatives are accredited and their details hosted on the website, giving schools assurance. Additionally, the project offers free training for people who run local groups;
- (d) SACRE members were given a tour of the RE Hubs website, available at <https://www.re-hubs.uk/>, and were shown how to access the list of accredited school speakers and places of interest, along with other resources.

In the discussion which followed, and in response to questions from SACRE members, the following points were made:

- (e) once they have taken part in training, accredited speakers can be listed in both the school speakers section and as representatives of places of interest, depending on which category is accurate for them;
- (f) there are a number of school speakers and places of interest already accredited for Nottingham and the East Midlands, but it would be useful for SACRE members to reach out to their contacts and encourage more local speakers and sites to get accredited.

SACRE members thanked Deborah for her presentation.

21 Matters Arising

Heidi Shewell-Cooper, SACRE Lead Officer, gave a verbal update on the actions agreed at the last meeting:

- (a) members who have not attended or responded for some time have been contacted, and this has led to some new people being appointed;
- (b) Group D confirmations will be noted in a later item;
- (c) contact has been made with the Nottinghamshire County SACRE Officer to plan a joint meeting in the next academic year, looking at a date in Spring at the Central Library;
- (d) an update on revising the Constitution will be noted in a later item.

Additionally, SACRE members requested that future meetings are scheduled outside of Ramadan and Purim.

22 Response & Recovery: Critical Incidents

Councillor Cheryl Barnard, Chair of SACRE, joined and took the Chair for the remainder of the meeting. Councillor Sajid Mohammed joined the meeting.

Rebecca Riley, Head of School for Huntingdon Academy, delivered a presentation on Huntingdon Academy's response to the 2023 Nottingham attacks, in which Ian Coates, who worked at Huntingdon Academy and was well-known in the community, was killed. She raised the following points:

- (a) Huntingdon Academy is a multicultural school, comprising many beliefs and faiths, and staff do a lot of work to promote tolerance, acceptance, and curiosity about different faiths;
- (b) the attacks in 2023 caused panic and confusion. It was crucial to think carefully about how to communicate with the children, the staff team, the parents, and with the community. Huntingdon's leadership team drew on the Trauma Council's Critical Incident guidance to develop the school's response, resting on five principles: safe, calm, connected, in control, and hopeful;
- (c) safety is the first principle, both in the lockdown of the school, but also the need foster a feeling of safety when this is threatened by a traumatic incident. Even though it was difficult for the team, it was important that the school gates opened the next day, giving people routine, stability, and enabling the children to see trusted adults. The incident was difficult for parents who had experienced trauma themselves, particularly those who came to the UK seeking safety. Staff were supported in their own response, and were given a script to support age-appropriate conversations with the children;
- (d) calmness is the second principle. It was important to ensure the team kept gathering together and communicating, and that the leadership team listened to staff about their needs at different moments. Lisa DeSouza, Senior Educational Psychologist, supported the school through the process, helping to create a safe space to talk for staff and parents;
- (e) connection is the third principle, and is crucially important for reaching the stages of feeling in control and hopeful. It is important that the children do not feel the world is just a dangerous place, but to show that there is kindness in it, and the school took 'Love Wins' as its slogan;
- (f) the school hosted a community event centred on Ian, to raise money for a memorial garden, and many members of the community supported it and gave their time, making it the biggest event the school had ever held. At Christmas, the school continued Ian's tradition of making festive displays, with children and their families contributing sections of the display.

Nick Lee, Director of Education, spoke about the Educational Psychology team and made the following points:

- (g) the Educational Psychology service has been working on improving the Education Department's understanding of trauma and the impact on children, and does a lot of work with refugee and asylum seeker children, as well as work with the Mental Health in Schools team. The City has developed real expertise in dealing with trauma;

- (h) the team's approach is to work with schools to build capacity and skills to respond to traumatic events, building scripts to help support staff themselves, as well as to guide interactions with children and young people, and parents when appropriate;
- (i) this is not core funded, but reliant on grant funding and other funding streams, including a traded offer with schools. It has a huge number of benefits, attracting, developing, and maintaining the core Educational Psychology service, which is a statutory service.

In the discussion which followed, and in response to questions from SACRE members, the following points were made:

- (j) intrusive media attention made the situation harder and complicated the school's communication with the children. Colleagues at the Council, including Community Protection, supported the school around this;
- (k) due to the range of individual needs and communication styles, it was decided that it would be most appropriate to support parents in communicating the news to their children rather than having teachers delivering the news in classes. Parents fed back that they were very glad it was communicated in this way, due to the need to tailor communication to the individuals. Guidance was provided for parents in how to have this conversation, and teachers facilitated further conversations afterwards;
- (l) there were concerns that false media reports that it was a terror attack might divide the children and the community, but this did not occur. The school's focus was on hope and kindness, and the community response was about togetherness in the face of the tragedy rather than division;
- (m) SACRE members discussed how RE is strongly placed to help equip schools with the skills to respond to distressing incidents and events that may divide the community, building a respect for different faiths and traditions, and helping children to practice skills at discussing complex issues in a respectful and healthy way. For instance, Black Theology can be useful to spark conversations around race, and themes in the Nottinghamshire Violence Against Women and Girls Strategy can be woven into RE. Good RE helps to build the potential for wonder and joy, and teaches children about how to build healthy relationships;
- (n) Huntingdon Academy is an RSE school, and conducts RSE assemblies in which children sit in circles to discuss something relevant from the news, which builds skills for healthy debates and discussion.

23 LA Officer's Update

Heidi Shewell-Cooper, SACRE Lead Officer, presented the Local Authority Officer's Update report, and highlighted the following points:

- (a) the membership is looking healthy, though there are a few resignations to note. SACRE is asked to endorse recommendations for new members, while continuing to pursue other Group A vacancies. Members were encouraged to

make recommendations if they know individuals who may potentially fill the vacancies;

- (b) the nominated Councillors for Group D have been confirmed by the Local Authority;
- (c) it is noteworthy that David Wand has resigned after over eighteen years on the group, and it would be recommended to write formally to thank David for his contribution over the years.

SACRE members acknowledged the contribution David made over eighteen years of membership of the group.

Resolved:

- 1. to endorse the Local Authority's nomination of Anna Ratcliff as Baptist representative;**
 - 2. to endorse the proposal from the Diocese of Southwell and Nottingham for Emmanuel Ofori to fill the remaining vacancy in Group B, moving from Group C.**
 - 3. to endorse the Local Authority's nomination of Councillor Sajid Mohammed and Councillor Farzanna Mahmood as confirmed members in Group D.**
- (d) SACRE members attended two training events in November and December 2023. The first, 'In Conversation', brought representatives of SACREs across the country together to discuss key themes and inform national developments. It was proposed that a self-evaluation process inspired by this meeting should begin at the next meeting, with roundtable discussions in smaller groups.

Resolved:

- 4. in light of this training, that SACRE undertake a self-evaluation process to inform the next Annual Report and enable SACRE to determine its priorities and work plan for 2024/25.**
- (e) The second training session outlined the responsibilities of SACRE to monitor schools and the different approaches taken by SACREs across the country to do this;
- (f) this could include research into OFSTED reports, though RE is not always inspected, or observing assemblies, with a randomly allocated audit each term. It is important to being a meaningful discussion without impinging too much on headteachers' and RE coordinators' time, in a way that builds connections and creates value for the schools.

Resolved:

- 5. that Nottingham City SACRE convene a 'Monitoring Sub-Group' to progress this area of work;**
- 6. that the membership of this sub-group should include Councillor Neghat Khan, Fiona Maciel, Norman Randall, Anna Ratcliff, and Pvail Singh.**

- (g) OFSTED's Annual Report was published in November 2023, and includes references to individual subjects, including RE.

Resolved:

7. that SACRE take account of this Report in undertaking its role to monitor the quality of RE provision and supporting the professional development of staff.

- (h) SACRE acknowledged the support from colleagues in Newham in compiling guidance for schools regarding Ramadan. It has recently been reissued with an updated paragraph about music;
- (i) SACRE members agreed that it would be useful to adapt the document for next year to make it more specific to Nottingham.
- (j) work to revise and update the constitution is ongoing, and the document is currently with the legal team for comments. It is intended that the updated constitution will be brought to SACRE in July.

24 Summary of Actions

All Members

- To reach out to their relevant contacts and encourage them to get accredited and listed with the RE Hubs project.

Councillor Cheryl Barnard

- To write to David Wand to formally thank him for his years contributing to SACRE.

Heidi Shewell-Cooper

- For meetings to be scheduled outside of Ramadan and Purim from the next academic year.
- To arrange for roundtable discussions in smaller groups at the next meeting, as part of the SACRE self-evaluation.
- To set up the Monitoring Sub-Group.

25 Date of Next Meeting

11 July 2024.

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Monday, 16th September 2024

Portfolio Holder for Children, Young People and Education

Councillor for Bulwell Forest

Loxley House
Station Street
Nottingham
NG2 3NG

0115 87 63786
07525917344

Cheryl.Barnard@nottinghamcity.gov.uk
www.nottinghamcity.gov.uk

Dear Lilian,

I am writing as Chair of Nottingham City SACRE (Standing Advisory Council on Religious Education) to raise the important issue of high-quality religious education (RE) and collective worship in our local schools.

A SACRE is a statutory body set up by each local authority to provide for and to monitor RE and collective worship in local schools. SACREs are funded by government through the central school services budget (CSSB), specifically the schools and education allocation.

SACREs comprise a microcosm of the local community and democratic organisation, comprising faith, church, teaching union and local authority representatives.

Context

Recent reports, especially the [Ofsted subject report for RE](#), have highlighted both the importance of RE and the need for better support for the subject in both primary and secondary schools. British society is multi-faith and multi-secular and poses both challenges and opportunities for living in a cohesive society. RE and collective worship, when appropriately understood and implemented, provide essential elements of schools' educational purpose to prepare students for life in Britain today.

Nottingham City SACRE believes that:

- good RE develops 'religious literacy' which can contribute towards mutual understanding between people from different beliefs and values
- high quality RE is about and for people of different religious beliefs and those of none
- high quality RE provides opportunities to discuss sensitive and philosophical issues in a safe learning environment
- high quality RE asks pupils to reflect on their own and others' beliefs, attitudes and ways of living

- high quality collective worship enables schools to develop a strong ethos and values and opportunities for the whole school community to reflect on spiritual, moral, social and cultural values
- RE and collective worship contribute significantly to the promotion of Fundamental British Values and the development of respectful, informed and positive citizens of the 21st century.

Action is urgently needed

Nottingham City SACRE calls upon our MPs to pledge to work towards ensuring that RE and collective worship in schools have appropriate structures and funding, so that:

- **student teachers** receive sufficient training in RE
- **teachers** in all phases and stages of their career have high quality training opportunities
- **SACREs** have adequate funding to support schools in their provision of high quality RE and educationally inspiring collective worship.

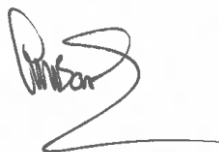
We would love you to visit the Religious Education Stand F12 at the forthcoming Labour Party Conference to join the National Association of Teachers of Religious Education (NATRE) call for a national plan for RE and investment at all key stages.

We would also like the Government to reconsider the statutory allocation of Committee groups that constitute a SACRE composition, and in particular to review and amend the current priority given to the Church of England (Group B) in light of demographic and cultural changes since these were set in legislation.

We would be happy to meet and discuss further, and share the work of our local SACRE

With many thanks and best wishes.

Yours sincerely,



Cheryl Barnard
Labour Councillor for Bulwell Forest

Chair of Nottingham City SACRE

cc Rt Honourable Bridget Phillipson, MP Department for Education

Heidi Shewell-Cooper, LA SACRE Officer



1. **Membership:** The current membership (17 September 2024) is as follows:

	Name	Organisation
Group A: Christian denominations, other than Church of England, other religions and their denominations reflecting the principal religions & worldviews in the area (14)		
1.	Kevin Pallister	Salvation Army
2.	Moira Dales	Roman Catholic
3.	Chris Richards	Humanist
4.	Deb Martin	Quaker
5.	M Qasim Hussain	Islam
6.	Ezekiel Alawale	Majority Black Led Churches
7.	Pvail Singh	Sikhism
8.	Norman Randall	Jewish
9.	Dr Ifran Malik	Ahmadiyya Muslim Association
10.	Fr Julian Lowe	Orthodox Church
11.	VACANCY	Baptist Church
12.	VACANCY	United Reformed Church
13.	VACANCY	Methodist Church
14.	VACANCY	Hinduism
Group B: The Church of England		
1.	Anne Lumb	Southwell and Nottingham Diocese
2.	Andrea Burrows	Lowdham Primary
3.	Kirsty Lacey	Bluecoat Aspley Academy (Secondary)
4.	Sarah Peek	St. Stephen's Primary
5.	Emmanuel Ofori	Governor, Berridge Primary & Bluecoat Aspley (Secondary)
6.	VACANCY	
Group C: Teacher and Head Teacher Associations, and others representing educational interests (6)		
1.	Louise Regan	National Education Union
2.	Nazia Iqbal	Chair of Governors, Middleton Primary
3.	Fiona Maciel	Governor, Carrington Primary
4.	Samia Ishaque	Governor, Middleton Primary
5.	Ambreen Razak	Chair of Governors, Snape Wood Primary
6.	VACANCY	
Group D: The Local Authority (6)		
1.	Councillor Cheryl Barnard	Bulwell Forest Ward
2.	Councillor David Mellen	Dales Ward
3.	Councillor Angela Kandola	Berridge Ward
4.	Councillor Samina Riaz	Lenton and Wollaton East
5.	Councillor Saj Mohammed	Mapperley Ward
6.	Councillor Farzanna Mahmood	Radford Ward

SACRE has received the following resignations

- **GROUP A:** Martin Bennett (Salvation Army) Krishna Dasi (Hinduism) Anna Ratcliffe (Baptist)
- **GROUP B:** Alison Millbank
- **GROUP C:** Leanne Harwood, Claire Al-Hussaini
- **GROUP D:** Cllr Neghat Khan

Recommendation

It is proposed that SACRE endorse the following new members proposed by the Local Authority.

Group A: Kevin Pallister, Salvation Army and **Group D:** Cllr Samina Riaz (Lenton & Wollaton East)

Kevin Pallister is commended by the Salvation Army for this role. He has a wealth of experience in connecting faith to the local community in the City, being a governor at Highbank Primary School and a trustee of Hope, Nottingham. He has a longstanding interest in work with young people and has a qualification in Contemporary Chaplaincy.

2. School Attendance and Absence for Religious Observance

SACRE members will be aware that all schools work hard to support families and ensure pupils attend regularly so that they have the best possible outcomes in terms of attainment and social and emotional well-being. We have been approached by the Education Welfare Service (EWS) who would like SACRE to consider producing guidance for schools and families on absence from school for religious observance, as other SACRE's have done; See attached document from Harrow SACRE.

The Education Welfare Service suggest that this would help:

- Alleviate confusion for parents and schools alike with any uncertainty on which days can be authorised for religious observance
- Parents have confidence in their rights and the limits to what is agreed ahead of any requests for absence for pupils.
- Schools and admin staff have a more consistent approach across the LA, and more structured guidance would help schools take responsibility for their decisions on authorising or unauthorizing absences.
- Reduce the queries from parents to the EWS team and also save schools from contacting religious bodies independently multiple times for this information, by being a single source of information.
- Reduce inconsistent approaches and the potential for legal challenge to the Local Authority when schools act without guidance.

Recommendation: For discussion at SACRE meeting, September 2024. A member of the Education Welfare Team will be in attendance.



**Authorising Pupil Absence for Religious
Observance
2023-24**

SACRE GUIDANCE



Harrow Standing Advisory Council for Religious Education (SACRE)



Authorising Pupil Absence for Religious Observance:

Guidance for Headteachers and Governing Bodies

This document has the status of advice and provides overarching guidelines which headteachers may use in identifying absences for religious observance for pupils that should be authorised. The advice offered by SACRE relates only to school pupils and not to staff employed in schools.

Parents¹ are responsible for making sure that their children of compulsory school age receive a suitable full-time education. Parents are entitled to withdraw their child from school for religious observance where the day is exclusively set aside by the religious body to which the parents of the child are a member². Schools must regard such absences as authorised as regulations specifically authorise these absences³.

Not all religious days will be set aside for religious observance by the religious body and if a day has not exclusively set aside the day for religious observance, children will be expected to attend school on these days. If parents wish to take leave on such days, they will be expected to apply for leave under exceptional circumstances⁴. If a Headteacher grants a leave request, it will be for the headteacher to determine the length of time that the child can be away from school.

It is the Governing Body of each school that determines the school's attendance policy in light of legislation. On a day-to-day basis, the headteacher implements that policy and authorises leave for religious observance and considers any requests for leave in other exceptional circumstances.

The Context

In the UK, the pattern of the school year takes account of most of the western Christian festivals and holy days. Important days of religious observance in the calendars of other religious traditions and denominations, however, often fall in term time and specifically on school days.

Those parents, who are nurturing children and young people within a faith tradition, understandably want them to be able to engage in those key events which involve corporate worship and celebration and which affirm their religious beliefs. Schools

¹ The term "parents" includes carers and guardians

² Under regulation 6 Education (Pupil Registration) (England) Regulations 2006

³ See FN1

⁴ Under regulation 7 Education (Pupil Registration) (England) Regulations 2006

recognise that a family's religious beliefs and traditions are intrinsic to their sense of identity and contribute to their spiritual, moral, social and cultural development.

Whilst sympathetic to the need of families to remain in contact with relatives and their 'heritage' overseas, headteachers will seldom authorise exceptional leave of absence for extended visits abroad because of the consequences for pupils' attendance and learning.

SACRE has publishes an annual list of religious days which includes day that are exclusively set aside by the religious body which should be authorised by schools. Harrow SACRE is aware that headteachers value this guidance so that this local understanding does not diminish robust procedures aimed at improving attendance.

The Education Act 1996

In preparing this guidance, SACRE has taken full account of current legislation in relation to attendance:

"The child shall not be taken to have failed to attend regularly at the school by reason of his absence from the school -

(c) on any day exclusively set apart for religious observance by the religious body to which his parent belongs"

Education Act 1996, Part VI, Chapter II, Paragraph 444

The relevance of the "*day exclusively set apart for religious observance by the religious body to which his parent belongs*" relates to the statutory defence in the event of a prosecution. This confirms that such absences must be authorised by the school⁵

Local Advice on Authorising Absence for Pupils

Absence from school for religious observance are allowed and should be marked as authorised where school are satisfied that the day has been set aside by the religious body and the parents of the child are members of that religious community. Schools can refer to this guidance or the relevant religious body where there is a query whether the day has been set aside by the religious body and may request parents to confirm in writing that they are members of that particular religious community.

Harrow SACRE advises that:-

- headteachers should authorise absence **only** for a date '*exclusively set apart by the religious body*',
- if a date has not been '*exclusively set apart*' on the SACRE list or by the relevant religious body, headteachers should consider whether to grant leave under exceptional circumstances⁶ and in doing so consider whether the religious observance can be accommodated outside of school hours;

⁵ Under regulation 6 Education (Pupil Registration) (England) Regulations 2006

⁶ Under regulation 7 Education (Pupil Registration) (England) Regulations 2006

- absence taken on a school day for a festival falling at a weekend, or in a school holiday, would not be authorised;
- additional days taken on either side of the day explicitly set aside for observance would not be authorised on the grounds of religious observance;

The Needs of Different Religious Groups

Within some religious traditions, observance varies between different denominations and communities. Ashura, for example, is a relatively minor festival for Sunni Muslims but a holy day of major significance for the Shia community.

Whilst headteachers and teachers must ensure that requests are genuine and reasonable, they are recommended not to doubt a request on grounds that other families of the same faith have not requested absence on the same day or at the same time.

It may be the case that:

- the level of observance differs amongst families within the same faith tradition;
- a particular denominational or cultural grouping observes different holy days to other groups within the same faith;
- some pupils, though growing up within a faith community, may prefer to attend school on festival days.

What can Schools do to meet the Needs of Families from Religious Traditions Whilst Promoting High Attendance Rates?

Harrow schools are aware of the religious communities represented within their school and are advised to take reasonable steps to ensure, whenever possible, that events in the school diary – such as parents evenings and school performances - do not clash with days of significant religious importance to pupils and their families.⁷

As part of their written communications with families, some schools send a termly or annual proforma asking for advance information of requests for absence for religious observance. However, some communities may not be able to identify dates for religious observance that far in advance. Parents should be asked to give the school as much notice of a proposed absence as is reasonably possible and be willing to discuss with the school how pupils will catch up with work missed.

For religiously observant children and young people there are expectations of religious prayer and observance throughout the year. Schools can usually make provision for pupils to fulfil these observances without the need for absence during the school day. For example, through consultation with the Muslim communities represented within the school, a prayer room and nearby facilities for washing can

⁷ Indirect discrimination may occur if provision is applied generally but has the effect of disadvantaging those with a particular 'characteristic.' (Equality Act 2010 – DfE Advice for School leaders Sept 2012)

enable young Muslims to perform salah on the school site (see SACRE Guidance on offering a place for prayer and reflection).

**SACRE Guidance: Dates ‘set apart’ for Religious Observance
September 2023 – December 2024**

SACRE has sought to publish an annual list of dates for religious observance. In line with robust government guidance to school leaders on school attendance, representatives of local faith communities have identified those dates which they regard as “*exclusively set apart for religious observance by the religious body to which the parent belongs.*” These dates are recommended to headteachers as those on which they may wish to authorise absence from school.

The calendar below is based on the Shap calendar with input from local faith representatives in the Harrow community. Every effort is made to ensure it is as accurate as possible but it a guidance document only. Sometimes there are variations within different denominations or localities and we respectfully ask headteachers to be sensitive to these, should they occur.

	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
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	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Baha'i	Birthday of the Twin Manifestations: Monday 16 October <u>Birthday of the Báb</u> and Tuesday 17 October 2023 <u>Birthday of Bahá'u'lláh</u>	Naw-Ruz (New Year): Wednesday 20 March 2024	Ridvan: Sunday 21 April Martyrdom of the Báb: Tuesday 9 July 2024 (commemoration of this Holy Day should be celebrated at 13:00)	Birthday of the Twin Manifestations: Saturday 2 November 2024 <u>Birthday of the Báb</u> and Sunday 3 November 2024 <u>Birthday of Bahá'u'lláh</u>
	<p>Naw-Ruz 2015 marked the adoption of a new solar calendar which is used by all Baha'is. Since 21 March 2015 the calendar is no longer linked to the Gregorian calendar and the New Year will start on the day of the vernal equinox at Tehran time. The Birthday of the Twin Manifestations is such an important commemoration for Baha'is that it is likely that the parents of Baha'i children will ask for them to be excused from school in 2023; in 2024 this festival falls on a weekend (2-3 November). Each year may have different date from the previous year as it is a solar calendar.</p> <p>In the Baha'i tradition it is recommended that, where possible, work is suspended on these days.</p> <p>There are a few Baha'i Holy Days that should be celebrated at a specific time, The martyrdom of the Báb is one of them. This celebration takes place at 1.00pm on Tuesday 9 July 2024; children may require time off school on this occasion.</p> <p>Naw-Ruz (New Year) falls on Wednesday 20 March in 2024.</p> <p>There are a few other Baha'i Holy Days that are not included since the community celebrates them in the evening.</p>			

Buddha Dhamma			Vesakha Puja / Buddha Day Wednesday 22 May 2024	
<p>Such is the religious, cultural and ethnic diversity within the Buddha Dhamma that different denominations – for example Theravada, Mahayana - follow different religious calendars. The same festival may be celebrated on different dates and different communities will celebrate different festivals.</p> <p>Within those traditions that follow a lunar calendar, New Year Festivals may be religiously significant. These include Lhosar (New Year within the Tibetan and Nepalese communities) and Songkran for Thai communities.</p> <p>Many Buddhist communities celebrate their religious festivals collectively on the nearest Sunday.</p>				

	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Christianity		Christmas Day in the Russian orthodox tradition Sunday 7 January	Holy Friday in the Eastern orthodox church 3 May, Easter Sunday 5 May.	
<p>The following Christian holidays in the Western tradition fall at weekends or during the school holidays:</p> <p>Christmas Day: Monday 25 December 2023, Wednesday 25 December 2024.</p> <p>Good Friday: 29 March 2024 Easter Sunday: 31 March 2024</p> <p>In the Orthodox tradition Easter is calculated using the Julian calendar. The beginning of the Lenten fast and the date of Easter will differ every year. In 2024 Orthodox Easter falls on 5 May. Some parents prefer to take their children to the liturgy held on Monday morning (Bright Monday) in preference to the midnight liturgy held in the early hours of Easter Sunday morning: in 2024, Bright Monday falls on 6 May, which is a Bank Holiday.</p>				

	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Islam		Ramadan: Monday 11	Hajj: Saturday 15	

		<p>March – Wednesday 10 April 2024 Ramadan ends: Thursday 11 April Eid-ul-Fitr:</p>	<p>June – Wednesday 19 June 2024 Eid-ul-Adha: Monday 17 June – Thursday 20 June 2024 Ashura*: Tuesday 16 Or Wednesday 17 July 2024</p>	
<p>There is no religious obligation requiring pupils to be absent from school during Ramadan. However, Muslim pupils, parents and staff will welcome the provision of a space for prayer and thoughtful arrangements at lunchtime.</p> <p>The dates for Hajj, Eid-ul-Adha and Ashura are taken from an Islamic calendar and are tentative. Please also note that these dates are subject to moon sighting and sometimes to variations in religious rulings between different sects; therefore dates might be a day early or a day later.</p> <p>In 2024 Hajj, Eid-ul-Adha and Ashura fall in the summer term:</p> <p>Hajj: Saturday 15 June – Wednesday 19 June: our local representative advises that many Muslims carry out prayers for the day of Arafah during the Hajj period, even if they are not performing Hajj. That day is proposed to be Sunday 16 June 2024 so should not affect school attendance unless the sighting of the moon is such that it ends up falling on the Monday.</p> <p>Eid-ul-Adha: Monday 17 June – Thursday 20 June Ashura: Tuesday 16 or Wednesday 17 July.</p> <p>* Shia Muslims might request absence on Ashura. They may also request time during lunch breaks to attend specific activities related to Ashura during other days.</p> <p>* In addition to Ashura, Dawoodi Bohra Muslims may request absence during the 8 days of Muharram, which are the days immediately leading up to Ashura. Also, our local representative draws attention to the fact that within the Shia sect of Islam, as well as Ashura, there is a commemoration on “Arbaeen” when it is estimated that there will be 22,019,416 people visiting Iraq this year. Such a large number indicates that it is a significant occasion so it would be beneficial to mark it, as we often see absentees around that time. In 2023 it fell on 4 September and will be on 25 August in 2024 so will not affect attendance. However, it is worth noting for when the dates fall back into term time.</p> <p>** A range of methods is used to determine when Eid begins. Muslim families will follow their masjid or community leaders. Therefore parents from different Muslim communities may request absence for Eid on two different dates and some may not be able to calculate the date in advance because they must</p>				

sight the moon.

	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Jain Dharma	<p>Paryushan: Monday 11 – Monday 18 September 2023</p> <p>Samvatsari (Day of Forgiveness): Monday 18 September 2023</p> <p>Mahavir Nirvan (Diwali): Sunday 12 November 2023</p>	<p>Mahavir Jayanti Sunday 21 April 2024</p>		<p>Paryushan: Saturday 31 August – Saturday 7 September 2024</p> <p>Samvatsari (Day of Forgiveness): Saturday 3 September 2024</p> <p>Mahavir Nirvan (Diwali): Friday 1 November 2024</p>
<p>*Jains are likely to request absence for one day at Diwali or the following day which is New Year day. In 2023 New Year Day falls on Sunday 12 November and in 2024 on Friday 1 November.</p> <p>In 2024 Mahavir Janma Kalyanak (also known as Mahavira Jayanti) falls on a Sunday 21 April). Paryushan is the main festival for Jains and is celebrated on separate days for Svetamber and Digamber Jains.</p> <p>On other festival days, observance can be fulfilled in after school hours unless a family has pledged to partake in a special puja, aarti, mangal diva, or shanti kalash.</p> <p>Sometimes extended families plan a special pilgrimage. The Jain representative on SACRE urges that schools make decisions about authorising student absence for these rare pilgrimages that are consistent with decisions about authorisation of absence for Hajj.</p> <p>Jains of the Svetambara tradition may request absence on Samvatsari (Bhadarva vad choth). In 2023, this falls on Monday 18 September and in 2024 on Saturday 3 September. Digamber Jains will request leave after that for the Das Lakshan festival which depends on the lunar calendar.</p>				

	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Judaism	Rosh	Pesach		Rosh

	<p>Hashanah: Saturday 16– Sunday 17 September 2023</p> <p>Yom Kippur (day of Atonement): <u>Monday 25 September 2023</u></p> <p>Sukkot (Tabernacles) 8 day festival, 4 days of obligation: Saturday 30 September and Sunday 1 October; Saturday 7 and Sunday 8 October 2023</p> <p>Chanukah Friday 8 –Friday 15 December 2023</p>	<p>(Passover) 8 day festival, 4 days of obligation. <u>Tuesday 23 and Wednesday 24 April and Monday 29 and Tuesday 30 April 2024</u></p>	<p>Shavuot (Festival of Weeks) <u>Wednesday 12 – Thursday 13 June 2024</u></p>	<p>Hashanah: <u>Thursday 3 – Friday 4 October 2024</u></p> <p>Yom Kippur (day of Atonement): <u>Saturday 12 October 2024</u></p> <p>Sukkot (Tabernacles) 8 day festival, 4 days of obligation: <u>Thursday 17 and Friday 18 October; Tuesday 22 and Wednesday 23 October 2024</u></p> <p>Chanukah Tuesday 26 December – Thursday 2 January</p>
	<p>Days needing leave of absence are in bold and underlined. Our local Jewish representatives advise that as Rosh Hashanah and the four days of Sukkot fall on weekdays in 2024, children will need leave of absence. The days of obligation for Pesach (23-24 April and 9-30 April 2024) fall in term time and so do the first two days of obligation for Shavuot (12-13 June 2024) when observant Jews would also need to be absent from school.</p> <p>Jewish law prohibits work on the Sabbath and certain festivals. The traditional Jewish interpretation of work includes any kind of creative activity, such as writing, operating equipment, such as computers and telephones, and traveling, other than on foot. Attending classes and taking examinations are classified as work. There is no provision in Jewish law for a dispensation to be given from these religious obligations. However, levels of observance vary between families.</p> <p>The Board of Deputies of British Jews publishes a Jewish Holiday Calendar indicating those days on which obligations and restrictions similar to Shabbat apply. In some years of the Jewish</p>			

	calendar, this will amount to more than 3 days on which Jews are obliged to be absent from school, because work is forbidden.
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	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Sanatan (Sanatana) Dharma (Hindu Religion)	<u>Hindu New Year</u> Tuesday 14 th November 2023 (Navratri): Sunday 15 th – Monday 23 rd October 2023 Diwali festival Friday 10 th – Wednesday 15 th November 2023	Tamil New Year Saturday 13 th April 2024 Maha Shivratri Friday 8 th March 2024 <u>Shree</u> <u>Ramnavmi</u> <u>Wednesday</u> <u>17th April 2024</u>	Rath Yatra (Street procession) Sunday 7 th July 2024 Shree Krishna Janmastmi Monday 26 th August 2024	Hindu New Year Saturday 2 nd November 2024 (Navratri): Thursday 3 rd – Saturday 12 th October Diwali: Tuesday 29 th October – Monday 3 rd November 2024
	<p>*In November 2024 there is a big pilgrimage from Thursday 7th to Friday 15th November 2024 to commemorate 200 years of Shree Laxminarayandev; some members of the Swaminarayan faith may be planning to attend this pilgrimage in Gujarat, India. Some parents may request leave of absence during this time: Our local representatives have asked Head teachers to view such requests sympathetically just like last year.</p> <p>Such is the diversity within Sanatan Dharma (The Hindu religion) that almost any working day might be a festival, especially in India. However, few Hindu festivals require a day off school. In most temples, observances take place in the evenings in recognition of the need to attend work and school. Hindu communities in the UK also tend to celebrate most festivals collectively on the nearest weekend, either before or after major festivals. However, some celebrations take place during the day like Shree Ramnavmi (Birth of Lord Ram). This festival is underlined in the table above as it takes place in the first week of the summer term. Hindu New Year is another exception; on this day almost all Hindu families make it a point to offer their prayers with all members of the family at their respective temple and other temples within the local community. This is a full day event. This festival is also underlined for 2023 where it takes place on a Tuesday. In 2024, however, it takes place on a Saturday and should not require a day off school.</p> <p>Most observances during the 5 days of Diwali take place in the evening and it is not necessary for pupils to be absent from school on each of those days.</p>			

	Diwali and Diwali poojan (prayers) can be celebrated from the late afternoon till late evening.
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	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Sikh Dharm	Freedom Day (Bandi Chhor Divas): Tuesday 24 November 2023			Freedom Day (Bandi Chhor Divas): Friday 1 November 2024
	<p>In 2024 dates corresponding to the Nanakshahi calendar are:</p> <p>Birthday of Guru Gobind Singh: Wednesday 17 January 2024. Vaisakhi: Saturday 13 April 2024.</p> <p>Other key Sikh festivals, although falling on school days, would not require pupils to be absent for a whole school day, because they can perform their religious observance before or after school:</p> <p>Guru Nanak Jayanti (Birthday of Guru Nanak): Wednesday 8 November 2023 and Friday 15 November 2024.</p>			

	Autumn Term 2023	Spring Term 2024	Summer Term 2024	Autumn Term 2024
Zoroastrianism		<p>Jamsheedi NoRuz (Zoroastrian New Year): Wednesday 20 March 2024 [IZ]</p> <p>Khordad Sal (Birth anniversary of prophet Zarathushtra): Monday 25 March 2024 [IZ]</p>	<p>Navrose: Tuesday 16 July [K]</p> <p>Navroze: Thursday 15 August [S]</p> <p>Kordad Sal: Tuesday 20 August [S]</p>	

*IZ, K and S denote the three Zoroastrian calendars: Iranian Zoroastrianism, Kadmi and Shahenshai.

Observance of Zoroastrian religious festivals should not require a day's absence from school.

The following dates fall in the school holidays in 2024:

Shahenshai Navroze (Parsee New Year) 15 August 2024.

Shahenshai Khordad Sal on 20 August 2024.

For a full calendar of Religious Festivals in 2023-24 please see the Shap Calendar which is available on subscription at www.shap.org.

This publication will be reviewed and updated in September 2024. Further information regarding the Harrow SACRE and additional advice for schools can be found here:

[Please update link](#)

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