STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION

15 November 2018

Present: -

Group A: Christian and Other Religion and Belief Communities (except for the Church of England)
K Denby, B Becher, M Hext and B Lane

Group B: The Church of England
J Roberts (Chair), C Hulbert S Gill, R Ingrouille and T Wilson

Group C: Teachers' Associations
L Clay, R Flanagan, J Gooddy, P Hammett, W Harrison and P Randall

Group D: The County Council
Councillors P Colthorpe and M Squires

Co-opted Members
S Spence and B Twiggs,

In attendance
E Pawson (Advisor), C Bantfield (Cornwall SACRE), S Chapman (Babcock), GH Ogburn (PCC SACRE),

Apologies: -

R Halsey, H Hastie, R Nathan, M Miller, J Taylorson, M Dearden, A Parks, E Mihas, S Shute, K Walshe, G Winnall, G Teece, Councillor E Brennan, Councillor C Channon, Councillor I Chubb and Councillor G Hook

54 Election of Chair and Vice Chair

RESOLVED
(a) that J Roberts and M Hext be elected Chair and Vice Chair respectively for the ensuing year; and
(b) that M Hext (Group A), C Hulbert (Group B), L Clay (Group C), and Councillor C Channon (Group D) be appointed as the group spokespersons.

55 Minutes

RESOLVED that the minutes of the meeting held on 5 June 2018 be signed as a correct record.

56 Items Requiring Urgent Attention

There was no matter raised as a matter of urgency.

57 Devon SACRE Membership

Mr Pawson welcomed Mr Philip Randall (Secondary Headteacher) (Group C), Ms Ruth Flanagan (Group C) and Mr Bill Becher (Group A) to their first meeting as new members.

Mr P Cornish, Ms K Walshe and Mr M Dearden had resigned.
58 Devon SACRE Annual Report 2017/18

The Chair reported that the performance data for 2018 had not been received by Babcock for inclusion in the draft Annual Report and therefore this matter would be considered at the next meeting.

59 Learn Teach Lead RE (LTLRE) Updates

Tatiana Wilson reported on the LTLRE conference held on 12 October 2018 at St Million, Saltash which had been well attended with 73 delegates including students and speakers. A briefing paper was circulated to the meeting outlining the programme, the theme and the key note speaker (attached).

Mr Pawson reported that financial support from the Devon SACRE for the Devon Hubs was increasing in recognition of the important work undertaken. Mr Gooddy concurred that the hubs were an important aspect of continuing Career Professional Development for RE teachers across both primary and secondary phases as such training would otherwise be difficult for Schools to access.

Arising on a question about provision and support for Special Schools, Mr Pawson indicated that there was no specialist provision but that lead teachers would be welcome to attend the Hubs and Mrs Spence offered to contact special teachers and inform them accordingly.

60 RE Updates: RE Newsletter: Report from Commission on RE

The Council received Mr Pawson’s RE newsletter for schools in the Devon, Torbay and Exeter Diocese and a presentation on the Commission on RE and its eleven recommendations one of which was that the subject should be renamed 'Religion and Worldviews'. Another recommendation had been to rename SACREs - the Local Advisory Network for Religion and Worldviews. The meeting discussed the associated possible funding issues.

The details of the Commission’s recommendations would be brought to the next meeting for further consideration (The CRE Report is attached).

Members were asked for their views on the recommendation to rename RE to 'Religion and Worldviews', and responses included:

- the proposed change and clear National Entitlement applicable for all schools would help facilitate greater accountability and help achieve consistency and assist the Ofsted inspection process;
- the proposed name reflected different life experiences and personal perspectives and was likely to be more relatable for pupils and create a more philosophical approach;
- care would be needed to avoid any confusion in terms of governmental foreign policy;
- the humanist view was generally supportive of the proposed change with the more philosophical approach; and
- the change did not mean RE was being abandoned and reflected inclusive modern RE teaching of different faiths and worldviews.

The proposed status and role of SACREs would be examined at the next meeting.

61 Interfaith Developments

Mr Pawson reported on the success of the Interfaith Conference held on 9 November 2018 on ‘Dying Matters’. The Conference allowed for engagement with speakers and medical practitioners from across the spectrum of faith and beliefs and was attended by over 100 people including pupils from Clyst Cale Community College and St Peters secondary school, Exeter. The event organised by Devon SACRE and Devon Faith Belief Forum explored the
value of human life, end of life care, assisted dying and palliative care and linked in GCSE Religious studies suitable for KS4 students.

Mr Randall indicated that he would highlight such events at his DASH meetings.

The meeting also received details of the Interfaith Week 10 – 18 November 2018 and on Faith and Belief visitor training -January/March 2019.

### 62 HMD 2019 Planning

Mr Pawson reported on the arrangements and plans for HMD on Sunday, 27 January 2019 with the theme ‘Torn from Home’.

The meeting acknowledged the support from Exeter City and Devon County Councils.

### 63 Agreed Syllabus Review Planning

Mr Pawson reported a meeting of the Agreed Syllabus Conference (ASC) on 24 September 2018 and the conclusions of a RE Primary Survey. The Survey had indicated a need for well-resourced and supported curriculum material. The ASA had agreed that the current Agreed Syllabus required a radical overhaul.

There were two options identified:

**Option 1**
Devon SACRE to commission a consultant to write an Agreed Syllabus, using well regarded materials written by Helen Matter as central teaching resources;

**Option 2**
RE Today syllabus to provide a detailed, balanced curriculum with medium term planning and accompanying schemes of work.

Mrs T Wilson outlined the value of utilising the excellent curriculum resources produced by Helen Matter and advocated that SACRE should consider integrating them into a full RE syllabus.

The Council received a presentation from Lat Blaylock and Stephan Pett from RE Today on an Agreed Syllabus proposal for Devon SACRE (Option 2) in line with current proposals from the RE Commission and which allowed for flexibility according to local circumstances. The cost options were outlined in the presentation.

Mr Blaylock and Mr Pett answered Members’ questions relating to the details of the proposal.

**Note:** following the SACRE, a meeting of the Agreed Syllabus Conference was held that afternoon and it accepted the RE Today proposal. As a result, Mr Pawson would now seek approval from Devon County Council for the new Agreed Syllabus, and this would then be subject to ratification by SACRE. This would be carried out by email, asking for any objections to be made known within a particular time-frame and a special meeting of SACRE would be convened to confirm the decision (in mid-December). This would enable planning, setting up the roll-out and launch events in a timely manner.

### 64 Future SACRE Meetings

Tuesday, 5 February 2019 and Friday, 14 June 2019 at 10 am at County Hall, Exeter.

The Meeting started at 10am and finished at 12.15pm
Minute Item 60
Foreword

Young people face many challenges in the modern world. Amongst these is learning to navigate the world of religion and belief. Controversy abounds and, in the midst of this, young people are seeking to understand the complex issues that are debated and to make their own decisions on these controversial matters. This is an academically demanding task. For many years, Religious Education (RE) has been the school subject that has most equipped them for this task. In its history, RE has significantly changed its approach in response to the changing nature of society. The time is now ripe for another development in approach if the subject is to be fit for purpose for the decades to come.

The Commission on Religious Education (CoRE) has spent the last two years listening to evidence from a wide-range of concerned parties including pupils, teachers, lecturers, advisers, parents and faith and belief communities. We have received over three thousand submissions. We have been excited and encouraged by the reports of the excellent work happening day by day in many classrooms. We are, however, convinced that RE needs rejuvenating if it is to continue to make its important contribution; indeed if it is not to wither on the vine. There are three reasons for this. First is the growing diversity of religions and beliefs that pupils today encounter, both in their locality and in the media. Second is the variable quality of RE experienced by pupils across the country. Third is the fact that the legal arrangements around RE are no longer working as more schools become academies.

In this, its Final Report, CoRE therefore proposes that a new National Plan for RE should be enacted to ensure that learning in this area remains academically rigorous and a knowledge-rich preparation for life in a world of great religion and belief diversity. There are three components to this Plan.

1. **We offer a new vision.** The subject should explore the important role that religious and non-religious worldviews play in all human life. This is an essential area of study if pupils are to be well prepared for life in a world where controversy over such matters is pervasive and where many people lack the knowledge to make their own informed decisions. It is a subject for all pupils, whatever their own family background and personal beliefs and practices. To reflect this new emphasis, we propose that the subject should be called *Religion and Worldviews.*
2. All pupils should have access to high quality teaching, whatever school they attend. We therefore propose that a statutory National Entitlement should apply to all schools and that this should be subject to inspection. Schools should be required to publish details of how they provide this Entitlement. This Entitlement encapsulates a common vision within which schools will be able to develop their own approach appropriate to their character. Furthermore, national programmes of study should be developed to support schools in their work.

3. There should be a significant investment in ensuring two essential supports for this new way forward. First, highly qualified and knowledgeable teachers will be required to achieve this new vision. A sustained programme of investment in teacher education and development is essential to achieve this. Second, local communities have played a significant role in supporting RE in the past. We propose that the structures that made this possible should be re-envisioned to enable this important contribution to continue.

The commissioners have found their task to be both stimulating and demanding. It has been a privilege to review such an important area of children’s and young people’s education. We commend our report.

The Very Revd Dr John Hall, Dean of Westminster Chair of the RE Commission
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EXECUTIVE SUMMARY

INTRODUCTION: THE CASE FOR CHANGE

1. The study of religious and non-religious worldviews is a core component of a rounded academic education. This has long been recognised as essential in Britain. Indeed, one could argue that it is more important now than ever. Young people today are growing up in a world where there is increasing awareness of the diversity of religious and non-religious worldviews, and they will need to live and work well with people with very different worldviews from themselves. One need only glance at a newspaper to know that it is impossible fully to understand the world without understanding worldviews – both religious and non-religious.

2. This report reaffirms the central importance of learning about religious and non-religious worldviews for all pupils, regardless of their background, personal beliefs or the type of school they attend. Knowledge of religious and non-religious worldviews is an essential part of all young people’s entitlement to education. This report seeks to articulate that entitlement.

3. Despite its central importance, Religious Education (RE) in too many schools is not good enough to prepare pupils adequately for the religious and belief diversity they will encounter, nor to support them to engage deeply with the questions raised by the study of worldviews. Our report sets out a National Plan to ensure that all pupils receive their entitlement to an academically rigorous and rich study of religious and non-religious worldviews. This National Plan has three core elements.

   a. There is a need for a new and richer vision of the subject. Our vision preserves the best of current practice and demands new developments drawn from the academic study of religious and non-religious worldviews as well as broader social changes in England and globally. We discuss this new vision below, and propose that the subject should be called Religion and Worldviews to reflect the new emphasis.

   b. Too many pupils are not currently receiving their entitlement to knowledge of religious and non-religious worldviews. This is an essential subject for all pupils, so we propose that there should be a statutory National Entitlement to the study of Religion and Worldviews which applies to all publicly funded schools and is subject to inspection. This entitlement reflects our vision for the subject, which is widely shared among teachers and subject experts, while retaining the flexibility for schools of all types to interpret it in accordance with their own needs, ethos and values.
c. The study of religious and non-religious worldviews requires high-quality, well-informed specialist teaching. Religious and non-religious worldviews are complex, diverse and plural. Understanding them requires a nuanced, multidisciplinary approach. Therefore, there will need to be sustained investment in developing knowledgeable teachers, as well as investment in high quality curriculum materials to support them, particularly at primary level. Local communities have often played a key role in supporting teachers, and they form an essential component of our recommended structures to develop and support high-quality teaching.

4. Academisation and the move towards a school-led system have transformed the educational landscape. The structures and systems supporting Religious Education have not kept pace with these changes. The evidence that we have gathered confirms the need identified in many previous reports for a change to the structures supporting Religious Education so that the subject is taught well across all schools in all localities. The National Entitlement is a direct response to this need, as are our recommendations for developing and supporting teachers nationally and locally.

5. We have carefully analysed the evidence that we have received. Our recommendations set out a coherent structure which preserves the best of the excellent practice that exists in some schools and localities, and strengthens the subject across all schools and localities.

RELIGION AND WORLDVIEW: THE CASE FOR A NEW VISION AND A STATUTORY NATIONAL ENTITLEMENT

WHAT IS A WORLDVIEW?

The English word ‘worldview’ is a translation of the German weltanschauung, which literally means a view of the world. A worldview is a person’s way of understanding, experiencing and responding to the world. It can be described as a philosophy of life or an approach to life. This includes how a person understands the nature of reality and their own place in the world. A person’s worldview is likely to influence and be influenced by their beliefs, values, behaviours, experiences, identities and commitments.

We use the term ‘institutional worldview’ to describe organised worldviews shared among particular groups and sometimes embedded in institutions. These include what we describe as religions as well as non-religious worldviews such as Humanism, Secularism or Atheism. We use the term ‘personal worldview’ for an individual’s own way of understanding and living in the world, which may or may not draw from one, or many, institutional worldviews.
6. It is one of the core tasks of education to enable each pupil to understand, reflect on and develop their own personal worldview. This is a whole-school responsibility and the explicit, academic study of worldviews is an essential part of it. Through understanding how worldviews are formed and expressed at both individual and communal levels, the ways in which they have changed over time, and their influence on the actions of individuals, groups and institutions, young people come to a more refined understanding of their own worldview – whatever this happens to be – as well as those of others. Currently, this study takes place mainly through RE.

7. Studying religious and non-religious worldviews gives young people the opportunity to develop the knowledge, understanding and motivation they need to engage with important aspects of human experience including the religious, spiritual, cultural and moral. It provides an insight into the sciences, the arts, literature, history and contemporary local and global social and political issues. The young people we have spoken to have told us that RE enables them to have better friendships and to develop greater respect and empathy for others. Learning about worldviews helps young people to deal positively with controversial issues, to manage strongly held differences of belief and to challenge stereotypes. In an increasingly diverse society, understanding religious and non-religious worldviews has never been more essential than it is now.

8. The nature of RE has changed over time to reflect new understandings and new social realities. At the time of the 1944 Education Act, it was known as Religious Instruction, was limited to Christianity and was the only compulsory subject. Over time, subject experts came to recognise that young people needed to understand both a wider range of religious and non-religious worldviews and the idea of diversity within worldviews. This was reflected in the Education Reform Act of 1988, which also changed the name of the subject to Religious Education. Thirty years on, the local, national and global religious landscape and academic understandings of the subject have changed significantly.

9. The presentation of religious worldviews in schools has not always placed enough emphasis on their diverse and plural nature and the ways that they have changed over time. While many teachers and subject experts do present diversity within religions, this can often be reduced to crude differences between denominations. RE has sometimes inadvertently reinforced stereotypes about religions, rather than challenging them. As we learn more about diversity and change within religious worldviews, it becomes even more important that the presentation of worldviews in schools reflects this.

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10. Non-religious worldviews have also become increasingly salient in Britain and Western Europe. According to the most recent British Social Attitudes survey, over 50% of adults identify as not belonging to a religion, with 41% identifying as Christian. The proportion of adults identifying as not belonging to a religion has increased from 31% in 1983 and has remained fairly stable around 50% since 2009\(^2\). While some of these individuals may identify with non-religious worldviews such as Humanism, many have looser patterns of identification or do not identify with any institutional worldviews.

11. Deeper academic study of the experience of those who hold both religious and non-religious worldviews suggests that the distinction between religious and non-religious worldviews is not as clear-cut as one might think. Individuals may draw on aspects of both religious and non-religious worldviews in their own personal worldviews.\(^3\)

12. The time is right for a new vision for the subject if we are to prepare children and young people for living in the increasingly diverse world in which they find themselves. We need to move beyond an essentialised presentation of six ‘major world faiths’ and towards a deeper understanding of the complex, diverse and plural nature of worldviews at both institutional and personal levels. We need to ensure that pupils understand that there are different ways of adhering to a worldview – you may identify with more than one institutional worldview, or indeed none at all. More still needs to be done to ensure that a wider range of institutional worldviews is taught, particularly Hinduism, Buddhism and Sikhism, which are sometimes neglected. And there needs to be a greater understanding, at a conceptual level, of how worldviews operate, the accounts they provide of the nature of reality, and how they influence behaviour, institutions and forms of expression. It is this powerful, conceptual knowledge that all pupils need to have.

13. This is why we have set out a statutory National Entitlement for all pupils in all publicly funded schools. The National Entitlement makes clear the central importance of understanding religious and non-religious worldviews as well as the conceptual categories which lead to this understanding. It sets out a clear purpose and core knowledge which all pupils across all schools must gain. It also reflects the new vision that we have outlined here, which will effectively prepare all pupils for the world of religious and belief diversity in which they find themselves.

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14. Our new vision is also signified by a new name for the subject: Religion and Worldviews. The shift in language to ‘worldviews’ captures, as best we can, the shifts in vision that we have outlined above, in particular the complex, diverse and plural nature of worldviews. The name also removes the ambiguity in the phrase ‘Religious Education’, which is often wrongly assumed to be about making people more religious. We are keeping the word ‘religion’ in the subject name both to provide continuity and to signify that young people need to understand the conceptual category of ‘religion’ as well as other concepts such as ‘secularity’, ‘secularism’ and ‘spirituality’.

THE CASE FOR IMPROVED SYSTEMS AND STRUCTURES

15. As we have stated above, the structures supporting RE have not kept pace with the changes to the education system. This has led to a situation in which, despite pockets of excellent practice in some schools and localities, the provision and quality of RE is not good enough in too many schools.

16. The quality of RE is highly variable across all school types. The last Ofsted subject review (2013) found RE to be to be less than good in just under half of secondary schools and in six out of ten primary schools observed by Ofsted. In Making a Difference, a review of standards in RE in Church of England schools, the reviewers found that RE was good or better in 70% of secondary schools, but only 40% of primary schools. No evidence was forthcoming on the quality of RE in Catholic schools or other schools of a religious character. Since 2013, there has been no mechanism to gather evidence on the quality of RE in primary and secondary schools at a national level. The evidence that we have gathered suggests that there has been little positive change in the past five years and that the situation has got worse in some areas.

17. One reason for this variability in quality is some confusion over the purpose of RE, which we hope will be resolved through our new vision for the subject and the common National Entitlement which provides clarity on the aims and purposes of RE.

18. Another key reason for this variability in quality is the lack of adequate training and support for teachers. A majority of recently qualified primary teachers received fewer than three hours of subject specific training for RE

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during their Initial Teacher Education (ITE)\(^6\). At secondary, almost three times\(^7\) as many RE lessons as History lessons are taught by non-specialists. We therefore set out plans for improving training and support for teachers, so that they have the knowledge that they need to teach this important subject.

19. Successive surveys of teachers, especially at primary level, have shown that teachers lack confidence to teach RE and to tackle the sensitive and controversial issues that are the lifeblood of the subject.

20. An increasing number of schools, particularly academies, offer no provision for RE at Key Stages 3 and 4. In 2016, 33.4% of all schools did not offer any RE at Key Stage 4 and 23.1% did not offer any RE at Key Stage 3. This represents nearly 900 schools offering no RE at Key Stage 4, and a significant increase from 22.1% (nearly 600 schools) in 2015.\(^8\) Curriculum time for primary is also limited, with nearly 30% of schools which responded to the 2016 NATRE primary survey offering less than 45 minutes per week.

21. There is a clear, and increasing, disparity between school types in terms of provision of RE. For example, the percentage of schools without a religious character offering no RE at Key Stage 4 in 2016 (38.9%) is almost four times that of schools with a religious character (11.2%)\(^9\). If something is not done urgently to re-establish the subject, there is a real risk that it could disappear from schools without a religious character, depriving pupils of their entitlement to this vital area of knowledge.

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\(^8\) Source: School Workforce data 2015 and 2016, analysed by Deborah Weston for NATRE.

\(^9\) Source: School Workforce data 2016, analysed by Deborah Weston for NATRE.
Academisation and reductions in funding have reduced local authority support for RE via Standing Advisory Councils on Religious Education (SACREs) and professional advisers, to the point where such support is unsustainable in many areas and already disappearing in some. This further increases the disparity between schools with a religious character, where support structures remain relatively robust, and those without, where they are increasingly in jeopardy.

Changes to accountability systems have created an environment where there is less and less incentive for schools to offer good RE, particularly at secondary level. These include Ofsted no longer inspecting individual

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Source: School Workforce Data 2016, analysed by Deborah Weston for NATRE.

Source: School Workforce Data 2016 analysed by Deborah Weston for NATRE.
subjects, the removal of GCSE Short Courses from school performance measures and the non-inclusion of Religious Studies GCSE in the Ebacc. This has led to a significant drop in students taking a Key Stage 4 qualification in RE and has affected, for example, the number of specialist teachers at secondary level.

Figure 3: Trends in GCSE entries for Religious Studies


<table>
<thead>
<tr>
<th>Year</th>
<th>Full course</th>
<th>Short course</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>257</td>
<td>100</td>
<td>257</td>
</tr>
<tr>
<td>2011</td>
<td>234</td>
<td>171</td>
<td>200</td>
</tr>
<tr>
<td>2012</td>
<td>216</td>
<td>151</td>
<td>272</td>
</tr>
<tr>
<td>2013</td>
<td>239</td>
<td>100</td>
<td>339</td>
</tr>
<tr>
<td>2014</td>
<td>258</td>
<td>69</td>
<td>327</td>
</tr>
<tr>
<td>2015</td>
<td>272</td>
<td>53</td>
<td>325</td>
</tr>
<tr>
<td>2016</td>
<td>257</td>
<td>37</td>
<td>294</td>
</tr>
<tr>
<td>2017</td>
<td>229</td>
<td></td>
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</tr>
</tbody>
</table>

All of these issues mean that urgent action needs to be taken to reform and strengthen the structures that support Religion and Worldviews in schools. We therefore recommend changes to accountability systems, curriculum development, local and national support structures and initial teacher education, creating a robust and coherent structure for Religion and Worldviews. Our recommendations, as set out below, will enable all pupils in all schools to receive high quality education in Religion and Worldviews and will support and strengthen the subject for the foreseeable future.

We are aware that rapid change is disruptive and counterproductive for teachers and schools. We therefore suggest a phased approach in which programmes of study and support structures are established before

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12 260,300 pupils entered for a Key Stage 4 qualification in Religious Studies in 2018, down from a high of 433,750 in 2011.

13 GCSE entry figures for 2017 and 2018 do not include the Channel Islands and the Isle of Man. In 2016, there were 1,142 Full Course entries and 938 Short Course entries from the Channel Islands and the Isle of Man. Source: JCQ: www.jcq.org.uk/examination-results/gcses
schools are required to change their curriculum to align it with the National Entitlement to the study of Religion and Worldviews. We have set out our proposed timeline in Appendix 1.

LIST OF RECOMMENDATIONS

RECOMMENDATION 1

The name of the subject should be changed to Religion and Worldviews. This should be reflected in all subsequent legislation and guidance.

RECOMMENDATION 2

The National Entitlement to the study of Religion and Worldviews should become statutory for all publicly funded schools.

a. For community, foundation and voluntary controlled schools, the requirement for Religion and Worldviews to be provided in accordance with the National Entitlement will replace the requirement in the Education Act 1996 (Section 375) to follow their locally agreed syllabus.

b. For academies, all funding agreements should be amended to state that all academies must provide Religion and Worldviews in accordance with the National Entitlement.

c. For voluntary aided schools of a religious character, a requirement should be introduced to provide Religion and Worldviews in accordance with the National Entitlement as well as the requirements of their Trust Deed.
THE NATIONAL ENTITLEMENT TO THE STUDY OF RELIGION AND WORLDVIEWS

All pupils are entitled to be taught Religion and Worldviews in every year up to and including year 11. Post-16 students, including those in Further Education should have the opportunity to study Religion and Worldviews during their post-16 course of study.

Schools must publish a detailed statement about how they meet the National Entitlement and ensure that every pupil has access to it through the curriculum, lessons and wider experiences they provide.

Pupils must be taught:

1. about matters of central importance to the worldviews studied, how these can form coherent accounts for adherents, and how these matters are interpreted in different times, cultures and places

2. about key concepts including ‘religion’, ‘secularity’, ‘spirituality’ and ‘worldview’, and that worldviews are complex, diverse and plural

3. the ways in which patterns of belief, expression and belonging may change across and within worldviews, locally, nationally and globally, both historically and in contemporary times

4. the ways in which worldviews develop in interaction with each other, have some shared beliefs and practices as well as differences, and that people may draw upon more than one tradition

5. the role of religious and non-religious ritual and practices, foundational texts, and of the arts, in both the formation and communication of experience, beliefs, values, identities and commitments

6. how worldviews may offer responses to fundamental questions of meaning and purpose raised by human experience, and the different roles that worldviews play in providing people with ways of making sense of their lives
7. the different roles played by worldviews in the lives of individuals and societies, including their influence on moral behaviour and social norms

8. how worldviews have power and influence in societies and cultures, appealing to various sources of authority, including foundational texts

9. the different ways in which religion and worldviews can be understood, interpreted and studied, including through a wide range of academic disciplines and through direct encounter and discussion with individuals and communities who hold these worldviews.

Programmes of study must reflect the complex, diverse and plural nature of worldviews. They may draw from a range of religious, philosophical, spiritual and other approaches to life including different traditions within Christianity, Buddhism, Hinduism, Islam, Judaism and Sikhism, non-religious worldviews and concepts including Humanism, secularism, atheism and agnosticism, and other relevant worldviews within and beyond the traditions listed above, including worldviews of local significance where appropriate.

Teaching must promote openness, respect for others, objectivity, scholarly accuracy and critical enquiry.

Pupils are therefore entitled to be taught by teachers who:

a. have secure subject knowledge

b. are capable of addressing misconceptions and misunderstandings and handling controversial issues

c. demonstrate a critical understanding of developments in the study of religion and worldviews

d. promote the value of scholarship.

In order for all pupils to have equal access to high quality education in Religion and Worldviews, the subject must be given adequate time and resources commensurate with the place of Religion and Worldviews as a core component of the curriculum.
RECOMMENDATION 3

a. Non-statutory programmes of study for each of Key Stages 1–4 should be developed at a national level, at a similar level of detail as those for History and Geography in the National Curriculum. These should be ratified by the DfE.

b. Programmes of study should be developed by a national body of a maximum of nine professionals, including serving teachers. This body could choose to take advice from other organisations as relevant.

c. The core purpose of the national body should be to develop and revise the programmes of study. It will also make recommendations to the government and advise the profession on issues relating to Religion and Worldviews and the resources and support needed to deliver high quality Religion and Worldviews for all pupils.

d. The national body should be appointed by the DfE on the basis of recommendations from the Religious Education Council of England and Wales, following an open application process.

e. Members of the national body should be appointed on the basis of commitment to the approach taken to Religion and Worldviews in the National Entitlement and proven expertise in some or all of the following:

   i. specialist knowledge of Religion and Worldviews with both research and classroom experience

   ii. curriculum development, within or beyond Religion and Worldviews

   iii. initial teacher education or continuing professional development of teachers

   iv. current or recent classroom experience in either primary or secondary phases.

f. The national body should be a standing body with a third of members changing every three years. It should be funded on a per diem basis by the DfE.

g. Programmes of study should be reviewed whenever the National Curriculum is reviewed, but the national body should also have the power to request the DfE for a review if they believe this is warranted.
RECOMMENDATION 4

Section 375ff of the Education Act 1996 should be amended to remove the requirement for local authorities to convene Agreed Syllabus Conferences and develop locally agreed syllabuses.

RECOMMENDATION 5

a. When GCSE and A-level specifications are next reviewed, this should be done in the light of the National Entitlement.

b. The national body should also consider how the study of Religion and Worldviews may be incorporated into vocational qualifications, either as a stand-alone course or as modules within existing vocational courses.

RECOMMENDATION 6

All Initial Teacher Education (ITE) should enable teachers, at primary and where relevant at secondary level, to teach Religion and Worldviews based on the National Entitlement and with the competence to deal with sensitive issues in the classroom, and the teachers’ standards should be updated to reflect this. In order to support this, the following should be implemented.

a. There should be a minimum of 12 hours of contact time for Religion and Worldviews for all forms of primary ITE including School Direct and other school-based routes.

b. Bursaries for ITE in Religion and Worldviews should be set at parity with other shortage subjects.

c. Funding for Subject Knowledge Enhancement courses should be reinstated at parity with Ebacc subjects. Funding should be allocated for Subject Knowledge Enhancement for primary.

d. Two new modules for Religion and Worldviews should be developed for primary ITE, and also made available as continuing professional development (CPD) modules: one for those with limited experience and one for those with proficiency in the subject who would like to be subject leaders or work beyond their own classrooms. These modules should focus on the delivery of the national programmes of study.

RECOMMENDATION 7

The government should allocate funding for CPD for Religion and Worldviews to support the delivery of the new non-statutory national programmes of study. This funding should be for a period of at least five years and be sufficient to cover:
a. a national programme of online and face-to-face CPD, including an online platform with both massive open online courses (MOOCs) and static resources

b. the development of curriculum materials and supplementary guidance, including resources for local studies

c. support for local face-to-face CPD including teacher hubs and networks, with specific allocations for areas of opportunity and of a sufficient level to cover adequate professional advice and support.

All of the above funding streams should be administered and overseen by the national body as part of their remit.

RECOMMENDATION 8

Legislation regarding the establishment of Standing Advisory Councils on Religious Education should be amended as follows.

a. The name of the body should be changed to Local Advisory Network for Religion and Worldviews.

b. The Local Advisory Network for Religion and Worldviews must facilitate the implementation of the National Entitlement to the study of Religion and Worldviews in all schools within the local authority boundaries by providing information about sources of support available, and must connect schools with local faith and belief communities and other groups that support the study of Religion and Worldviews in schools.

c. The Local Advisory Network for Religion and Worldviews must submit an annual report to the DfE and to their local authority. The DfE and the local authority must publish the annual reports on a dedicated web page.

d. The Local Advisory Network for Religion and Worldviews should be made up of members from five groups:

i. teachers of Religion and Worldviews from all phases including Higher Education

ii. school leaders and governors

iii. ITE and/or CPD providers

iv. school providers including the Local Authority (LA) and Multi Academy Trust (MAT), dioceses etc

v. religion, belief and other groups that support RE in schools or wish to do so (this might include local museums and galleries as well as religion and belief groups).
e. The Local Advisory Network for Religion and Worldviews may also:

i. provide CPD support for schools

ii. develop programmes of study to support the National Entitlement and supplementary curriculum materials for use within and across their local authority boundaries

iii. provide extra resources for schools on local faith and belief communities to support local studies

iv. provide further support for learning outside the classroom

v. provide advice to schools and school providers on matters of religion and belief in schools

vi. facilitate school-to-school collaboration

vii. celebrate success including through offering prizes and competitions

viii. promote good community relations within and outside schools.

Statutory funding must be provided for all Local Advisory Networks for Religion and Worldviews, calculated by size of local authority and of a sufficient level to enable the group to carry out its activities effectively. This should be ring-fenced within the Central Schools Services Block (CSSB) of funding provided to local authorities.

**RECOMMENDATION 9**

a. Ofsted or Section 48 inspectors must report on whether schools are meeting the National Entitlement.

b. There should be a one-off, in-depth review of the impact of the National Entitlement and national programmes of study once these have been implemented. This should be conducted by Ofsted.

c. The DfE should publish data on hours taught in all subjects (Key Stages 1–4) and GCSE entries for all subjects, including trend data, in an easily accessible format on their website.

**RECOMMENDATION 10**

a. The DfE should consider the impact of school performance measures on the provision and quality of Religion and Worldviews, including the impact of excluding Religious Studies GCSE from the Ebacc and of excluding GCSE Short Courses from school performance measures.
b. In the light of the evidence, the DfE should make amendments to school performance measures to ensure that the study of Religion and Worldviews is not neglected or disadvantaged.

c. The Russell Group universities should review the list of facilitating subjects and consider whether, given their stated comments on the academic rigour and value of Religious Studies A-level, it should be included.

**RECOMMENDATION 11**

a. The DfE should review the right of withdrawal from Religion and Worldviews and provide legal clarification on:

i. whether parents have a right to withdraw selectively from parts of Religion and Worldviews

ii. whether parents have a duty to provide an alternative curriculum for Religion and Worldviews

iii. whether children withdrawn from Religion and Worldviews can access other curriculum subjects or special educational needs and disabilities (SEND) support during the time they would normally be studying Religion and Worldviews.

b. The DfE should work with school leaders to develop a code of good practice for managing the right of withdrawal.

c. The DfE should monitor how the right of withdrawal is being used on an annual basis and provide data on the number of full and partial withdrawals and the reasons for withdrawal where given.
SECTION 1

INTRODUCTION

1. This is the Final Report of the Commission on Religious Education, which was established in 2016 to review the legal, educational and policy frameworks for Religious Education (RE). We were asked to consider the nature, purpose and scope of RE, as well as the quality of teaching and learning in RE, the legal and structural frameworks and the profile of the subject. Fourteen Commissioners, including the Chair, were appointed by the Religious Education Council of England and Wales. Brief biographies of all the Commissioners can be found in Appendix 3.

2. We reviewed existing quantitative data on provision as well as survey data. We engaged with the existing evidence from a range of previous reports on the state of Religious Education and proposed reforms, including material that was published during the lifetime of the Commission. We also conducted our own qualitative written and oral evidence gathering processes. We were very pleased to receive over 2,200 responses to the call for written evidence from a wide range of individuals and organisations with an interest in RE. We also welcomed a wide range of contributors to the oral evidence gathering sessions, some invited by the Commission and others who requested to give evidence. We were particularly pleased to hear from pupils from a range of secondary schools who made such an eloquent case for the value of RE.

3. Following this process, we published our interim report in September 2017, outlining our thinking to date and key areas for consultation. We had over 900 responses to the consultation survey, including over 300 teachers. Over 50 teachers and representatives of a diverse range of faith and belief communities attended a consultation event in December 2017. These consultations were extremely helpful in shaping our thinking and recommendations.

4. Throughout the two years, key individuals and groups were invited to speak at Commission meetings, and Commissioners also made individual visits to a number of schools, SACREs and conferences. Through this process, we were able to hear from primary pupils both via the contributions of their teachers and directly through the Commissioners’ school visits.

5. A full list of individuals and organisations who contributed written and oral evidence prior to the interim report and responded to the consultations is included in Appendix 4.
6. This report begins with a short survey of the current educational landscape and its implications for Religious Education. Our recommendations seek to meet the key challenges outlined in this section.

7. We then set out our vision for the subject. The study of religious and non-religious worldviews remains a central component of a rounded academic education, and at the same time this study needs to reflect changes in patterns of belief and belonging, as well as new academic understandings of how worldviews work and how they influence individuals and groups. We suggest that the subject be renamed Religion and Worldviews to reflect these new directions.

8. In the remainder of the report, we set out our specific recommendations. We begin with a National Entitlement to the study of Religion and Worldviews. Following the publication of our interim report (September 2017) the idea of a National Entitlement received widespread support from our stakeholders, and we believe that it is the most effective way to establish a universal statutory basis for Religion and Worldviews. We then go on to set out plans for developing curriculum guidance, establishing national and local structures to support teachers, and ensuring that schools are held to account for the provision and quality of RE, as far as is possible within the current system. The right of withdrawal from RE continues to be contested, and we outline our understanding of the legal position in the light of the European Convention of Human Rights.

9. We are aware that rapid change is disruptive and counterproductive for teachers and schools. We therefore suggest a phased approach in which programmes of study and support structures are established before schools are required to change their curriculum to align it with the National Entitlement to the study of Religion and Worldviews. We have set out our proposed timeline in Appendix 1.
SECTION 2

THE CURRENT LANDSCAPE

10. There is some excellent practice in Religious Education in both primary and secondary schools. However, as school systems and structures have changed, the structures that support RE have not changed to match this.

11. The quality of RE is highly variable. The last Ofsted subject review (2013) found RE to be to be less than good in just under half of secondary schools and in six out of ten primary schools observed. In *Making a Difference*, a review of standards in RE in Church of England schools, the reviewers found that RE was good or better in 70% of secondary schools, but only 40% of primary schools. No independent evidence on the quality of RE in other schools of a religious character, including Catholic schools, was forthcoming. The evidence that we have gathered suggests that there has been little positive change in the past five years and that the situation has got worse in some areas.

12. There are fewer specialist teachers in RE than in other Humanities subjects.

   a. At secondary level, more than twice as many teachers of RE (53.6%) as History (25.3%) have no relevant post A-level qualification in the subject. Almost three times as many lessons in RE (24.2%) as History (8.8%) are taught by a teacher with no relevant post A-level qualification. The 2013 Ofsted report referred to this as one of the reasons why RE was good or better in only just over half of the schools observed, as compared to 71% in the most recent report on History (2011).

   b. At primary level, over 60% of recently qualified teachers had received fewer than three hours of subject specific training in RE at ITE (over a 1-year PGCE or Schools Direct programme). In 50% of primary schools which responded to the 2016 Primary NATRE survey, some RE is being delivered by a higher level teaching assistant (HLTA). In 1 in 10 schools between 25% and 50% of RE is delivered in this way.

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13. An increasing number of schools, particularly academies, offer no provision for RE at Key Stages 3 and 4. Curriculum time for primary is also limited.

a. Across all school types, 33.4% of schools offered no RE at all in Key Stage 4 in 2016, up from 22.1% in 2015. This is a significant increase in just one year, and represents almost 900 schools offering no RE.\(^{17}\)

b. 23.1% of all schools offered no RE at all in Key Stage 3 in 2016, up from 20.5% in 2015.

c. Over 40% of academies without a religious character offered no RE at Key Stage 4 in 2016 and nearly 30% of academies without a religious character offered no RE at Key Stage 3. With over 1,000 secondary schools now academies (up from under 500 in 2015), and given that more schools will become academies, this is extremely worrying.

d. Schools which follow their locally agreed syllabus are also increasingly offering no RE at all at Key Stage 4. In 2016, 34.9% of schools which followed their locally agreed syllabus offered no RE at Key Stage 4, up from 20.7% in 2015.

e. Data for primary schools is more limited. The best data we have is from the 2016 NATRE survey of primary RE teachers, a self-selecting group of 373 teachers from schools in over 100 local authorities. Nearly 30% of the primary schools surveyed offered less than 45 minutes of RE per week. Most agreed syllabuses recommend 60 minutes per week at Key Stage 1 and 75 minutes at Key Stage 2.\(^{18}\)

14. Academisation and reductions in funding have reduced local authority support for RE via Standing Advisory Councils on Religious Education (SACREs) and professional advisers, to the point where such support is unsustainable in many areas and already disappearing in some.

15. Changes to accountability systems have created an environment where there is less and less incentive for schools to offer good RE, particularly at secondary level. These include Ofsted no longer inspecting individual subjects, the removal of GCSE Short Courses from school performance measures and the non-inclusion of Religious Studies\(^{19}\) GCSE in the Ebacc. This has led to a significant drop in students taking a Key Stage 4 qualification in RE\(^{20}\) (see figure 8 on Page 61), and has affected, for

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\(^{17}\) Source: School workforce data 2015 and 2016, analysed by Deborah Weston for NATRE.

\(^{18}\) NATRE (2016), ibid.

\(^{19}\) GCSE and A-level qualifications use the name Religious Studies (usually abbreviated to RS) rather than Religious Education.

\(^{20}\) 260,300 pupils entered for a Key Stage 4 qualification in Religious Studies in 2018, down from a high of 433,750 in 2011.
example, the number of specialist teachers at secondary level. As fewer students take GCSE courses, schools are further reducing their RE provision and the number of specialist teachers they employed.

16. The shift to a more school-led system has led to an increasing reliance on grass-roots teacher networks for continuing professional development (CPD). These are often very effective but provision is patchy and networks are not always as well supported as they could be.

17. There is an increasing disparity of provision and support for RE in schools of a religious character and schools without a religious character. Over a third of schools and over 40% of academies without a religious character offered no RE in Year 11 in 2016, compared to 11% of schools with a religious character. Across Key Stage 4, 27% of schools and 35% of academies without a religious character offered no RE, compared to 7% of schools with a religious character.²¹

18. The structures supporting RE in schools of a religious character are much more stable than those supporting schools without a religious character.

a. RE is inspected as a specific subject in voluntary aided (VA) schools (a subset of schools with a religious character) via the section 48 inspection process (specific inspection of schools with a religious character). This offers an incentive for schools to invest in the subject, allocate more curriculum time to it and enter students for public examinations.

b. Church of England and Catholic dioceses as well as Jewish religious authorities offer specialist professional advice for RE to a much greater extent than local authorities or local teaching school structures are able to.

c. On average, schools with a religious character take up more CPD opportunities than schools without a religious character. For example, schools with a religious character make up only 37% of primary and 19% of secondary schools – yet more than half of schools who have received RE Quality Mark²² awards since its inception have been schools of a religious character.

19. While disparities in provision across school types are clear, the quality of RE is variable across all school types, including schools of a religious character. Issues of quality need to be tackled by schools with a religious character, and the relevant authorities, as well as schools without a religious character.

²¹ Source: School workforce data 2015 and 2016, analysed by Deborah Weston for NATRE
²² The RE Quality Mark is an award that schools can apply for that recognises high quality RE. More information can be found at http://reqm.org/
Figure 4: Curriculum time for RE at Key Stage 3 - 2016

- **Schools with a religious character**
  - No RE at all: 7.1%
  - 0%–3%: 3.7%
  - 3%–6%: 27.6%
  - Over 6%: 61.6%

- **Schools following locally agreed syllabus**
  - No RE at all: 5.4%
  - 0%–3%: 23.8%
  - 3%–6%: 19.1%
  - Over 6%: 51.7%

- **Academies without a religious character**
  - No RE at all: 3.8%
  - 0%–3%: 29.6%
  - 3%–6%: 18.2%
  - Over 6%: 43.8%

Source: School Workforce Data 2016, analysed by Deborah Weston for NATRE.

Figure 5: Curriculum time for RE at Key Stage 4 - 2016

- **Schools with a religious character**
  - No RE at all: 11.2%
  - 0%–3%: 4.5%
  - 3%–6%: 13.5%
  - Over 6%: 70.8%

- **Schools following locally agreed syllabus**
  - No RE at all: 28.3%
  - 0%–3%: 9.4%
  - 3%–6%: 27.4%
  - Over 6%: 34.9%

- **Academies without a religious character**
  - No RE at all: 7.1%
  - 0%–3%: 24%
  - 3%–6%: 27.4%
  - Over 6%: 41.6%

Source: School Workforce Data 2016 analysed by Deborah Weston for NATRE.
The recommendations set forth in this report, adopted in their entirety, will both improve the quality of RE in schools with and without a religious character and create sustainable structures to support RE in schools for the foreseeable future.

We have sought evidence from a wide range of individuals and organisations involved in RE, including teachers, SACRE members, professional advisers and providers of curriculum materials. We have also heard evidence from pupils. The recommendations in this report build on our recommendations from the interim report, in the light of the evidence that we received through this extensive consultation process.

More detail on the strengths and challenges currently facing RE can be found on pages 39–50 of the Commission’s Interim Report.

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I get why you go on about RE Miss. It matters to people. I need to know why people be like they are. I don’t have to agree but I do have to know about it.

Comment by a year 5 pupil quoted by Fiona Moss, oral evidence submitted to the Commission, London

What is a worldview?

The English word ‘worldview’ is a translation of the German weltanschauung, which literally means a view of the world. A worldview is a person’s way of understanding, experiencing and responding to the world. It can be described as a philosophy of life or an approach to life. This includes how a person understands the nature of reality and their own place in the world. A person’s worldview is likely to influence and be influenced by their beliefs, values, behaviours, experiences, identities and commitments.

We use the term ‘institutional worldview’ to describe organised worldviews shared among particular groups and sometimes embedded in institutions. These include what we describe as religions as well as non-religious worldviews such as Humanism, Secularism or Atheism. We use the term ‘personal worldview’ for an individual’s own way of understanding and living in the world, which may or may not draw from one, or many, institutional worldviews.

3.1 THE IMPORTANCE OF STUDYING WORLDVIEWS

23. Everyone has a worldview; their way of seeing, making sense of and giving coherence and meaning to the world and to their own experience and behaviour. An individual's worldview may be more or less systematic and more or less consciously held. It may or may not refer to institutional or communal religious or non-religious perspectives.

24. Young people need both to understand the worldviews of others and reflect on their own. Their whole school experience should enable them to do that, but this would be incomplete without the explicit, rigorous academic study of a wide range of religious and non-religious worldviews. Through this study, they need to come to an understanding of how

27 All contributions to written and oral evidence are quoted exactly as received.
worldviews are formed and expressed, how they have changed over time and their influences on various aspects of individual, communal and national life.

After taking RS\textsuperscript{28} A level it becomes hard to ever blindly accept a proposition again... Before we studied RE, we'd have been more egocentric. Our discussions have stopped being celebrity gossip and more talking genuinely about genuine things.

Year 13 student, oral evidence submitted to the Commission, Birmingham

25. Worldviews, whether personal or communal, are highly influential on the lives of individuals, groups and societies. Core knowledge both of the content of religious and non-religious worldviews and the conceptual structure of how worldviews operate, unlocks knowledge and understanding of important aspects of our cultural and intellectual life. Understanding worldviews enables young people to understand a wide range of human experience, from everyday behaviour to the arts, science, technology, literature, history and local and global social and political issues.

26. The study of worldviews is a critical gateway to a number of other academic disciplines. It remains true that one cannot fully understand literature, science, technology, music, art, history or politics without knowledge of the worldviews underpinning particular movements or forms of expression, whether historical or contemporary. Likewise, these academic disciplines can contribute to our understanding of religious and non-religious worldviews.

27. Religious and non-religious worldviews continue to play a key role in public discourse locally, nationally and globally. They shape a wide range of contemporary debates, as well as practices from everyday interactions to actions on a national or global scale. It is very difficult to understand the significance of these debates or practices without a nuanced understanding of religious and non-religious worldviews and how they operate. For example:

a. The many and varied implications of the growing diversity in worldviews that we see in Britain, including the increasing number of people who identify as not being religious. How have our assumptions about the role of religion in society changed? What implications do these changes have for how we organise ourselves as a society? How do we understand the different worldviews that people hold and why they hold them?

\textsuperscript{28} While Religious Education is the name of the curriculum subject currently, the examination subject at Key Stages 4 and 5 is Religious Studies (RS).
b. Globally, the ways in which religious worldviews shape, and are shaped by, political conflicts, for example in Syria, Mali, or Myanmar. How do we understand the relationships between worldviews, politics and economics in trying to explain these conflicts? How do we understand the ways in which one institutional worldview, for example Catholicism, might have very different political out-workings in different global contexts (South America compared to Europe)?

[studying RE] helps understand the context of world events and what is right or wrong in the media and how to respond.

Year 9 pupil, oral evidence submitted to the Commission, York

28. In Britain, as in some other nations, there has been a rise in extremism of various kinds, including some types of extremism which draw on particular religious or non-religious worldviews and others which draw on religious themes without being religiously affiliated. At the same time, prejudice and discrimination against some worldviews and the communities which adhere to them appear to be increasing in Britain. These are striking illustrations of the division and hatred that can ensue from a lack of understanding of worldviews.

29. A number of studies have shown that Religious Education, taught well, provides a safe space to discuss, experience and respond well to difference - a space where students can engage with controversial issues and learn to disagree respectfully with each other. This can play a key role in fostering good relationships between different groups within the school and in later adult life.

Religious education can contribute a great deal to mutual understanding in a multi-ethnic state. And while it can be quite straightforward to cover the factual information about the rituals and observances and meeting places of different faiths, there is far more that it can do. During my time at Ofqual, the exam regulator, we worked on the new religious studies GCSE, which for the first time is requiring students to study two religions. This means that they study at least one that is not their own, so they arrive at some understanding of the differences between faiths. And religious education also has the potential to develop children’s understanding of the diversity that often exists within as well as between faiths: after all, most faiths actually encompass a spectrum of views, from liberal to conservative.

Religious education done well helps children understand where values overlap and where they diverge, and hence the basis for the tensions that can arise between and sometimes even within faiths. It

can help them understand the tensions that can arise between faith and other legally established rights, such as the rights of women and rights relating to sexuality. And done well it allows children to understand how their own faith relates to the wider world, both in terms of attitudes and the prevailing law. Again, this is not about indoctrination, rather about making sure that young people have the knowledge to make their own informed choices.

Amanda Spielman (HMCI), speech to policy exchange think tank, 9 July 2018

[Studying RE] has helped me have more friends in school – there are other faiths in school and my best friend is a Muslim. We are connected because we’ve got to understand each other’s faiths through RE.

Year 10 pupil, oral evidence submitted to the Commission, Manchester

We learn to accept differences in each other as understanding breeds tolerance in our diverse communities. This allows us to create a safe environment that benefits everyone.

Year 9 pupil, oral evidence submitted to the Commission, Birmingham

You learn to respect your peers. You learn about their religion, rights and responsibilities – for example the 5 precepts of Buddhism. You learn what they do and why they do it. You won’t then isolate them or bully them because of their faith.

Year 10 pupil, oral evidence submitted to the Commission, Manchester

30. The explicit, academic study of worldviews provides an opportunity to develop a range of specific and general transferable skills. Skills that are intrinsic to the disciplines involved in the study of worldviews include analysing a range of primary and secondary sources, understanding symbolic language, using technical terminology effectively, interpreting meaning and significance, empathy, respectful critique of beliefs and positions, recognizing bias and stereotype, and representing views other than one’s own with accuracy.

3.2 STUDYING WORLDVIEWS IN A CHANGING LANDSCAPE

31. Children and young people live in a very different world from that of 1944 when the Education Act enshrined in law a duty for all schools to teach Religious Education, or even 1988 when the legislation on RE was last changed. In preparing for adult life, they need to learn to respond well to a local, national and global landscape of religion and belief diversity. This need is more urgent than ever.
Over time, RE practice has moved from being predominantly ‘religious instruction’ to predominantly education that draws on a selection of ‘religions’ and ‘beliefs’. This shift has taken place for a number of reasons:

a. a gradual increase in the diversity of religious and non-religious worldviews among the population of England

b. a gradual shift towards the belief that it was wrong for the state to proselytise

c. an increased understanding among educators and policymakers that young people need to understand and operate in a global environment.

Non-religious worldviews have increasingly been included as a legitimate area for study in RE, partly as a result of the increasing number of people holding non-religious worldviews. Exploring these worldviews in more depth has illustrated that the distinction between religious and non-religious worldviews is not as clear-cut as we might have thought. Many of those who identify as non-religious might still hold specific beliefs or undertake specific practices associated with particular religious worldviews, while some of those who identify as religious may not believe straightforwardly in the core tenets of the institutional worldview to which they profess to adhere.

The existential questions that non-religious worldviews grapple with are the same as those that religious worldviews seek to respond to including: the nature of reality, the meaning and purpose of human life, what constitutes a good life. Likewise, questions of identity, belonging, commitment, behaviour and practice, cut across both religious and non-religious worldviews.

Now it is time for another shift in practice. The best RE in schools has already moved away from an essentialised understanding of six ‘major world faiths’ and confidently explores different patterns of identification and practice, including affiliation with more than one worldview, and the experience of those who do not identify with any religious or non-religious worldview, known in the academic literature as the ‘nones’. There is now greater recognition that within each major tradition there are different communities of interpretation and different theological and philosophical approaches. More still needs to be done to ensure that a wider range of institutional worldviews is taught, particularly Hinduism, Buddhism and Sikhism, which are sometimes neglected. RE needs a gear change if we are to prepare children and young people for living in the increasingly diverse world in which they find themselves.

The shift in language from ‘religion’ to ‘worldview’ signifies the greater attention that needs to be paid to individual lived experience, the complex, plural and diverse nature of worldviews at both institutional and individual levels, and the extension of the subject beyond six major world faiths and
humanism. It also signifies that understanding the concept of a ‘worldview’ and being able to explore, at a conceptual level, how worldviews work in practice, is as important as knowing the content of particular worldviews. It is this powerful, conceptual knowledge that all pupils need to have. The Commission explored a range of terminology and, while ‘worldview’ is still not perfect and is contested, this was found to be the best fit for the shifts in practice that the Commission is advocating. It is also the best available catch-all term to describe both religious and non-religious approaches to life.

37. We therefore propose that the name of the subject be changed to ‘Religion and Worldviews.’ This name change signals the shift in practice that we are advocating for, which is essential to the National Entitlement that we set out below. It removes the ambiguity in the phrase ‘Religious Education’ which is often mistakenly assumed to be about making people more religious. ‘Worldviews’ refers to the wide variety of religious and non-religious worldviews that can be studied as part of this subject. Retaining the term ‘religion’ – and not ‘religions’ – in the subject name is a reminder that religion as a category is a crucial object of study, as are other conceptual categories such as secular, spiritual, and worldview.

**RECOMMENDATION 1**

The name of the subject should be changed to Religion and Worldviews. This should be reflected in all subsequent legislation and guidance.
SECTION 4

THE NATIONAL ENTITLEMENT TO THE STUDY OF RELIGION AND WORLDVIEWS

38. The National Entitlement is a set of organising principles which form the basis for developing programmes of study. We recommend that the Entitlement applies to all pupils in all publicly funded schools, and that independent schools are encouraged to adopt it as a mark of good practice. It sets out the parameters of the subject and the key underlying concepts that pupils must be taught in order to understand religious and non-religious worldviews.

39. We recommend that the National Entitlement should become statutory for all publicly funded schools in order for there to be a recognised national statutory basis for the subject. This will help to ensure that no pupil is denied access to the knowledge of religious and non-religious worldviews that all pupils need to prepare them for life in modern Britain. It will also simplify and clarify what is currently a complex and unwieldy legal position.

RECOMMENDATION 2

The National Entitlement to the study of Religion and Worldviews should become statutory for all publicly funded schools.

a. For community, foundation and voluntary controlled schools, the requirement for Religion and Worldviews to be provided in accordance with the National Entitlement will replace the requirement in the Education Act 1996 (Section 375) to follow their locally agreed syllabus.

b. For academies, their funding agreements should be amended to state that all academies must provide Religion and Worldviews in accordance with the National Entitlement.

c. For voluntary aided schools of a religious character, a requirement should be introduced to provide Religion and Worldviews in accordance with the National Entitlement as well as the requirements of their Trust Deed.

40. For community, foundation and voluntary controlled schools, the requirement to follow the National Entitlement will replace the requirement for these schools to follow their locally agreed syllabuses. The simplest way for this to be done is to replace references to the locally agreed syllabus in legislation with references to the National Entitlement.
41. One of the major challenges of the current legal system is the position of RE in academies. Prior to 2017, funding agreements stated only that academies must provide RE in accordance with the statement that ‘agreed syllabuses must reflect the fact that religious traditions in Great Britain are in the main Christian, whilst taking account of the teaching and practice of the other principal religions represented in Great Britain.’ They did not specify that academies without a religious character must follow their locally agreed syllabus. More recent funding agreements state that academies must follow the provisions of the law as they apply to community, foundation or voluntary schools as applicable. There remains some ambiguity as to whether that means that academies which are community schools must follow their locally agreed syllabus.

42. Currently, 42% of secondary academies without a religious character report they offer no RE in Year 11, according to school workforce data. The proposed amendment to academy funding agreements clarifies the position of Religion and Worldviews in academies and removes any ambiguity about whether they are required to provide Religion and Worldviews.

43. The National Entitlement will also clear up the ambiguity about how academies should approach the curriculum - they will be able to decide on their own curriculum so long as it meets the National Entitlement. This brings RE in academies more closely into line with other subjects.

44. Voluntary Aided schools are currently required to provide RE in accordance with their Trust Deed. This will continue to hold, but schools will also be required to provide RE in accordance with the National Entitlement.
THE NATIONAL ENTITLEMENT TO THE STUDY OF RELIGION AND WORLDVIEWS

All pupils are entitled to be taught Religion and Worldviews in every year up to and including year 11. Post-16 students, including those in Further Education should have the opportunity to study Religion and Worldviews during their post-16 course of study.

Schools must publish a detailed statement about how they meet the National Entitlement and ensure that every pupil has access to it through the curriculum, lessons and wider experiences they provide.

Pupils must be taught:

1. about matters of central importance to the worldviews studied, how these can form coherent accounts for adherents, and how these matters are interpreted in different times, cultures and places

2. about key concepts including ‘religion’, ‘secularity’, ‘spirituality’ and ‘worldview,’ and that worldviews are complex, diverse and plural

3. the ways in which patterns of belief, expression and belonging may change across and within worldviews, locally, nationally and globally, both historically and in contemporary times

4. the ways in which worldviews develop in interaction with each other, have some shared beliefs and practices as well as differences, and that people may draw upon more than one tradition

5. the role of religious and non-religious ritual and practices, foundational texts, and of the arts, in both the formation and communication of experience, beliefs, values, identities and commitments

6. how worldviews may offer responses to fundamental questions of meaning and purpose raised by human experience, and the different roles that worldviews play in providing people with ways of making sense of their lives
7. the different roles played by worldviews in the lives of individuals and societies, including their influence on moral behaviour and social norms

8. how worldviews have power and influence in societies and cultures, appealing to various sources of authority, including foundational texts

9. the different ways in which religion and worldviews can be understood, interpreted and studied, including through a wide range of academic disciplines and through direct encounter and discussion with individuals and communities who hold these worldviews.

Programmes of study must reflect the complex, diverse and plural nature of worldviews. They may draw from a range of religious, philosophical, spiritual and other approaches to life including different traditions within Christianity, Buddhism, Hinduism, Islam, Judaism and Sikhism, non-religious worldviews and concepts including Humanism, secularism, atheism and agnosticism, and other relevant worldviews within and beyond the traditions listed above, including worldviews of local significance where appropriate.

Teaching must promote openness, respect for others, objectivity, scholarly accuracy and critical enquiry.

Pupils are therefore entitled to be taught by teachers who:

a. have secure subject knowledge

b. are capable of addressing misconceptions and misunderstandings and handling controversial issues

c. demonstrate a critical understanding of developments in the study of religion and worldviews

d. promote the value of scholarship.

In order for all pupils to have equal access to high quality education in Religion and Worldviews, the subject must be given adequate time and resources commensurate with the place of Religion and Worldviews as a core component of the curriculum.
The National Entitlement to the study of Religion and Worldviews was developed to encapsulate five underlying principles.

a. Understanding ‘religion’ as a category, and understanding the nature of worldviews, are central to the aims of the subject. Knowledge of particular worldviews alone is not sufficient. Young people also need to understand approaches to the study of religious and non-religious worldviews, and they need to be able to understand how to apply what they know to unfamiliar worldviews that they have not yet encountered and to relate it to their own developing understanding of life. Understanding the nature of worldviews helps pupils to appreciate that different religious or non-religious worldviews may have different components or emphases: for example, some institutional worldviews might prioritise doctrine while others prioritise practices or following religious laws. It also helps pupils to understand that adhering to an institutional worldview might mean different things to different people within the same community. For older pupils, understanding the origins and uses of the concept ‘religion’ also helps to illuminate debates in the study of religion, for example on the nature of ‘Hinduism,’ as well as the possible shortcomings of the term.

b. Worldviews are not fixed, bounded entities. The landscape of religious and non-religious worldviews is fluid and dynamic, and there is much more overlap, cross-fertilisation and interaction than is usually accounted for in school RE. Both the history of religious and non-religious worldviews and the study of their contemporary manifestations need to take account of this fact.

c. Interactions between individuals and institutions/communities/religions/culture/traditions are complex. People are influenced by a whole range of factors, not just their religious adherence, and often exercise a certain amount of freedom of choice and thought. So, for example, a Sikh living in Britain may be influenced by a range of factors and interactions including their personal interests, their political beliefs, and interactions with people around them, Sikh groups locally, nationally and globally, and wider British society, as well as particular cultural and intellectual interpretations of Sikhism. RE has often, however inadvertently, reinforced stereotypical views, particularly when it comes to understanding how religious or non-religious worldviews influence a person’s life, beliefs and actions.30

d. Emotions, experiences and belonging may be at the heart of why and how someone might identify with a religious or non-religious worldview. RE has sometimes treated all worldviews as though they are predominantly a matter of assent to a series of propositions. This may be important to some, but not to others. Practices, ways of life or a

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30 See, for example, Thobani (2010). Islam in the school curriculum. Symbolic pedagogy and cultural claims.
fundamental orientation to the world may also be important, and these may have different levels of importance in different institutional or personal worldviews.

e. The study of religious and non-religious worldviews is not the preserve of any one particular discipline at university level. Worldviews may be studied in anthropology, area studies, hermeneutics, history, other human and social sciences, philosophy, religious studies and theology among others. At school level, the study of worldviews is inherently multidisciplinary and should draw from as many of the above disciplines as possible. It is important that young people experience a range of academic approaches to the nature, origin, role and function of religious and non-religious worldviews in people’s lives.

46. We also note here the importance of pupils being taught by teachers with secure subject knowledge. Religion and Worldviews is a complex and potentially sensitive subject, and requires highly skilled and knowledgeable teaching. Our proposals to develop high quality teaching of Religion and Worldviews can be found in section 6 below.

47. We have included some supplementary guidance on the National Entitlement for schools and curriculum planners in Appendix 2 below.
Schools cannot be expected to develop their curriculum from the National Entitlement with no guidance. Teachers who contributed written evidence stated the need for more specific guidance, particularly on age-related expectations. They also reminded us that non-specialist teachers at both primary and secondary may not have the expertise, or indeed the time, to plan a balanced curriculum. Teachers need to know exactly what is expected of them.

I feel that is absolutely essential to develop expected standards of attainment linked to knowledge (as in NC for History and Geography) and that this would help hugely with accountability and they could act as a benchmark for schools.

Teacher of RE in a secondary school, response to the consultation on the interim report

I agree with the national entitlement- as long as it is coupled with straightforward guidance (esp for primary teachers and coordinators) about how this will look in the classroom. As it stands, particularly without a national picture for assessment, it might not guarantee across-the-board excellent RE for all children. Many non-expert teachers could find it tricky to create a scheme of work or design a curriculum that allows for clear progression. It would certainly need the backing of SACREs, dioceses, local authorities (where still exist!), NATRE etc to translate entitlement into day-to-day classroom practice.

Specialist leader of education in primary RE, response to the consultation on the interim report

We therefore propose that the National Entitlement needs to be translated into programmes of study at a national level:

**RECOMMENDATION 3:**

a. Non-statutory programmes of study for each of Key Stages 1–4 should be developed at a national level, at a similar level of detail as those for History and Geography in the National Curriculum. These should be ratified by the DfE.

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31 Teachers and SACRE members have not been identified by name in their comments on the written and oral evidence. However, organisational responses and those by individual advisers speaking in an individual capacity have been identified.
b. Programmes of study should be developed by a national body of a maximum of nine professionals, including serving teachers. This body may choose to take advice from other organisations as relevant.

c. The core purpose of the national body should be to develop and revise the programmes of study. It will also make recommendations to the government and advise the profession on issues relating to Religion and Worldviews and the resources and support needed to deliver high quality Religion and Worldviews for all pupils.

d. The national body should be appointed by the DfE on the basis of recommendations from the Religious Education Council of England and Wales, following an open application process.

e. Members of the national body should be appointed on the basis of commitment to the approach taken to Religion and Worldviews in the National Entitlement and proven expertise in some or all of the following:

   i. specialist knowledge of Religion and Worldviews with both research and classroom experience

   ii. curriculum development, within or beyond Religion and Worldviews

   iii. initial teacher education or continuing professional development of teachers

   iv. current or recent classroom experience in either primary or secondary phases.

f. The national body should be a standing body with a third of members changing every three years. It should be funded on a per diem basis by the DfE.

g. Programmes of study should be reviewed whenever the National Curriculum is reviewed, but the national body should also have the power to request the DfE for a review if they believe this is warranted.

50. Non-statutory programmes of study will provide a national benchmark for good practice and a basis for those schools and localities where there is limited capacity to develop their own curriculum materials. The programmes of study will also provide a basis for resource providers, removing the need to align resources to the wide variety of existing locally agreed syllabuses.
As we recommend the removal of the requirement for local authorities to develop locally agreed syllabuses, these national programmes of study will have much greater weight than previous non-statutory frameworks. While non-statutory, we expect them to be equivalent to the National Curriculum programmes of study. This will only be possible with government funding and ratification.

Programmes of study are to be developed up to Key Stage 4 (rather than Key Stage 3 for National Curriculum subjects) because of the requirement in the National Entitlement to study Religion and Worldviews up to and including Year 11, given that pupils may not be undertaking a formal qualification in the subject at Key Stage 4.

In a school-led system, and in a subject where there are many valid approaches, the Commission was keen not to stifle creativity at local and individual school level. Some local authorities have developed distinctive and innovative approaches to RE and these should be encouraged to continue, but it does not make sense for them to be restricted to the local authorities in which they were developed. Non-statutory programmes of study leave room for schools, local authorities and other providers to develop their own programmes of study aligned to the National Entitlement, which can then be made widely available. This arrangement also leaves space for the relevant authorities to develop programmes of study for voluntary aided schools, again aligned to the National Entitlement.

For national programmes of study to be credible, they need to be developed by people with the right expertise. The arrangements set out above specify a process which assures credibility for the programmes of study.

Our consultation highlighted the need for there to be space for the local within RE. The landscape of religious and non-religious worldviews in England is varied, and it is important for children and young people to understand the worldviews of people in their immediate locality as well as nationally and globally significant religious and non-religious worldviews. Thus, the programmes of study will need to include clearly defined space for a local study at each Key Stage.

Programmes of study will need to be reviewed regularly in order to keep them up to date and ensure that they take account of relevant research. We recommend that as far as possible this aligns with the review cycles for the National Curriculum so that RE is no longer seen as out of step with other curriculum subjects.
RECOMMENDATION 4

Section 375ff of the Education Act 1996 should be amended to remove the requirement for local authorities to convene Agreed Syllabus Conferences and develop locally agreed syllabuses.

57. Many local authorities are struggling to develop locally agreed syllabuses. While some are of very high quality, the process of local determination leads to patchy provision and a ‘postcode lottery’. The current system of locally agreed syllabuses is increasingly untenable, due to widespread academisation and reductions in funding.

Local Authorities have been greatly undermined in the last few years and I question their capacity to do this. I think given the situation that we are in now and the way Agreed Syllabi have evolved, it makes much more sense to have a national Syllabus based around the entitlement, but with scope for local variation, application and resourcing built in. It needs to be devised with local needs in mind. The syllabus would also allow for the trained teachers to use their professional judgement in making sure it responds to the needs and interests of their pupils. This would give SACRES more of a role in making sure that the Syllabus is implemented effectively, resourcing and advising on schemes of work.

SACRE member, response to the consultation on the interim report

Most SACREs (ASCs) do not have the resources, volunteers, skills, money to produce the quality of curriculum required. Those that do may not produce a “balanced” curriculum unless they have a truly balanced committee structure.

SACRE member, response to the consultation on the interim report

58. If full academisation goes ahead, the system of locally agreed syllabuses would become completely redundant – the local authority would be producing a statutory syllabus which no schools would be legally required to follow. This is already the case in some local authorities where all secondary schools have become academies.

59. Up to a third of local authorities already buy in syllabuses from national commercial providers, leading to what some of the teachers who gave evidence have called ‘a national syllabus by default’. Removing the requirement to develop locally agreed syllabuses will reduce duplication of effort across local authorities and remove an unrealistic requirement from those local authorities which struggle to develop and maintain locally agreed syllabuses.
Many Methodists have made significant commitments to their local SACREs and to their Agreed Syllabus work. However, in the end, not all Agreed Syllabuses are commendable, a few have idiosyncratic drawbacks and many are the same as each other, having used the same consultancy companies to assist with the work. In a world where money is limited, this seems rather an expensive use of resources. Taking all that into consideration, it would seem feasible that a national approach would not, on the whole, be detrimental and may actually be beneficial. Where SACREs are particularly beneficial is in making sure that the RE curriculum meets local needs.

The Methodist Church in Britain, response to consultation on the interim report

While local authorities would no longer be required to convene Agreed Syllabus Conferences, there is much good practice to be found at local level.

SACREs are hugely valuable – a bank of knowledge and expertise – which produce well-thought out and appropriate syllabuses. If the requirement to produce locally agreed syllabuses were removed, we might lose SACREs altogether – which would be a huge loss. There might be other ways in which this valuable resource could be harnessed for the benefit of the statutory requirement to provide good quality religious education.

Board of Deputies for British Jews, response to consultation on the interim report

I believe strongly in the role of SACREs, ours is very active and works well to monitor and support RE in schools. Our agreed syllabus is robust and user friendly. I’d be sad to see a time when the locally agreed syllabus was removed and children lost out on learning about the religious history of the place in which they live. RE needs to be relevant and interesting to our children.

Teacher of RE in a primary school, response to consultation on the interim report

These syllabuses are enormously helpful to teachers, especially those who are poorly qualified to teach RE and yet are required to do so. The RE Adviser is crucial for this task too. They also set a standard by which the subject is defined and judged. Incidentally they bring together enthusiastic and knowledgeable volunteers from diverse backgrounds in religion and education to create these.

Teacher of RE at sixth form, response to consultation on the interim report

I would certainly NOT want to lose [our locally agreed] syllabus – it is amazing. However I am saddened when I hear of schools outside [local authority] teaching RE as just a ’let’s do Diwali’ approach where there is not context or meaning attached to the children’s
lives – so if our local authority’s ‘concept-centred approach’ could be incorporated nationally that would be my ideal scenario.

Teacher of RE in a primary school, response to consultation on the interim report

61. The opportunity for local good practice needs to be retained, and the system we have outlined supports this retention of good practice. Local authorities with robust structures and good access to professional advice may continue to develop content aligned to the National Entitlement, including their own programmes of study. These could be made available to a wider range of schools beyond the local authorities in which they were developed. This is already the case with some local authorities adapting, or adopting, the agreed syllabuses of others.

62. Many locally agreed syllabuses include much more detail and exemplification than national curriculum programmes of study allow for. It is likely that the national programmes of study for Religion and Worldviews will follow the model of the National Curriculum. Therefore, there will be a role for local authorities and other providers to provide this detailed exemplification, building on strong provision where it already exists.

63. We note here that many SACREs and teachers have told us that where teachers are involved in the development of locally agreed syllabuses, this is important professional development for them and gives them a sense of ownership of the content. Our recommendations here retain the possibility for teachers to be involved in curriculum development, both through local authority structures and through the role of individual schools in designing or selecting their own curriculum materials.

64. In addition, the national programmes of study will make provision for a local study, and it would make sense to retain local structures to develop these local studies. For further discussion of local structures to support the study of Religion and Worldviews, see section 7.

**RECOMMENDATION 5:**

a. When GCSE and A-level specifications are next reviewed, this should be done in the light of the National Entitlement.

b. The national body should also consider how the study of religion and worldviews may be incorporated into vocational qualifications, either as a stand-alone course or as modules within existing vocational courses.

65. We note that there has been a commitment on the part of the Government not to make major changes to public examinations. We are therefore not recommending an immediate review of GCSE and A-level Religious Studies.
66. In the long term, there is a need to secure continuity and progression between the National Entitlement and any accredited courses. Therefore, we expect that the next time GCSE and A-level come to be reviewed, the review will ensure that courses are aligned with the National Entitlement for Religion and Worldviews. This will ensure that all students taking GCSE are meeting the requirements of the National Entitlement. It also means that any changes to the current RE curriculum based on the National Entitlement will be implemented gradually and progressively, without placing disproportionate burdens on teachers, schools and curriculum planners.

67. Young people taking vocational qualifications also need to have a secure understanding of worldviews. Employers value employees who have a good understanding of the diversity of religious and non-religious worldviews and how this may affect their work. Including Religion and Worldviews in vocational qualifications would provide a vehicle for young people taking vocational routes to receive their entitlement in a way that may be more appropriate to their needs than the GCSE.

A very, very large number of beliefs are relevant to the workplace, e.g. if you work in education or health sector, understanding about religious beliefs in our society today is very important. The precise utility of religious knowledge will vary by occupation, activity and sector but there is no doubt that to a wide, wide range of sectors, knowledge about religion and belief is very important. And to put the contrary, not understanding about religious belief is a serious weakness.

Employer quoted in RE for Real report, 2015

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SECTION 6

DEVELOPING HIGH QUALITY TEACHING

68. Successive Ofsted reports have highlighted that the quality of teaching and learning in RE currently is variable, and, in general, lower than that of History and Geography at both secondary and primary. The last such report was in 2013, and comparable data on the quality of teaching and learning in the last five years is not available. We do know, however, from surveys conducted by the National Association of Teachers of RE (NATRE) and from our own evidence gathering, that many teachers lack confidence in teaching RE, particularly at the primary stage. This lack of confidence stems from inadequate training and a lack of subject knowledge.

69. There is an increasing body of research that suggests that the better subject knowledge a teacher has, the better student outcomes are likely to be. Teachers cannot teach pupils what they need to know or address pupils’ misconceptions if their own subject knowledge is lacking.

We are lucky to have a specialist teacher who helps us to go deeper with our learning. Your teacher needs to have a good understanding of religious and non-religious worldviews.

Year 5 pupils, oral evidence submitted to the Commission by their teacher, Exeter

70. Urgent improvements therefore need to be made at both initial teacher education (ITE) and continuing professional development (CPD), and existing good practice built on.

6.1 INITIAL TEACHER EDUCATION

71. Before outlining our recommendations, we set out here the current situation in initial teacher education for RE.

72. In a survey of over 800 primary teacher trainees conducted by Bishop Grosseteste University in 2013, 50% of teachers said that they lacked

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34 See, for example, OECD (no date). Teachers’ pedagogical knowledge and the teaching profession. www.oecd.org/education/ceri/Background_document_to_Symposium_ITEL- FINAL.pdf
confidence to teach RE.\textsuperscript{35} Successive surveys conducted by NATRE show that non-specialist primary teachers, and some subject co-ordinators, continue to lack confidence to teach RE. This lack of confidence has led some teachers to take their PPA (planning, preparation and assessment) time during RE, leaving RE to be taught by supply teachers or Higher Level Teaching Assistants (HLTAs).

73. Primary teachers receive on average three hours or fewer of subject-specific training for RE. More recently qualified teachers have received on average fewer hours of training, according to the 2016 NATRE primary survey.\textsuperscript{36} This directly contributes to a lack of confidence and sometimes a reluctance to tackle the sensitive and controversial issues that are the lifeblood of the subject.

Locally, many of our teachers feel that their own religious literacy is poor and they are particularly worried about teaching a subject about which they are not confident when they feel they may cause offence if they ‘get it wrong’.

Gillian Georgiou; Kathryn Wright; Olivia Seymour; Jane Chipperton, written evidence submitted to the Commission

74. Primary teachers are unlikely to see good RE in their school placements, given that RE was less than good in six in ten schools visited by Ofsted in 2013.\textsuperscript{37}

75. Recruitment for specialist RE teachers at secondary in 2017–18 stood at 63\% of target – the lowest of all subjects apart from Design and Technology.

76. Bursaries for RE teachers are £9,000 for First Class degree holders and £4,000 for 2:1 degree holders, compared to £26,000 for both for Geography and Classics, which both recruited over 80\% of target in 2017–18.

77. Subject Knowledge Enhancement (SKE) courses for Secondary RE are no longer funded. Funding continues to exist for Subject Knowledge Enhancement in maths, physics, languages, biology, chemistry, computing, English, geography and design and technology. Between 10–20\% of those applying for secondary teacher training in RE pay for an SKE course themselves, at a cost of £150. The SKE course that they pay for is 60 hours, whereas most funded SKE courses are 200 hours. While it is a good

\textsuperscript{35} Quoted in Ofsted (2013). Religious Education: Realising the potential. www.gov.uk/government/publications/religious-education-realising-the-potential
\textsuperscript{37} Ofsted (2013). Religious Education: Realising the potential.
starting point, 60 hours is insufficient to ensure that RE teachers at secondary have the knowledge they need to teach pupils what they are entitled to know.

78. There is currently no comparable Subject Knowledge Enhancement for primary teachers. Lack of subject knowledge is a key driver of the lack of confidence among primary teachers. Therefore, we recommend that there be fully funded Subject Knowledge Enhancement at primary as well as secondary.

RECOMMENDATION 6

All ITE should enable teachers, at primary and where relevant at secondary level, to teach Religion and Worldviews based on the National Entitlement and with the competence to deal with sensitive issues in the classroom, and the teachers’ standards should be updated to reflect this. In order to support this, the following should be implemented.

a. There should be a minimum of 12 hours of contact time for Religion and Worldviews for all forms of primary ITE including School Direct and other school-based routes.

b. Bursaries for ITE in Religion and Worldviews should be set at parity with other shortage subjects.

c. Funding for Subject Knowledge Enhancement courses should be reinstated at parity with Ebacc subjects. Funding should be allocated for Subject Knowledge Enhancement for primary.

d. Two new modules for Religion and Worldviews should be developed for primary ITE, and also made available as continuing professional development (CPD) modules: one for those with limited experience and one for those with proficiency in the subject who would like to be subject leaders or work beyond their own classrooms. These modules should focus on the delivery of the national programmes of study.

79. The RE Council and NATRE, among others, have consistently advocated a 12-hour minimum time requirement in RE for primary trainee teachers. We strongly suggest that 12 hours is the minimum required to develop the basic subject and pedagogical knowledge to be able to teach Religion and Worldviews according to the National Entitlement.

80. The new National Entitlement and the national programmes of study will only be effective if teachers have the required subject knowledge to teach them effectively. Teachers often lack confidence in teaching Hinduism,
Sikhism and Buddhism as well as non-religious worldviews. This may mean that these areas are either not covered, or covered less well, leading to an unbalanced curriculum. In addition, the new programmes of study are likely to require some updating of subject knowledge even for those who are more confident.

81. In addition, teachers of Religion and Worldviews need to have the confidence to teach contentious topics sensitively and empathetically. In order to ensure that they have this confidence, and are able to teach the new programmes of study, we recommend both the new ITE modules and the reinstatement of funding for Subject Knowledge Enhancement (SKE) at secondary and an allocation for SKE at primary level.

82. To reduce duplication, exemplar content for these modules and for SKE courses could be developed nationally, with universities and other providers then having the freedom to adapt this content for their own circumstances.

6.2 CONTINUING PROFESSIONAL DEVELOPMENT

83. There is a clear link between access to training – both ITE and CPD – and the overall effectiveness of the subject. Written evidence provided to the Commission as well as previous reports have underlined the importance of access to high quality CPD.39

84. Teachers and subject leaders in schools without a religious character are far less likely to have received any CPD in the past year than those in schools with a religious character, as shown in research conducted for the APPG on Religious Education in 2013. The NATRE primary and secondary surveys in 2015 and 2016 corroborated this evidence.40 These disparities between school types have an impact on teacher retention, with teachers in schools without a religious character leaving the profession considerably earlier. They may also have an impact on both the status and quality of the subject.


40 All NATRE surveys can be found at www.natre.org.uk/news/latest-news/
Redressing the balance requires a combination of both national and local continuing professional development, at primary and secondary level.

The new National Entitlement and programmes of study will also require associated continuing professional development for effective implementation. The evidence that we have gathered shows that implementation of new programmes of study or curriculum materials is more effective if adequate training and support is provided to teachers.

**Recommendation 7**

The government should allocate funding for CPD for Religion and Worldviews to support the delivery of the new non-statutory national programmes of study. This funding should be for a period of at least five years and be sufficient to cover:

a. a national programme of online and face-to-face CPD, including an online platform with both massive open online courses (MOOCs) and static resources

b. the development of curriculum materials and supplementary guidance, including resources for local studies

c. support for local face-to-face CPD including teacher hubs and networks, with specific allocations for areas of opportunity and of a sufficient level to cover adequate professional advice and support.
While there is much positive and effective activity at local level, not all teachers have equal access to such expertise. If a Higher Education Institution (HEI) that teaches RE, theology or religious studies is present, or the local authority has bought in significant time from an RE adviser, there is more capacity and expertise available to support RE in that locality as compared to those where that expertise is not readily available. Therefore, national CPD needs to be available in order to support those localities where access to expertise is more limited.

An online platform with both static and dynamic content provides an easily accessible form of CPD for teachers and can also be used to support face-to-face local CPD. Static resources serve as a benchmark of good practice for teachers. Exemplification of age-related expectations can also be provided in this way. All the materials on the online platform will link clearly to the national programmes of study. We expect that a range of providers, including partnerships between schools and HEIs, will apply for this funding. National resources will also support the teaching of worldviews that are currently less commonly taught, ensuring that they are portrayed with the required nuance and accuracy.

There are some specific challenges for Hindus:
1. The poor portrayal of the traditions, as often replicated from one textbook to the next.
2. A perception (right or wrong) that schools are opting out of teaching their tradition (and other Eastern or dharmic traditions).
3. The lack of study of a Hindu moral philosophy (in addition to the study of the standard Western approaches, such as Aristotelian virtue ethics, deontology, etc.). Textbooks and exam question often do little more than second guess what Hindu responses to concrete moral issues might be, and often rather poorly e.g. “Hindus don’t eat meat because they believe they might be eating their (former) grandmother”. One clear challenge is that in answering questions, there is a fear that excellent answers will be marked lower than the bog-standard.

Rasamandala Das, written evidence submitted to the Commission

The National Entitlement and national programmes of study simplify the CPD needs of teachers as it means that resource developers and providers can work to a single set of programmes of study rather than the variety of locally agreed syllabuses that exist today. The time is right to develop a national CPD offer aligned to the national programmes of study.

The national CPD offer would also redress the disparities between school types as it provides all teachers with accessible resources, support and training.

41 Static content is content which is uploaded and remains stable, for example articles or videos. Dynamic content is interactive and may change, for example online courses, webinars, wikis and social media posts.
As with any other curriculum subject, teachers will need further guidance, resources and curriculum materials in order to implement the National Entitlement effectively. The national programmes of study also include a local study element and local materials will need to be developed for this. Therefore, there needs to be a clear funding stream for this work which both national and local organisations can access.

Much support for teachers is, of necessity, local. This is partly due to the history of local determination, partly due to the need for schools to engage with local faith and belief communities and partly due to the fact that teachers cannot always travel long distances to engage with CPD.

Local structures to support teachers are at risk from reduced funding to schools and local authorities and from academisation. Many local authorities are paying for fewer days from RE advisers, reducing the amount of expertise available to their schools. Academisation has also led to reduced funding to local authorities and a corresponding reduction in capacity.

Local hubs have emerged in some localities to provide CPD support and advice for teachers. Many of these are grass-roots, started and supported by teachers and affiliated to national organisations such as NATRE. Some are affiliated to local structures such as the SACRE or diocese. Others are partnerships between the local authority (through the SACRE), Church of England diocese and local schools including Teaching School Alliances. Some hubs have gained funding from trusts and foundations for their activity, while others operate solely on the goodwill of volunteers.

The evidence that we have received has shown that local hubs, particularly those that are well funded and have access to professional advice, have been invaluable to many teachers, increasing their confidence and knowledge. We argue that the hub model can work for Religion and Worldviews, if it is given proper resource and sustainable funding, in order to reduce the current postcode lottery. Despite mixed outcomes, hubs continue to be funded in Mathematics and Music Education. They have a better chance of working in Religion and Worldviews because they often already exist at the grassroots level. We therefore consider funding local hubs in Religion and Worldviews to be good value for money.

We propose that all three funding streams specified in Recommendation 7 above should be overseen and administered by the national body. Having developed the programmes of study, it will be best placed to decide how the CPD offer, both nationally and locally, can best support the implementation of these programmes of study. The national body can also ensure that smaller, grassroots movements are not disadvantaged by the application process for local funding.
LOCAL ADVISORY NETWORKS FOR RELIGION AND WORLDVIEWS

97. Local support for RE also needs to include access to the lived experience of a wide range of people with religious and non-religious worldviews. Often the most effective way of engaging with this is through local faith and belief community groups. Most SACREs support local faith and belief community groups to engage with schools, providing training for them to host visits and to visit schools, facilitating contacts with schools and providing resources for schools. Some SACREs are involved with the upkeep of RE Centres, where these continue to exist, and may also support schools by facilitating access to artefacts from a range of traditions. Clearly, this connection to local community groups and resources needs to continue.

Much evidence from the Warwick Diversity Project and other WRERU projects supports the view that the more people are exposed to ‘the other’, the more they are able to relate to the other and the better equipped they are to deal with religious and cultural difference/situations/environments. Thus, in religiously and ethnically diverse areas, RE (and school ethos) makes a major contribution to celebrating this diversity and facilitating contact and dialogue among pupils from different backgrounds. In religiously and ethnically non-diverse areas, RE (and school ethos) can make a major contribution through the organisation of visits to religious communities, inviting outside speakers from religious or worldview communities into the school to help young people encounter and experience ‘the other’, and facilitating links between students and staff in different types of school (e.g. Arweck 2016, 2017c; McKenna, Ipgrave and Jackson 2008; Jackson 2014) and thus combat preconceived ideas and stereotypes.

Warwick Religions and Education Research Unit (WRERU), written evidence submitted to the Commission

98. Many SACREs take on a wider role than this, where funding and expertise permit. Most SACREs analyse examination results every year, and many also support RE in the following ways:

a. providing continuing professional development for teachers through conferences and workshops or contributing to teacher network days and INSET days. Many of these are led by professionals such as RE advisers or external consultants bought in by SACREs

b. supporting local hubs and teacher networks
c. giving presentations to headteachers, governors and the local council to keep RE on the agenda of these different groups

d. promoting RE through competitions and awards, or through events in the local community

e. supporting and advising schools on a range of faith and belief related issues, such as absence due to religious observance, fasting, the wearing of articles of faith, providing prayer and reflection spaces, and other frequently asked questions

f. supporting schools with specific cases, particularly in dealing with complaints and queries linked to sensitive issues such as safeguarding, the Prevent agenda and the right to withdraw.

If part of RE involves a study of local manifestations of religion, then SACREs may have a role in supporting RE. It should also be remembered that imperfect as SACREs are, many of us teachers have gained professional development and career enhancement opportunities through the SACRE system. I would be concerned if there were no way of teachers being able to make progression within the subject.

Teacher of RE in a secondary school, response to consultation on the interim report

SACRE is still needed in a support role for a school led system. If it has the structure to work with all schools including academies, maybe with hubs, this would really help. We could help implement a national plan to improve RE. There is still a real need to foster community relations, including developing different places of worship as an educational resource.

Teacher and SACRE member, response to consultation on the interim report

99. Many contributors to the written and oral evidence pointed out the value of having a group of people in each locality whose role is to support RE, and that other subjects would find this of great value. The best parallels are in music, where the quality of music education would be seriously impoverished if there were no connection with local musicians, music venues and ensembles.

100. SACREs also have a role in monitoring and providing determinations for collective worship, which was outside of the scope of the Commission’s work.

101. These key functions need to continue, but capacity to maintain them is diminishing in many SACREs. The National Association of SACREs’ (NASACRE) reports to the Commission show clearly that many SACREs have seen reductions in funding and support. There is less access to
professional advice, as SACRE budgets reduce. Many of those who submitted written and oral evidence questioned the feasibility of expecting all of these functions to be taken on by volunteers without access to professional advice and capacity.

I represent the Jewish community on Salford SACRE. On the SACRE there are many motivated and well-meaning people who are anxious to see that RE is well taught. They see RE as important in itself and as a means of promoting greater tolerance and social Cohesion. However, the loss of an RE adviser and the limited local authority support has severely curtailed what the SACRE is able to achieve.

Jeremy Michelson, written evidence submitted to the Commission

102. Whilst there are SACREs that are highly effective, some SACREs find it extremely difficult to recruit and retain members and the unwieldy committee structure means that some SACREs are unable to meet due to lacking representation or attendance from members of one or more committees.

Our SACRE has often been inquorate and lacking direction. It makes no sense to have such a body supposedly regulating local delivery of a single subject. Teachers and councillors routinely fail to attend which indicates that they do not see its importance.

SACRE member, response to consultation on the interim report

However the difficulty in finding people to represent [local] teachers on SACRE is most regrettable. At each meeting we have had one teacher representative – the same one each time. Had she been unable to make any of these meetings we should have been inquorate. We aim to have teachers from different types of school to give us feedback on how the current syllabus is working out in the schools, and to tell us of their current and future needs. Teachers all over the country are complaining of ever increasing workloads, and [locality] seems to be no exception.

Extract from SACRE annual report

103. Academisation has also meant that many schools have reduced contact with their SACRE, under the mistaken belief that the SACRE only has responsibility for local authority schools. If academies and multi-academy trusts do not engage with SACREs, not only do they miss out on the support they might receive, but this also has an effect on the capacity of SACREs to support all schools in the area. Some schools, although they are not academies, are not aware of their SACRE and its functions, and others see them as an irrelevance. If the changes we propose take effect, all schools will have better access to support at a local level.
We see supporting the teaching of Religion and Worldviews as part of the local authority’s responsibility for all schools within its boundaries and our proposals do not seek to remove this. However, local authority capacity is diminishing in some areas, so sufficient funding will need to be provided through the Central Schools Services Block (CSSB) to enable local authorities to carry out this function.

The composition of SACREs has not kept pace with changes in the education system. There are many more stakeholders involved in supporting high quality RE than are represented on SACREs, including higher education institutions and school providers. We have also found in the written and oral evidence that SACREs can sometimes become battlegrounds for representation rather than focused on improving support for schools. We therefore recommend a number of changes to the composition of SACREs.

Our recommendations below represent a development and evolution of the role and composition of SACREs, with the new designation of Local Advisory Networks for Religion and Worldviews to signal the changed composition and duties that they will have. We seek to reduce the bureaucracy to which these Local Advisory Networks are to be subjected, so that they can more effectively fulfil their role to support all schools in implementing the National Entitlement to the study of Religion and Worldviews.

It should be noted that legislation will need to be amended in any case to remove the requirement for local authorities to hold Agreed Syllabus Conferences, so it is logical to review the duties and composition of SACREs at the same time.

Our recommendations retain the statutory duty for Local Authorities to convene and host Local Advisory Networks for Religion and Worldviews.

**RECOMMENDATION 8**

Legislation regarding the establishment of Standing Advisory Councils on Religious Education should be amended as follows:

a. The name of the body should be changed to Local Advisory Network for Religion and Worldviews.

b. The Local Advisory Network for Religion and Worldviews must facilitate the implementation of the National Entitlement to the study of Religion and Worldviews in all schools within the local authority boundaries by providing information about sources of support available, and must connect schools with local faith and belief communities and other groups that support the study of Religion and Worldviews in schools.
c. The Local Advisory Network for Religion and Worldviews must submit an annual report to the DfE and their local authority. The DfE and the local authority must publish the annual reports on a dedicated web page.

d. The Local Advisory Network for Religion and Worldviews should be made up of members from five groups:

i. teachers of Religion and Worldviews from all phases including Higher Education

ii. school leaders and governors

iii. ITE and/or CPD providers

iv. school providers including the LA, MATs, dioceses etc

v. religion, belief and other groups that support RE in schools or wish to do so (this might include local museums and galleries as well as religion and belief groups).

e. The Local Advisory Network for Religion and Worldviews may also:

i. provide CPD support for schools

ii. develop programmes of study to support the National Entitlement and supplementary curriculum materials for use within and across their local authority boundaries

iii. provide extra resources for schools on local faith and belief communities to support local studies

iv. provide further support for learning outside the classroom

v. provide advice to schools and school providers on matters of religion and belief in schools

vi. facilitate school-to-school collaboration

vii. celebrate success including through offering prizes and competitions

viii. promote good community relations within and outside schools.

Statutory funding must be provided for all Local Advisory Networks for Religion and Worldviews, calculated by size of local authority and of a sufficient level to enable the group to carry out its activities effectively. This should be ring-fenced within the Central Schools Services block of funding (CSSB) provided to local authorities.
109. We expect that many Local Advisory Networks for Religion and Worldviews will be involved in providing CPD and curriculum materials, and therefore will apply for the funding streams mentioned in section 6.2 above. Where the Local Advisory Network for Religion and Worldviews does not have the capacity to lead on providing local CPD and curriculum materials, the structure of the funding streams above allows for other organisations, including Teaching Schools, to take the lead.

110. The recommendations above clarify that Local Advisory Networks for Religion and Worldviews have a responsibility for all schools within the local authority boundaries, including academies and voluntary aided schools. This ensures that all schools will have equal access to the support that Local Advisory Networks for Religion and Worldviews can provide.
SECTION 8

ENSURING CONSISTENTLY HIGH-QUALITY TEACHING OF RELIGION AND WORLDVIEWS ACROSS ALL SCHOOLS

8.1 MONITORING PROVISION AND QUALITY AT ALL LEVELS

111. It is clear from the evidence that we have received that many secondary schools, and a significant minority of primary schools are not fulfilling their legal requirement to provide RE for every pupil in every year group. The evidence is clear that children and young people in schools without a religious character, and particularly in academies without a religious character, are more likely to be denied their entitlement to RE. This is an inequality that the Commission’s recommendations seek to address.

112. Many of those who contributed evidence claimed that the quality of RE improved when it was being clearly and openly monitored by the inspectorate. Since the end of subject inspections in 2013, expert advisers have suggested that the quality and provision of RE have dropped.

113. Since the end of subject inspections, there is no robust mechanism for holding schools to account for their provision of RE at primary or secondary. The National Entitlement provides the basis for doing so, by requiring that schools publish, as part of their curriculum map, how they meet the National Entitlement to the study of Religion and Worldviews. In addition, there will need to be further monitoring to ensure that schools meet the Entitlement and provide all pupils with the high quality, in-depth teaching of Religion and Worldviews to which they are entitled.

RECOMMENDATION 9

a. Ofsted or Section 48 inspectors should report on whether schools are meeting the National Entitlement.

b. There should be a one-off, in-depth review of the impact of the National Entitlement and national programmes of study once these have been implemented. This should be conducted by Ofsted.

c. The DfE should publish data on hours taught in all subjects (Key Stages 1–4) and GCSE entries for all subjects, including trend data, in an easily accessible format on their website.
Given the new, shorter inspection format, the Commission does not expect Ofsted specifically to inspect Religion and Worldviews lessons. However, it should be feasible for Ofsted inspectors to review the school’s curriculum map and ask school leaders about the provision of Religion and Worldviews and the training and support that teachers have received in order to teach it well.

Before the National Entitlement becomes statutory, we recommend that Ofsted begin to ask questions about the provision for RE in schools and the training and support that teachers have received.

There is a precedent for Ofsted to conduct one-off subject reviews after significant changes have been made – most recently in Music, for example. A one-off review will help to assess whether the national programmes of study are fit for purpose and where implementation, training and support may need to be improved.

The DfE already collects data on hours taught through the school workforce survey, and publishes data on GCSE entries. However, the school workforce data is not currently publicly available at school level. The GCSE entry data is publicly available although the breakdown of GCSE entries by school type would be a useful measure to feature more prominently, given the current disparities between school type.

**8.2 THE IMPACT OF SCHOOL PERFORMANCE MEASURES**

The evidence is clear that the exclusion of Religious Studies GCSE from the English Baccalaureate (Ebacc) has been extremely detrimental to RE in many secondary schools. The following are examples of these impacts.

a. GCSE Religious Studies is often taught in less than one hour a week, less than half of the required curriculum time. Some schools start GCSE in Year 9 in order to cover all the content. This leads to an impoverished experience for pupils.

b. Pupils are being encouraged by school leaders to drop GCSE Religious Studies in favour of Ebacc subjects, and hence lower take-up of GCSE Religious Studies. This is beginning to be evident from the GCSE entry figures, and anecdotal evidence suggests that there have been significant drops in take-up in cohorts set to take examinations in 2019 and 2020.

c. Pupils and parents devalue RE because they perceive Ebacc subjects as more important, and therefore consider RE to be less important than other subjects in the Humanities.
d. Subject specialists are losing their jobs, or not being replaced when they leave, leading to more hours being taught by teachers without a relevant post-A-level qualification in the subject.

e. There is increased non-compliance with the law, with over a third of schools not offering any RE in Key Stage 4.

The pupils who want to study GCSE full course have been told they must choose the Ebacc subjects [instead] because that’s marked as a prestige pathway. [The exclusion of RE from the Ebacc] redefines the subject in some pupils’ eyes, and it’s hard to win them over for Short Course GCSE.

Teacher of RE in a secondary school, oral evidence submitted to the commission, York

Excluding RS from the EBacc in my opinion was demoralising, devaluing for RS and an unfair reflection of the contribution RS makes to the academic, moral and social development of pupils.

Teacher of RE in a secondary school, response to consultation on the interim report

It has been a disaster for the quality and quantity of RE provision that it was not included in the Ebacc as a Humanity subject. Even the Russell Group universities accept RS as of the same academic rigour as the facilitating subjects, so it makes no sense to not include it as one of the Humanities, particularly as the role of RE in preventing radicalisation and prejudice is so important. Even in our school, where RE has for 15 years been one of the most popular and successful GCSE and A level subjects, the numbers of students opting for it is falling, because of the Ebacc and Progress 8 situation. Indeed, we have for the first time several non-specialists teaching it, because the school feels that our exam groups will further diminish as a result of EBacc/Progress 8. This is not going to help the quality of provision and RE will struggle to continue to fulfil the valuable role it has done of spiritual, moral, social and cultural education. Non-specialists cannot teach the subject as well as specialists.

Teacher of RE in a secondary school, response to the consultation on the interim report

The exclusion of Religious Studies GCSE from the Ebacc has increased the disparity between schools with a religious character and those without.

a. A pupil in a school with a religious character is twice as likely to be entered for GCSE Religious Studies as one in a school without a religious character.
b. In 2017, 14% of academies without a religious character entered no pupils for GCSE Religious Studies, compared to nearly 10% of schools following a locally agreed syllabus and around 2% of schools with a religious character.

c. Over 80% of schools with a religious character entered their whole cohort for GCSE Religious Studies in 2017, compared to 40% of academies and schools following a locally agreed syllabus.42

120. The exclusion of GCSE Short Courses from school performance measures has also had a detrimental impact on RE, leading to fewer students taking a qualification in the subject overall. The drop in Short Course has also been a factor in schools choosing to teach Full Course in the time previously allocated to Short Course, which was mentioned by many contributors to our written and oral evidence.

121. The GCSE entry figures below show the impact of the exclusion of GCSE Short Courses, and also illustrate that, after a steady year-on-year rise until 2016, GCSE Full Course entries in 2017 and 2018 have dropped. According to teachers who have submitted evidence to us, this foreshadows a much larger drop in take-up cohorts due to take the examination in or after 2019.

Figure 8: GCSE entries in England 2010–2018 (thousands)

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122. Religious Studies was excluded from the Ebacc not because it was unimportant or lacked rigour, but because it was already a statutory subject at Key Stage 4. However, it is clear that schools are still not fulfilling their statutory requirements. The DfE stating that RE is statutory and that all schools should offer a qualification at Key Stage 4 has not reversed this trend, as can be seen by the rapid increase in schools offering no RE at Key Stage 4. There needs to be stronger policy action to ensure that all pupils at Key Stage 4 receive their entitlement to the study of Religion and Worldviews.

123. Teachers who contributed evidence also stated that the Russell Group’s list of facilitating subjects had a detrimental effect on the perception of Religious Studies at both Key Stage 4 and Key Stage 5. Pupils and parents perceive Religious Studies as a less rigorous and less useful option, when the Russell Group’s own guidance attests to the rigour and value of Religious Studies as an A-level subject.

There are some advanced level subjects which provide suitable preparation for entry to university generally, but which we do not include within the facilitating subjects, because there are relatively few degree programmes where an advanced level qualification in these subjects would be a requirement for entry. Examples of such subjects include Economics, Religious Studies and Welsh.

RECOMMENDATION 10

a. The DfE should consider the impact of school performance measures on the provision and quality of Religion and Worldviews, including the impact of excluding Religious Studies GCSE from the Ebacc and of excluding GCSE Short Courses from school performance measures.

b. In the light of the evidence, the DfE should make amendments to school performance measures to ensure that the study of Religion and Worldviews is not neglected or disadvantaged.

c. The Russell Group universities should review the list of facilitating subjects and consider whether, given their stated comments on the academic rigour and value of Religious Studies A-level, it should be included.

43 Russell Group of Universities (2017), Informed Choices. www.russellgroup.ac.uk/media/5272/informedchoices-print.pdf
SECTION 9

THE RIGHT OF WITHDRAWAL

124. The Commission was requested to review the right of withdrawal. Here we outline the current situation, the views of those who gave evidence, and the legal position as we understand it.

9.1 THE CURRENT SITUATION

125. The right of parents to withdraw their children from RE and from Collective Worship has been in existence since 1870 and has remained part of the legal settlement in both the 1944 and 1988 Education Acts.

126. The right of withdrawal is also protected by Article 2 of protocol no.1 of the European Convention on Human Rights, which states that parents have the right to educate their children in line with their religious and philosophical convictions.44

127. Parents may withdraw their children from some or all of the RE curriculum, without giving a reason. Non-statutory guidance released in 2010 states that the school must not influence the parents’ decision but should make sure that parents are informed about the content of the curriculum.45

128. The law makes provision for parents to make alternative arrangements for children to learn RE in accordance with their parents’ wishes. The school must supervise the children who are withdrawn from RE but are not required to provide additional teaching or incur extra cost. Parents are not required to make alternative arrangements.

129. Teachers also have the right to withdraw from teaching RE.

130. We do not know how many children nationally are withdrawn from RE. There are currently no monitoring arrangements for this at national level. The best data that we have is drawn from a survey conducted by David Lundie for Liverpool Hope University in 2018.46

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a. In that survey, fewer than four children were withdrawn from RE in over 94% of schools, and no children were withdrawn from RE in over 60% of schools. 71% of school leaders had received requests for withdrawal from the whole of RE, and 38% of school leaders had received requests for partial withdrawal. The majority of school leaders, following the 2010 guidance, invited parents to discuss the request and clarified the content of the curriculum with them (74% for full withdrawal, 75% for partial withdrawal).

b. There is widespread concern that parents are using the right of withdrawal, especially partial withdrawal, to remove their children from any teaching on Islam as a result of racist or Islamophobic beliefs. School leaders reported that both full and partial withdrawal were the result of racism, Islamophobia or political campaigns in fewer than 10% of cases. Some of these cases were referred to safeguarding or Prevent.

c. The majority of school leaders who had received requests for withdrawal stated that these were due to the parents’ conservative religious beliefs (49%) or their non-religious or secular beliefs (20%). A further 19% of requests for full withdrawal were due, in the view of school leaders, to misunderstanding of the aims of RE.

9.2 RESULTS OF OUR CONSULTATIONS ON WITHDRAWAL

131. The majority of those who contributed written evidence and those who responded to the consultation on the interim report were in favour of abolishing the right to withdrawal. In Lundie’s survey, 66% of school leaders also supported abolishing the right to withdrawal.

132. Many respondents were concerned about partial withdrawal due to racist or Islamophobic beliefs. Others stated that the right to withdrawal was anachronistic and based on a time when the subject was ‘Religious Instruction’ rather than the objective teaching of a range of religious and non-religious worldviews.

133. NAHT, NATRE and the Church of England – representing three major stakeholders in schools – all called for an end to the right of withdrawal in their written evidence.

NAHT believes that all pupils, in all schools, should experience consistent and high quality Religious Education in order to support the development of understanding, tolerance and respect for religious and non-religious beliefs, practices and viewpoints. In order to secure this, we would like to see amendments made to Section 71 of the School Standards and Framework Act 1998, which provides a parental right to remove children from religious education. We believe that a child’s right to develop religious
tolerance and understanding should be paramount, and that this parental right should be removed.

NAHT, written evidence submitted to the commission

The NATRE Executive sees no good reason for prolonging the right of parental withdrawal from inclusive RE... Evidence from NATRE’s primary survey found that whilst withdrawal from RE is still relatively rare; incidents of this selective withdrawal are increasing.

NATRE, written evidence submitted to the commission

The right of withdrawal from RE is perhaps the most archaic and outdated aspect of the 1944 Education Act.... [T]he clause gives comfort to those who are breaking the law and seeking to incite religious hatred. Sadly, and dangerously, the clause is now exploited by a range of shall I say ‘interest groups’ often using a dubious interpretation of human rights legislation. This undermines the need for all children of all backgrounds to receive a broad and balanced curriculum and thwarts efforts to enable all to live well together.

To the detriment of the subject the right of withdrawal perpetuates the myth that RE is confessional in all schools and aligns RE too closely with Collective Worship in the minds of the media and the public. This should be repealed although we would accept that it would be dependent on the development of an agreed national common entitlement statement to RE.

Derek Holloway on behalf of the Church of England Education Office, oral evidence submitted to the Commission, London

On the other hand, a significant minority were in favour of retaining the right to withdrawal. Some respondents emphasised that the right to withdrawal must be retained in schools of a religious character. Others stated that practice in RE was not as inclusive as it might be, and until RE was fully ‘objective, critical and pluralistic’ the right to withdraw should remain.

134. On the other hand, a significant minority were in favour of retaining the right to withdrawal. Some respondents emphasised that the right to withdrawal must be retained in schools of a religious character. Others stated that practice in RE was not as inclusive as it might be, and until RE was fully ‘objective, critical and pluralistic’ the right to withdraw should remain.

9.3 OUR UNDERSTANDING OF THE LEGAL POSITION

135. There are relatively few cases from the European Court of Human Rights (ECHR) concerning parental objection to compulsory religious education. The case of Folgero v Norway (2007) remains the leading case, summing up the overall approach. In this case, Norway had introduced a compulsory course which sought to provide an integrated approach to the study of religion, philosophy and ethics in a non-doctrinal fashion but which reflected the Christian, and Lutheran, preponderance and cultural heritage of the country. The course had two dimensions, knowledge-based and activity-based. The right of withdrawal was available for the activity-based element but not the knowledge-based elements of the course. The legal
challenge was from humanist parents who objected to their children's participation in the course as a whole and sought full withdrawal from the course.

136. The Court was clear that in order for such a compulsory course to be acceptable its content has to be delivered, 'in an objective, critical and pluralistic manner'. This derives from older case law and is well established. If the material is not considered to be delivered in an 'objective, critical and pluralistic manner', then the adequacy of arrangements for withdrawal need to be considered.

137. In the Folgero case it was decided that the content was not delivered in such a fashion, and that arrangements for withdrawal were inadequate, because it was, in the view of the majority, not possible to separate out participation in activities from the transmission of knowledge (ie it should have been possible to withdraw from the whole subject), and the practical arrangements for requesting withdrawal were flawed.

138. It should be noted that the judgement focused on the manner of delivery, not merely the content. One could therefore argue that it is not sufficient for the curriculum to be 'objective, critical and pluralistic' – it must also be delivered that way in every school.

139. The Court undertook a highly detailed examination of the curriculum in order to determine whether it was 'objective, critical and pluralistic' – and the judges were divided 9–8 on this issue. This highlights how difficult it is to establish whether a curriculum is 'objective, critical and pluralistic.'

140. In our current system, and indeed under a system in which there is a national entitlement but not a prescriptive national curriculum, the detailed content of the subject is developed by individual schools in many cases. In addition, as the court judgement considered the manner of delivery as well as the content, this would also be at the level of the individual school.

141. This would result in the possibility of legal challenge, up to the ECHR itself, of each and every curriculum, very likely at the level of individual schools, and, given the likely variations in them and the varied interests of potential complainant parents, it is unlikely that any one decision would be considered definitive. A similar situation has already arisen with challenges to school uniform policies set locally.

142. The case of Zengin v Turkey, 2007, shows how difficult it is to be compliant with the ECHR and the requirement that RE be 'objective, critical and pluralistic.' In this case, only Christians and Jews, but not Alevis, were allowed to withdraw from religious instruction, which focused on Sunni Islam. The legal challenge from Alevi parents was successful because the court felt that the course was not objective, in that it did not include teaching about the Alevi interpretation of Islam. This suggests that the
right of withdrawal would need to be retained at least in schools of a religious character where one major interpretation of a particular worldview is prioritised and others are not given equal weight.

143. Systems where the right of withdrawal have been designed to make it difficult for parents to access them, and in particular where parents have had to disclose their religious beliefs in order to withdraw their children, have also been seen to contravene the ECHR, in that parents have the right not to disclose their religious beliefs.

144. As a result of this, and despite the majority of respondents in favour of abolishing the right of withdrawal, we reluctantly recommend retaining the right of withdrawal. Given the freedoms afforded to schools to design their own curricula, we could not guarantee that every school curriculum nationally would be sufficiently ‘objective, critical and pluralistic’ to justify ending the right of withdrawal, particularly as so many of the challenges which have been brought have been successful.

9.4 MANAGING THE RIGHT OF WITHDRAWAL

145. Having said that, there are ways that schools can – and do – manage the right of withdrawal so that parents can make informed decisions and in keeping with the need to promote fundamental British values including tolerance of different faiths and beliefs. The majority of schools in Lundie’s survey invited parents to discuss their request and find out more about the RE curriculum. Most parents withdrew their requests following these discussions. The evidence we have gathered also emphasised the need to explain to parents what their children will be studying and correct misconceptions.

146. Some of our respondents insisted that parents provide an alternative curriculum. This appeared to be effective in the schools where it applied. It should be noted that parents are not currently required to provide an alternative curriculum, although many school leaders believe that they are required to do so.

147. Many school leaders are not clear on the scope of the right to withdrawal, for example whether parents need to give a reason (they do not) and whether partial withdrawal is acceptable (it is). The DfE should therefore review, clarify and where necessary amend the guidance currently given to schools.

148. We do not have accurate data on how, and to what extent, the right of withdrawal is being used. Schools should be required to report on how many children are withdrawn and for what reasons, where reasons are given. The DfE can then monitor this on an annual basis and suggest interventions or amendments if racist or Islamophobic withdrawal continues to rise.
It may be feasible to develop a code of good practice for managing the right of withdrawal, which may also include the parent declaring that they understand the school’s published programme of study and that they understand the need for tolerance of all faiths and beliefs. We note that the Welsh Government and WASACRE (The Welsh Association of SACREs) have recently backed the publication of ‘Managing the Right of Withdrawal from RE’ written by Gill Vaisey. We recommend that the DfE works with school leaders and the national body to provide guidance for schools in England.

RECOMMENDATION 11

a. The DfE should review the right of withdrawal from Religion and Worldviews and provide legal clarification on:

i. whether parents have a right to withdraw selectively from parts of Religion and Worldviews

ii. whether parents have a duty to provide an alternative curriculum for Religion and Worldviews

iii. whether children withdrawn from Religion and Worldviews can access other curriculum subjects or special educational needs and disabilities (SEND) support during the time they would normally be studying Religion and Worldviews.

b. The DfE should work with school leaders to develop a code of good practice for managing the right of withdrawal.

c. The DfE should monitor how the right of withdrawal is being used on an annual basis and provide data on the number of full and partial withdrawals and the reasons for withdrawal where given.

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APPENDIX 1: SUGGESTED TIMELINE FOR IMPLEMENTATION OF RECOMMENDATIONS

1. Care will need to be taken in implementing these recommendations not to cause unnecessary disruption to schools or to add to teachers’ workload unnecessarily. We therefore suggest a phased approach to implementation to ensure that schools have the resources that they need before being required to make changes to their curriculum and planning. We envisage that it may take up to three years to establish the support arrangements needed before seeking statutory change.

PHASE 1: ANNOUNCEMENT AND PLANNING

2. This first phase will lay the groundwork for full implementation. There is also an opportunity to make some changes in the immediate term that will help to establish a more solid foundation for the study of Religion and Worldviews. We expect that the following recommendations can be implemented in Phase 1.

   a. Establish the national body to develop programmes of study and set a timeline for developing, piloting and releasing programmes of study.

   b. Restore parity of bursaries at initial teacher education (ITE).

   c. Announce guidance to universities that ITE courses should devote a minimum of 12 hours to the teaching of RE.

   d. Review performance measures.

   e. Publish data on hours taught and GCSE entries.

   f. Ofsted to begin to report on provision of RE.

   g. Publicise the National Entitlement as the aspiration for the subject in the medium to long term.

   h. Funding for SACREs to be ring-fenced within the CSSB and to be gradually increased to the level of funding that will be needed for Local Advisory Networks for Religion and Worldviews once these are established.
Phase 2: Implementation of New Programmes of Study and Support

3. Once the programmes of study have been developed and piloted, the next phase of implementation can begin. The focus here is on the support that schools will need to implement the National Entitlement successfully. We expect phase 2 to consist of the following actions.
   
a. Set up funding streams for national and local continuing professional development (CPD), for curriculum materials, for subject knowledge enhancement (SKE) and for developing the new ITE modules.
   
b. Announce a timeline for the National Entitlement to become statutory, so that schools and other providers can develop curriculum planning and resources.
   
c. National body and DfE develop guidance on managing the right of withdrawal.

Phase 3: Establishing a New Statutory Framework

4. Once resources are in place to support implementation, including curriculum materials, ITE and CPD resources, statutory change can be sought both for the National Entitlement and the Local Advisory Networks. The following statutory changes can be implemented in this phase.
   
a. Seek to amend statute to remove the requirement for local authorities to develop locally agreed syllabuses, and to include the requirement for all schools to provide RE in accordance with the National Entitlement.
   
b. Seek to amend statutory provisions for SACREs in order to establish the reformed structures for Local Advisory Networks for Religion and Worldviews.

Phase 4: Review and Ongoing Support

5. Once statutory change has taken place, it is important to review implementation and to continue to provide support for effective implementation. We suggest that the following recommendations can be actioned in this phase.
   
a. Ofsted to conduct a one-off subject review to assess the implementation of the National Entitlement and ongoing support needs.
   
b. Review and renew funding streams for ITE, CPD and development of materials in the light of the subject review.
c. When GCSE and A-level qualifications are reviewed, review alignment of Religious Studies qualifications with the National Entitlement.

d. Review and adapt programmes of study when the National Curriculum is reviewed.
APPENDIX 2: SUPPLEMENTARY GUIDANCE FOR SCHOOLS AND CURRICULUM PLANNERS ON THE NATIONAL ENTITLEMENT

OUR UNDERSTANDING OF THE CONCEPT OF ‘WORLDVIEWS’ IN RELATION TO THE ENTITLEMENT

1. As stated above, a ‘worldview’ is an overarching conceptual structure, a philosophy of life or an approach to life which structures how a person understands the nature of the world and their place in it. Worldviews encompass many, and sometimes all, aspects of human life – they influence how people understand what is real and what is not, how they decide what is good and what to do, how they relate to others, and how they express themselves, to name but a few examples.

2. Worldviews should not be understood merely as sets of propositional beliefs. They also have emotional, affiliative (belonging) and behavioural dimensions.

3. We see the subject matter of RE as worldviews in two senses:

   a. Institutional systems of making meaning and structuring how one sees the world. These include ‘religions’ such as Christianity, Islam or Buddhism as well as non-religious worldviews such as Humanism or Confucianism. These systems are themselves complex and dynamic. They may refer back to sacred texts or founding narratives and at the same time be fluid, adapting to new times and cultures. They are made up of practices, rituals, narratives, experiences, interactions, social norms, doctrines, artistic expressions and other forms of cultural expression, and should not be reduced simply to belief and practice but understood in all their complexity. Sometimes these may be expressed through complex institutional structures, while in other cases there may be much looser forms of identification.

   b. The individual process of making sense of life and making meaning of experience. In this sense, everyone has a worldview. These personal worldviews may be more or less consciously constructed or coherent. They may make reference to institutional worldviews but we are aware that increasingly young people make less explicit reference to institutional worldviews. They do, however, draw on ideas from these worldviews, both consciously and not.

4. Therefore, the Commission uses the term ‘worldview’ in its broadest sense, to cover traditional and non-traditional religions, secular and atheistic movements and perspectives, non-standard forms of religious and spiritual life and the wide diversity of ways in which people make sense of their lives.
with or without reference or commitment to any specific religion or institutional worldview. We use 'worldview' to cover both religious and non-religious worldviews, and both institutional and personal worldviews.

5. We continue to use the term 'religion' or 'religious' to refer to institutional religious worldviews, and in relation to religions such as Christianity or Hinduism as well as in contexts where individuals might describe themselves as 'religious' or 'belonging to a religion'. This may make 'religions' seem as though they have harder boundaries than they do in practice. We are aware that in practice, there are interactions and blurred boundaries between religions, and that individuals may not see religions as bounded entities. Equally, religious institutions as well as individuals within any one ‘religion’ may have different and sometimes contradictory positions on a range of matters of faith and practice.

6. The understanding of worldviews adopted in this report makes no claims about the truth or otherwise of particular worldviews, although of course this is fertile ground for investigation within Religion and Worldviews. If adherents to a particular worldview claim that there are revealed truths, for example, this claim can be investigated, as can the various cultural, social and intellectual responses to this claim over time.

CONSTRUCTING A CURRICULUM TO MEET THE ENTITLEMENT

7. In constructing the curriculum, and particularly in selecting the religious and non-religious worldviews for study, teachers and curriculum planners are advised to give due weight to the following considerations.

a. **Equality.** All pupils are entitled to experience religious education that is objective, critical and pluralistic.

b. **The aims, purposes and nature of Religion and Worldviews.** The curriculum for Religion and Worldviews is more than learning ‘facts’ about a series of institutional worldviews. It is about understanding the human quest for meaning, being prepared for life in a diverse world and having space to reflect on one’s own worldview. Systematic (i.e. one worldview at a time) and thematic (i.e. studying a topic across several traditions or even across curriculum subjects) approaches are both potential elements of a balanced programme for Religion and Worldviews. To some extent, which particular worldviews are studied is not as important as whether pupils have gained an understanding of the main elements of the National Entitlement, the core skills required, the range of academic approaches to the study of worldviews, the attitudes that enable them to work with others with whom they might disagree, and space to reflect on their own developing worldviews.
c. **The complex nature of belief and belonging.** Holding a religious or non-religious worldview can have many different meanings for different people – for some it is primarily a matter of belief, for others it is about practice or moral outlook or having a sense of belonging. It is important to recognise the complex nature of people’s identity in terms of religion and belief. For many people, including many school pupils, there are multiple influences on their upbringing and identity. Some engage with a variety of different traditions as part of that identity. Similarly, many people do not express an identity with any specific religious or non-religious worldview.

d. **The concepts of ‘religion’, ‘belief’ and ‘worldview’.** If pupils encounter only religious worldviews and not non-religious, only Abrahamic faiths and not Dharmic ones, only the large institutional ‘world religions’ and not smaller, local, indigenous or newer religions, for example, their understanding of the fundamental matter of this subject is impoverished.

e. **Respect.** Pupils deserve to know that their own and their family’s worldview and community are acknowledged, even if they belong to a smaller community. If your own worldview is never mentioned, it is easy to conclude that you don’t count.

f. **Diversity.** It is important that pupils engage with the diversity of religious and non-religious worldviews that exist not only locally but also nationally and globally. Studying only one worldview or even two or three will not achieve this.

8. Teachers and curriculum planners should also have some freedom to develop curriculum plans that take account of:

a. **School context.** Schools differ in many ways, including pupils’ backgrounds, religious character, urban/rural settings, and local geography. However, this diversity should not override the principle of equality laid out in the National Entitlement, although the way it is delivered will be different in different contexts.

b. **Teacher expertise.** Children and young people highly value being taught by someone who is both knowledgeable and enthusiastic about their topic. Teachers should therefore have scope to teach to their strengths, and devise topics which reflect their expertise.

c. **Pupil interest.** Learning succeeds when pupils are both curious about and can see the point of the topic of study – they should have some influence on curriculum design.

9. Therefore, by the end of Key Stage 2 and again by the end of Key Stage 4, all pupils should learn about a range of religious, philosophical, spiritual and other approaches to life including:
a. the complex, diverse and plural nature of religious and non-religious worldviews, within and beyond the worldviews listed below, and the concept of ‘religion’ as a category

b. Christianity, Buddhism, Hinduism, Islam, Judaism and Sikhism, including different traditions within each of these

c. non-religious worldviews and concepts including Humanism, secularism, atheism and agnosticism, including the various experiences of those who identify as having ‘no religion.’

10. In order to understand the full diversity of religious or non-religious worldviews, pupils may also benefit from awareness of a broader range of worldviews, depending on the considerations above. This is not intended to be a comprehensive list but rather an illustration of the scope of the subject that teachers and curriculum planners may draw from. These may include ancient (and still living) traditions from China (eg Daoism, Confucianism), Japan (eg Shinto), Africa, Australia and New Zealand, and the Americas as well as Zoroastrianism and Jainism. These may have fewer identified adherents in the UK, but they are important globally and have influence beyond their identified adherents. Historical and contemporary paganism in the UK may also be included, as this is both growing and influential beyond those who identify as Pagans. The range of worldviews may also include groups formed more recently that pupils may meet or belong to themselves, including Baha’i, Latter Day Saints (Mormons), Jehovah’s Witnesses and Rastafari.

11. There has been some discussion about which non-religious worldviews are appropriate for study. The landscape is complex and many of those who identify as non-religious do not adhere to a particular institutional non-religious worldview. Many non-religious worldviews do not have the same institutional structures as religious worldviews. Having said that, the worldviews to be included should be those which make ontological and epistemological claims (claims about the nature of reality and how we know things) as well as political and moral ones. Humanism, existentialism and Confucianism are examples of suitable non-religious worldviews for study in an age-appropriate way, while nationalism, global capitalism and Communism are examples of worldviews which would not be included in Religion and Worldviews, although they may be appropriate for study in other curriculum subjects.
THE IMPORTANCE OF INCLUDING LIVED EXPERIENCE

12. The entitlement refers to the ‘lived experience of individuals and communities.’ It is our view that learning about a worldview without reference to the lived experience of adherents, and where possible direct encounter with them is insufficient for effective learning in Religion and Worldviews. It is critical that young people explore the ways in which the reality of any one worldview as lived by individuals might differ markedly from what is stated by authorities within that tradition. This has clear implications for schools and for resource providers.

a. Resource providers must ensure that, at age appropriate levels, their resources engage with the interplay between authority positions and the various ways in which these are lived out, challenged or ignored by individuals and groups.

b. Schools must seek to engage with those who identify with various worldviews, including those with dual or multiple identities and those who do not identify with any institutional worldview. Schools must make the effort to enable pupils to meet a variety of individuals who identify with a particular worldview, not only local or national authority figures. This will enable young people to develop their understanding of the ways in which different people interpret and engage with institutional worldviews. It will also ensure that they do not stereotype all individuals as having the same level of commitment or expressing it in similar ways.

c. Schools can do this through visiting places of worship, inviting visitors into school, and various online channels including email and video-conferencing. Pupils can be encouraged to be increasingly independent in finding out about different people, for example through interviewing people they know.

13. It is also recommended that schools include in their curriculum worldviews ‘of local significance where appropriate’. This may include worldviews such as Jainism and Zoroastrianism which have large numbers of adherents concentrated in particular localities, where pupils are likely to encounter local manifestations of that worldview in their daily lives. It may also include a more wide-ranging study of the local manifestations of different worldviews and patterns of belief and belonging in the local area, possibly focusing on spaces of worship or gathering.

DEVELOPING SKILLS IN RELIGION AND WORLDVIEWS

14. As with all school subjects, Religion and Worldviews plays a vital role in developing key skills and contributing to an individual’s spiritual, moral, social and cultural development. In particular, Religion and Worldviews should enable young people to:
a. reflect on their own personal responses to the fundamental human questions to which worldviews respond

b. learn to articulate these responses clearly and cogently while respecting the right of others to differ.

15. develop skills relevant to various disciplinary approaches to Religion and Worldviews, including qualitative and quantitative research skills (at age appropriate levels), philosophical enquiry, hermeneutical approaches to texts, and approaches for understanding the arts, rituals, practices and other forms of expression.

16. develop wider transferable skills and dispositions including respect for others, careful listening, critical thinking, self-reflection and open-mindedness.

17. learn to discuss controversial issues both critically and respectfully, and work with others (including those with whom they disagree).
APPENDIX 3: MEMBERS OF THE COMMISSION ON RELIGIOUS EDUCATION

Chair
The Very Reverend Dr John Hall, Dean of Westminster. Former Chief Education Officer for the Church of England, having previously been Diocesan Director of Education in Blackburn, serving the people of Lancashire. Earlier he had ministered in parishes in London, and before that taught RE at a community comprehensive school in Hull. He chairs the Governors of Westminster School and of Harris Westminster Sixth Form, a free school.

Commissioners
Samira Ahmed, Journalist, broadcaster and Visiting Professor of Journalism at Kingston University. She presents Front Row on Radio 4 and Newswatch on BBC1 and a range of cultural and religious programmes and documentaries across BBC and Radio. These have included Something Understood and Sunday on Radio 4, Heart and Soul on the BBC World Service and BBC1’s religion and ethics discussion show Sunday Morning Live.

Alan Brine, HMI in Ofsted from 2001 to 2014 where he was National Adviser for RE from 2007 to 2014. He is author of many key publications on RE, including the most recent report from Ofsted, Religious Education: Realising the Potential (2013) and the key Church of England survey report on RE in Church Schools, Making a Difference? (2014). Previously he was a teacher of RE in schools and HE, and County Inspector for RE in Hampshire.

Professor Denise Cush, was Head of Study of Religions at Bath Spa University. She specialises in Buddhism, Hinduism, Christianity and alternative spiritualities such as Paganism, as well as religious education. She has also taught Religious Studies in a sixth form college, and trained both primary and secondary teachers of religious education. She was the first female professor of religion and education in the UK and has been Chair of AULRE and the NATFHE RS Section. She is deputy editor of the British Journal of Religious Education.

Esther Deans MBE, Currently she is KS4 Lead in Humanities at Malmesbury school, she has over 25 years experience in teaching and she is Chair of the Race Equality in Education steering group in Bristol, a member of the Commission on Racial Equality, Emeritus Chair of the charity Stand Against Racism & Inequality & Emeritus Chair of Bristol SACRE. She has been part of TEACHMEET, the WIRE project and Speed Faithing to bring teachers, communities, parents and pupils together to promote RE.

Professor Sir Malcolm Evans, KCMG OBE, Professor of Public International Law, University of Bristol. He was a member of the Organization for Security and Co-operation in Europe (OSCE) Advisory Council on Freedom
of Religion and Belief for ten years and is currently Chair of the United Nations Subcommittee for Prevention of Torture. He is Chair of the governing body of Regent’s Park College, Oxford.

**Dame Helen Hyde**, outgoing head of Watford Grammar School for Girls (1987–2016). She was a commissioner on the National Holocaust Commission and she chaired its education work stream. She is a Fellow of the Royal Society of Arts and a trustee of the Holocaust Education Trust, the Anne Frank Trust and the National Holocaust Museum. She is Patron of the Rwandan Sisterhood working with survivors of the genocide and deprived women in Kigali and Co director RtoR, Refugees to Recovery.

**Emma Knights OBE**, CEO, National Governance Association. NGA is a social enterprise which represents, supports and develops state school governors, trustees & clerks in England by providing expert information, advice, guidance and training. Prior to her appointment to the NGA in 2010 she was joint CEO of the Daycare Trust. Before that, she worked in a number of roles in the voluntary sector, particularly in the Legal Services Commission, Citizens Advice, Child Poverty Action Group and the Local Government Association.

**Juliet Lyal** has extensive teaching experience in the Primary sector and retired from her role as a class teacher in August 2017. She serves on Hertfordshire SACRE and was on the writing group for its agreed syllabus (2012–17 and 2017–22). Her national experience in RE includes primary vice-chair of NATRE (National Association of Teachers of RE) from 2012–18 and she is the Local Groups officer managing and supporting 250+ NATRE affiliated local groups. Juliet is a part time lecturer in primary RE at Hertfordshire University and a Statutory Inspection of Anglican and Methodist Schools (SIAMS) inspector.

**Dr Joyce Miller**, Associate Fellow in the Religions and Education Research Unit at the University of Warwick (WRERU). In 2007 she retired as Head of Diversity and Cohesion at Education Bradford, prior to which she was a Senior Lecturer in religious studies at the University of Wolverhampton. She taught in secondary schools in Coventry and Northumberland. She is a former Chair of the RE Council, AREIAC, Bradford SACRE and the Schools Linking Network.

**Eleanor Nesbitt**, Emeritus Professor, University of Warwick. She has published extensively on the religious socialisation of young people of Christian, Hindu and Sikh background. Her many publications on Sikhism include *Sikhism: A Very Short Introduction* (2nd edition 2016). Between 1986 and 2007 (after teaching RE in India and Coventry), she contributed to the training of RE teachers at the University of Warwick. She serves on Coventry SACRE.
Dr Vanessa Ogden, CEO of Mulberry Schools Trust, a Multi Academy Trust in London committed to raising standards in challenging contexts and including Mulberry School for Girls as the founding school. Vanessa is designated a ‘National Leader in Education’ and undertakes ‘School to School Support’. She is also an Honorary Senior Lecturer at the UCL Institute of Education, specialising in education policy and school improvement. She is a religious education teacher, formerly served on Ealing SACRE and has contributed to curriculum development in RE nationally.

Dr Farid Panjwani, Director, Centre for Research and Evaluation in Muslim Education, UCL Institute of Education. He has published widely on the aims, curriculum and pedagogy of religious education. He has worked on several curriculum and teacher education projects in religious and inter-cultural education. He has a wide range of experience of teaching religious education in formal and non-formal settings. In addition to the UK, he has taught courses in universities in Italy, Canada, Tunisia and Pakistan.

Professor Anthony Towey, Director of the Aquinas Centre for Theological Literacy at St Mary’s University, Twickenham. He lectured in Rome, Durham and Birmingham before leading the RE department at Loreto College, Manchester and then becoming Head of Theology, Philosophy and History at St Mary’s. He is an Ofqual subject specialist and has assisted in the shaping of the Religious Education Reforms at A-Level and the development of specifications and resources at GCSE.
APPENDIX 4: EVIDENCE RECEIVED BY THE COMMISSION

RESPONSES TO THE WRITTEN CALL FOR EVIDENCE (2017)

Two thousand, two hundred and forty-five responses were received through the web-based call for evidence. Of the 2,245 responses received, 862 exited the survey without answering any of the substantive questions. Once duplicates were removed, there were 1,377 responses that were analysed. Of the 1,377 responses, 190 came from organisations (just under 14%). Many of the individual responses came from those working in particular organisations with an interest in RE, but did not claim to be answering on behalf of those organisations.

Of the organisational responses, 115 were from schools. This included 74 primary schools and 31 secondary schools, along with 10 belonging to other configurations (e.g. all-through, middle, or prep).

Ninety-eight schools were of a religious character and 17 were not. Fifty-nine were Catholic, 33 Church of England, 6 were other faith schools.

Fifty-six responses were from religious groups. Defining an organisation as a “religious group” can be a subjective exercise. We have taken any organisation that includes a specific religious position as part of its identity as a “religious group”, e.g. the Association of Christian Teachers has been defined as a religious group, whereas the National Association of Teachers of RE (NATRE) has been defined as a professional body. This is not to deny that members of the Association of Christian Teachers are not themselves professionals, nor that the personal religious position of members of NATRE will not have an impact on their professional work. Of these religious groups, 44 were Christian. There were 3 Hindu groups, 2 Jewish groups, 2 Jain groups, 1 Muslim group, 1 Buddhist group, and 1 Baha’i group. In addition, there was 1 response from an organisation representing non-religious views.

Nine SACREs submitted evidence, along with evidence from the National Association of SACREs (NASACRE). Six further professional bodies submitted evidence including NATRE, NAHT and the Federation of RE Centres.

In addition, we have received 49 written responses that were submitted directly, outside the confines of the online call for evidence. These were either received by email to evidence@commissiononre.org.uk, or from the submission facility on the Commission website. These included a mixture of submissions on behalf of individuals and organisations. As with the responses from organisations to the formal online call for evidence, some came from professional bodies, some from SACRES and some from religious groups (and one came from a non-religious group).
### LIST OF INDIVIDUALS AND ORGANISATIONS SUBMITTING EVIDENCE

Names of all individuals and organisations are based on how they were submitted on-line.

**Schools that responded to the call for evidence (2017)**

<table>
<thead>
<tr>
<th>Names of Respondents</th>
<th>Names of Schools</th>
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<tbody>
<tr>
<td>Adrian Hawkes</td>
<td>Phoenix Academy</td>
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<tr>
<td>Ahmed Peererbhai</td>
<td>Green Academy Trust</td>
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<tr>
<td>Alicia Bullock</td>
<td>St. Francis Xavier Catholic Primary School</td>
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<tr>
<td>Alison Gooderson</td>
<td>Weston CE Primary School</td>
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<td>Alison Gourlay</td>
<td>FBEC</td>
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<tr>
<td>Amy Abbott</td>
<td>Tring School</td>
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<tr>
<td>Andrew Watkinson-Trim</td>
<td>West Buckland School</td>
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<tr>
<td>Andy Lewis</td>
<td>St Bonaventure’s School, Forest Gate</td>
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<tr>
<td>Angela Pitcher</td>
<td>Our Lady of Heaven RC Primary</td>
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<tr>
<td>Anita Gallagher</td>
<td>St Joseph’s Camberwell Catholic Schools’ Federation</td>
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<tr>
<td>Anja Webb-Ingall</td>
<td>Benington Primary School</td>
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<tr>
<td>Ann Gunn</td>
<td>St Polycarp’s Catholic Primary School</td>
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<tr>
<td>Ann King</td>
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<td>Ann Marie Owen</td>
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<td>Anna Crosby</td>
<td>John Harrison C of E Primary</td>
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<td>Anne Green</td>
<td>The Faber Catholic Primary School</td>
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<td>Anne Parr</td>
<td>The Federation of St George’s with Our Lady and St Peter RC Primary School</td>
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<tr>
<td>Barbara Meaney</td>
<td>St. Edward’s Royal Free Ecumenical Middle School</td>
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<td>Ben McARDLE</td>
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<td>Ben Taylor</td>
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<td>Bridget Knight</td>
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<td>Carl McIver</td>
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<td>Caroline Vickers</td>
<td>Emmanuel Christian School Leicester</td>
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<td>Catherine Amos</td>
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<td>Catherine Craig</td>
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<td>Catherine Horton</td>
<td>Blessed Mother Teresa’s Catholic Primary School</td>
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<td>Cathryn Clarke</td>
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<td>Charis Geoghegan</td>
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<td>Chloe Probert</td>
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<tr>
<td>Chris Davies</td>
<td>De Lisle College: A Voluntary Catholic Academy</td>
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<td>Christina Stewardson</td>
<td>Cardinal Wiseman Catholic School</td>
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<td>Christine Finnegan</td>
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<td>Claire Speakman</td>
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<td>Clare McNally</td>
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<td>Clare Porter</td>
<td>Trinity Academy</td>
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<td>Clare van Vliet</td>
<td>Our Lady of Fatima Catholic Primary School</td>
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<td>Colette Harris</td>
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<td>David Hird</td>
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<td>David Jobburns</td>
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<td>Debbie Lewis</td>
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<td>Debbie Peskett</td>
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<td>Deirdre Godshall</td>
<td>St. Bernadette’s Catholic Primary School, Cardiff</td>
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<tr>
<td>Diane</td>
<td>St Teresa’s RC Primary School</td>
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<td>Dr Neil Carrier</td>
<td>Hampton School</td>
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<td>Elizabeth O’Connor</td>
<td>Saint Augustine’s Catholic High School, Redditch</td>
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<td>Emma Paton</td>
<td>St Bernard’s RC Primary School</td>
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<tr>
<td>F Waugh</td>
<td>St Thomas More Catholic Academy</td>
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<td>Fiona Leysón</td>
<td>St Giles CE Primary School Killamarsh</td>
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<td>Fiona Todd</td>
<td>Bunbury Aldersey &amp; St Oswald’s</td>
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<tr>
<td>Giles Mercer</td>
<td>The governors of St John’s Catholic Primary School, Bath</td>
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<tr>
<td>Graham Cotter</td>
<td>St. Andrew’s Primary School, Buckland Monachorum.</td>
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<tr>
<td>Grainne Davies</td>
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<td>H Webb</td>
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<td>Helen Mancini</td>
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<td>Helen Simms</td>
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<td>Hilary Alcock</td>
<td>Bungtionsdale Primary School and Nursery</td>
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<td>Ian Crawford</td>
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<td>Isobel Vassallo</td>
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<td>J Johnstone</td>
<td>Dame Alice Owen’s School</td>
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<td>Jacqui French</td>
<td>Holywell Middle school</td>
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<td>James Allen</td>
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<td>James Salt</td>
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<tr>
<td>Jane Cawthorn</td>
<td>Howden Church of England Infant School</td>
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Jane Yates  Armathwaite Community Primary School
Janette Turner  St John Fisher Catholic School
Jennie Molloy  St. James’ Junior School, Derby
Jenny Byrne  SS Peter and Paul Catholic Primary Academy & Nursery
Jo Galloway  Radlett Lodge School
John Clapham  St Andrew’s CE Primary School
John Morgan  St John’s College, Cardiff
Judy King  St Andrew’s CE Primary School Much Hadham
Julie Ashwell  Raynsford Church of England Academy
Julie Kirk  Crich Church of England Infant school
Julie Sedgley  Saint Francis Catholic Primary
Julie Warburton  Cardinal Newman Catholic High School
K Cox  Primary school
K Radford-Rea  Edenham C E Primary School
Karin Baker  Fritchley CE Primary School
Kate Markham  Well Green Primary School
Kathryn Humphrey  All Saints Catholic School York
Kelvin Gibbs  Mundy Church of England Voluntary Controlled Junior School
Kerry Anstee  Devonport High School for Boys
Kerry Shilling  Selborne Primary School
Kirstie Richards  Our Lady and St Joseph Catholic Primary School
Krystyna Bickley  St Catherine of Siena Academy
Lauren Rickards  Our Lady Queen of Heaven Catholic Primary School
Leondre Douglas  Twyford Church of England High School
Lisa Huphries  Sir Joseph Williamson’s Mathematical School
Lisa Machin  St Augustine’s Catholic Academy
Liz  Thundridge School
Liz Collins  Toddington St George C of E School
Liz Peachman  Ellison Boulters CE Academy
Lorna Buchanan  Holy Trinity
Louise Flanagan  St Edward’s Catholic Primary Coleshill
Louise Norris  St George’s CE Primary School
Louise Stephens  St. Joseph’s Catholic Primary
Luisa Maylard-Mason  Blessed Robert Widmerpool Primary School
Luke Angell  Bath Community Academy
Mandy Brown  St. George’s C.E. (V.A.) Primary School
Marie Clark  St. Anne’s C of E Primary
Martina Moran  St Thomas Aquinas School
Mary Lynch  St Nicholas RC Primary School
Matt Rebbitt  St Mary’s Catholic High School, Croydon
Melodie Harmer  Stourport High School and 6th Form Centre
Michael Walters  St Anselm’s Catholic School
Michelle Walsh  St Elizabeth’s Catholic Primary School
Mike Madden  Chatsmore CHS
Morag Flower  Great Torrington Bluecoat C.of E. Primary School
M O’Sullivan  MOD Schools
Nathan Price  St Teresa’s Catholic Primary School
Neil Spencer  St Hilda’s Church of England High School
Nicholas Gibson  St Benidicts Catholic High School
Nick Newitt  Weston St Mary CE Primary School
Nick Seward  Kingham Hill School
Owen Finnegan  St Mary’s Catholic Primary School Studley
Patricia Opalko  St Edmund Campion Catholic Primary School Maidenhead
Paul Carroll  Our Lady & St Rose of Lima Catholic Primary School
Paul Reid  St John the Baptist CE Primary School
Paula Lowry  St Joseph’s Catholic and C of E Primary
Paula Nudd  St Lawrence VA Cof E Lower School
Penny Watkin  Barlow VA C of E Primary School
Peter Burke  St Elizabeth’s Catholic Primary School
Philip Robinson  Aldro School
Rachel Hames  Richard Hill Church of England Primary School
Rebecca Harvey  Walter Evans CE Primary School
Richard Baker  St.Wilfrid’s Catholic Primary School
Richard Cunningham  St Peter’s Catholic Primary School, Waterloo
Richard Smith  Bristol Grammar School Philosophy, Religion and Ethics Department
Roger Averis  St. John’s CE Primary School – Belper – Derbyshire
Rose Magill  Charters School
Ruth Maxwell  Whipton Barton Junior School
Ruth Vayro  St Ambrose RC Primary School
Sally Billam  Hornsea Community Primary School East Yorkshire
Sandra Mallon  Cardinal Newman Catholic School Coventry
### Minute Item 60

<table>
<thead>
<tr>
<th>Sarah Boyle</th>
<th>Cardinal Newman School Coventry</th>
<th>Sue Hart</th>
<th>Netherseal St Peter’s CE Primary School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sarah Hatfield</td>
<td>St Thomas More Catholic School</td>
<td>Sue Pimlott</td>
<td>Sutterton Fourfields Primary School</td>
</tr>
<tr>
<td>Sarah Nankivell</td>
<td>St Mary and St John School</td>
<td>Sue Rolfe</td>
<td>St. Andrew’s VC Lower School</td>
</tr>
<tr>
<td>Sarah Rayson</td>
<td>St Bartholomew’s C of E Academy</td>
<td>Susan Thorn</td>
<td>Edward Peake CE Middle School</td>
</tr>
<tr>
<td>Sarah Smith</td>
<td>St Peter &amp; St Paul CE Primary School</td>
<td>Susannah Hunt</td>
<td>St Andrew’s Lower School</td>
</tr>
<tr>
<td>Sheila Anstey</td>
<td>Welwyn St Marys Primary School</td>
<td>Tamsin Davis</td>
<td>St Anthony’s Catholic Primary School, Wolverhampton</td>
</tr>
<tr>
<td>Shereen Ahmed</td>
<td>Smiths wood sports college</td>
<td>Theresa Madden</td>
<td>St John Fisher Catholic College</td>
</tr>
<tr>
<td>Simon Brown</td>
<td>Hertwood Academy</td>
<td>Therese Langford</td>
<td>School within Birmingham Diocese</td>
</tr>
<tr>
<td>Stephanie McLoughlin</td>
<td>Primary School</td>
<td>Timothy Oxley</td>
<td>Holy Trinity Catholic School, Oakely Road, Small Heath, Birmingham</td>
</tr>
<tr>
<td>Stephen Breeze</td>
<td>St Mary’s Catholic Primary School, Cannock</td>
<td>Toni Harris</td>
<td>Cranbrook School</td>
</tr>
<tr>
<td>Stephen Oliver</td>
<td>Our Lady’s Abingdon</td>
<td>Tracy Johnson</td>
<td>Clayton Hall Academy</td>
</tr>
<tr>
<td>Steve Deadman</td>
<td>St. Patrick’s Primary School, Southampton</td>
<td>Trudie Pabor</td>
<td>Trinity Catholic School</td>
</tr>
<tr>
<td>Steven Meredith</td>
<td>Tarvin Primary School</td>
<td>Veronica Gosling</td>
<td>St John Vianney Catholic Primary School</td>
</tr>
<tr>
<td>Sue Beckett</td>
<td>Christ Church CE Primary School</td>
<td>Weena West</td>
<td>Headington Prep School</td>
</tr>
<tr>
<td>Sue Beckett</td>
<td>St. Joseph’s Catholic Primary School</td>
<td>Yvonne Wozniak</td>
<td></td>
</tr>
</tbody>
</table>

### Organisations that responded to the call for evidence (2017)

<table>
<thead>
<tr>
<th>Adrian Lowe</th>
<th>Love Dudley Churches Network REonDemand school workshops</th>
<th>Derek Holloway</th>
<th>Church of England Education Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alison Chevassut</td>
<td>RE Inspired Christian Concern</td>
<td>Derek J Humphrey</td>
<td>The Hockerill Educational Foundation</td>
</tr>
<tr>
<td>Andrea Williams</td>
<td>Salisbury Diocesan Board of Education and Sarum St Michael Education Charity</td>
<td>Desmond Seddon (Rev)</td>
<td>Archdiocese of Liverpool</td>
</tr>
<tr>
<td>Andrew Rickett</td>
<td>The Methodist Church in Britain Christian Concern Catholic Archdiocese of Cardiff</td>
<td>Diarmuid Collins</td>
<td>SS de Garabandal Association, UK</td>
</tr>
<tr>
<td>Ann Tuesley</td>
<td>St John the Baptist Church, Fleet Street Coventry</td>
<td>Ebenezer Mogaji</td>
<td>Christ Apostolic Church</td>
</tr>
<tr>
<td>Barbara Easton</td>
<td>The Methodist Church in Britain Christian Concern</td>
<td>Ed Pawson</td>
<td>Devon SACRE</td>
</tr>
<tr>
<td>Barbara Moore</td>
<td>Salisbury Diocesan Board of Education and Sarum St Michael Education Charity</td>
<td>Ed Pawson</td>
<td>Torbay SACRE</td>
</tr>
<tr>
<td>Bernard Sixtus (Father)</td>
<td>Redland Education Centre Christian Concern Catholic Archdiocese of Cardiff</td>
<td>Elizabeth Morgan</td>
<td>RS teachers of Group 86</td>
</tr>
<tr>
<td>Cathy Lightowler</td>
<td>ReonDemand school workshops</td>
<td>Emma Griffiths</td>
<td>Coventry Cathedral</td>
</tr>
<tr>
<td>Celia Morgan</td>
<td>Redland Education Centre</td>
<td>Erica C D Hunter (Dr)</td>
<td>School of Oriental and African Studies, University of London</td>
</tr>
<tr>
<td>Charles Baily</td>
<td>Bedfordshire Humanists</td>
<td>Fiona Moss</td>
<td>National Association of Teachers of Religious Education NATRE</td>
</tr>
<tr>
<td>Chris Davis</td>
<td>Southampton City Mission</td>
<td></td>
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<tr>
<td>Clive Ireson</td>
<td>Association of Christian Teachers</td>
<td></td>
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</tr>
<tr>
<td>Coventry Multi-Faith Forum</td>
<td>British Association for the Study of Religions</td>
<td></td>
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<tr>
<td>D Corrywright (Dr)</td>
<td>British Association for the Study of Religions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Daniella Fetuga-Joensuu</td>
<td>SACRE Hammersmith and Fulham, Kensington and Chelsea</td>
<td>Geoff Chapman</td>
<td>Creation Resources Trust</td>
</tr>
<tr>
<td>David Patterson</td>
<td>Emmaus Christian Fellowship</td>
<td>George Casley</td>
<td>Education Religion Culture Ltd</td>
</tr>
<tr>
<td>David Quinn</td>
<td>Nottingham Diocese</td>
<td>Gillian Lawson</td>
<td>Liverpool SACRE</td>
</tr>
<tr>
<td>Dawn Waterman</td>
<td>Board of Deputies of British Jews</td>
<td>Graham</td>
<td>Trinitarian Bible Society</td>
</tr>
<tr>
<td></td>
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<td>Graham Nicholls</td>
<td>Affinity</td>
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<td></td>
<td></td>
<td>Guy Hordern</td>
<td>Birmingham SACRE</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Harshadray N Sanghrajka</td>
<td>Institute of Jainology</td>
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<tr>
<td></td>
<td></td>
<td>Helen Sage</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ian Mason</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Indriyesha Das</td>
<td></td>
</tr>
</tbody>
</table>
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Irfan Malik 
Ahmadiyya Muslim Association

James Holt 
The Church of Jesus Christ of Latter-day Saints

Jay Lakhani 
Hindu Council UK

Jeremy Andrews 
The Evangelical Church, Three Legged Cross

Jill Bird 
Wycliffe Baptist church
Reading Berks

Jonathan Veasey (Fr) 
Birmingham Diocesan Education Service

Julia Almond 
Spiritualists’ National Union

Julia Lall 
Church of England

Lauren Johnson 
Jewish Museum London

Linda Edwards 
Narberth Baptist Fellowship

Linda Gardner 
Doncaster Schools Work Trust

Lindsay Thorne 
Worcestershire SACRE

Lucy Lambert 
 Coventry SACRE

Lydia Revett 
 Federation of RE Centres

Malcolm Edwards 
Carmel Baptist Church, Pontlliw, Swansea

Mame kate 
Charity organisation

Mariano 
The Buddhist Society

Marilyn Cowling 
Kingston upon Hull SACRE

Mike Metcalfe 
(Nov. Prebendary)

Mike Otter 
Bible Society

Mike Styal 
The Pagan Federation

Molly Sutherland 
Resurrected Life Ministries

Narayani Dasi 
ISKCON Educational Services (Bhaktivedanta Manor Branch)

Olly Elliott 
St Peter’s Church, Harold Wood

Paras Mamania 
The National Spiritual Assembly of the Bahá’ís of the United Kingdom

Patrick O’Mara 

Patrick Ward 
Sr

Paul 
Our Lady & St Rose of Lima Catholic Primary School

Paul Spear 
Association of Grace Baptist Churches South East

Peter Oguntimehin 
Christ Apostolic Church Victory Centre

Peter Sammons 
Christian Publications

Peter Ward 
International

Philip Robinson 
The Catholic Education Service

Richard Buxton 
Westhill Endowment Trust

Richard Dickson 
Corriginham Evangelical Church

Richard Partridge 
Christian concern

Roy Johnson 
School

S Whitehouse 
Diocese of Arundel and Brighton Education Service

Sarah Feist 
NAHT

Sarah Lane Cawte 
Free Churches Group

Sharron Taylor 
Yorkshire and Humber hub group - hull

Sidney Cordle 
Christian Peoples Alliance

Simon Cameron 
Diocese of St Asaph Education Department

Stephen Evans 
National Secular Society

Stephen Mizzi 
Elim Christian Centre Evesham (Rev)

Steve Beegoo 
Oxfordshire Community Churches – Education

Steve Macfarlane 
Langstone Church, Portsmouth

Steve Manion 
Kent SACRE

Sue Brown 
Hinxton Church

Suzy Pearson 
Scripture Union

Tanuja Shukla 
ISKCON Educational Services

Tatiana Wilson 
Diocese of Exeter

The Buddhist Society

Victor Sulaiman 
CAC Reformation Chapel Intl

Vincent Adukor 
Central Lyceum of ICGC

Wayne Harris 
Cross Teach Trust

Wendy Dossett 
A small group within TRS-UK – does not necessarily reflect the views of the full membership

William 
Mid-Ulster Christian Helpline & MUCH Publications

Freda Kerr

William Bernard 
Private submission thus unable to publish organisation

Johnson

Ying Chen 
London Huaxia Christian Church

Yousif 
Al-Khoei Foundation
Individuals who responded to the call for evidence (2017)

A Bakare
A J Gill
A. Marshall
A N Carlier
Abigail Donohoe
Abigail Newman
Adegboyega Oyinloye
Adeline Johnston
Adeline Selvaraj
Adeyinka Odebaide
Adrian Cox
Agata Dryja
Aghogho Simone
Lindsay
Ailsa Wright
Alan Beber
Alan Brook
Alan Jenner
Alan Palmer
Alan Scott
Albina Kumirova
Alex Howard
Alexandra Benson
Alice Colson
Alice Einarsson
Alice Levins
Alice Littlehailes
Alick Lavers
Alison Bradley
Alison Carter
Alison Davies
Alison Down
Alison Green
Alison Marchant
Alison Smith
Alistair Robertson (Dr)
Allan Foulds
Allan J Lowe
Amanda Dodd
Amanda Martin
Amilcar Formoso
Amy Pritchard
Andrea Beswick
Andrea Hardisty
Andrew Blench
Andrew Edney
Andrew Maclean
Andrew Ostler
Andrew Pettigrew
Andrew Price
Andrew Widdowson
Andrew Willis
Andy Bruce
Angela Rundle
Angela Sarjeant
Angela Wright
Ann Couper-Johnston
Ann Crowe
Ann Farmer
Anna Klosowski
Anna Sallnow (Dr)
Annabella Fowler
Anne Andrews
Anne Pringuer
Anne Simpson
Anne Stockdale
Anthony Blunden (Dr)
Anthony Ernest Wilson
Anthony Lyon
Anthony Ward
Antonia Tully
Anya Poole
Arabella Norton
Arthur Rowe
Ash Leighton Plom
Ashley Dickenson
Ayo
Balwinder Farmer
Barbara Farrington
Barry Bird (Dr)
Barry Davis
Bathsheba
Beatrice K Newman
Benedicta Emojevbe
Benjamin Erdeaw
Benjamin Savjani
Benjamin Wood
Bernard Kelly
Bernice Burton Mbe
Beryl Lovett
Beth Grove
Bethan Rose
Bethany Vellacott
Bill Moore
Bob Baker
Bob Day
Brenda Lord
Brenda Martindale
Briab Wood
Brian
Brian Box
Brian Carlson
Brian Ernest Wakeman
Brian Evans
Brian Halliday
Brian Hammond
Brian Hunter
Brian Lucas
Brian Parry
Brian Pocock
Brian Smith
Bridget Jones
Bridget Whitaker
Bruce Budd
C Hedman
Cameron Tallach (Dr.)
Candida Clayton
Carl Gale
Carol
Carol
Carol E. Jackson
Carol Lanham
Carole Hawkins
Carole Leah
Caroline King
Caroline Quinton
Cassy Lawton Jenkins
Cath Milnes
Catherine Bates
Catherine Dyer
Catherine Simpson
Catherine Smith
Cathryn Clarke
Cathryn Levick-Mason
Catriona Card
Celia Morgan
Charles
Charles and Shirley
Stone
Charles Conaghan
Charles Hunter
Charles Patmore
Charlie Arbuthnot
Charlie Yanoullou
Charlotte Cummins
Charlotte Mackie
Che Webster
Cheryll Older
Chris Bales
Chris Cole
Chris Edwards
Chris Ekwonna
Chris Hawker
Chris Jewell
Chris Moss
Chris Rimmer
Chris Selway
Chris Wren
Christabel Mclean
Christian Pountain
Christine Bryant
Christine Crossley
Christine Hardy
Christine Hartley
Christine Howard
Christine Hurst
Christine Martin
Christopher Arnold
Christopher Clarke
Christopher Cocksworthy
Christopher King
Christopher Marchant
Claire
Claire Cole
Claire Gunnell
Claire Richardson
Clare
Clare Constant
Clare Jackson
Clare Nolan
Clare Pomfret
Clare Stafford
Clifford Watson
Clive Weston
Cllr Ian Robertson
Cllr Phil Davison
Colin & Gloria Roberts
Colin Taylor
Colin Wilkinson
Collette Iglinski
Constantia Pennie
Corinne Brixton
Corryn Guntrip
Cris Obudo
Cynthia Green
D.Cairns
Dalene Musora
Dan Kelly
Daniella Fetuga-Joensuu
Danielle
Daphne
Darryl Flint
Dave Francis
Dave Pamphilon
Dave Peddie
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Jennifer
Jennifer Bentley
Jennifer Evans
Jennifer Flood
Jeremy Burrowes
Jeremy Cox
Jeremy Nash
Jess Stubenbord (Rev)
Jessica Munden
Jill Saxton
Jim O’Gara
Jo Anderson
Jo Coton
Jo Crabtree
Jo Wakefield
Jo Williams
Joan Davies
Joan Myers OBE
Joanna Hartl
Joanna Haynes
Joanna Theophilus
Joanne Hutchinson
Joanne Murphy
Jodi Gray
Jodie Lomax
Joe Feely
John Hallett
John Barfoot
John Clark
John Deeney
John Edwards
John Etherton MRCGP (Dr)
John Fellows
John Fletcher
John Gordon
John Gould MA (Oxon) Cert Ed (London)
John Grainger
John Holwell
John Humphrey
John King
John Meason
John Miklausic
John Parker
John Stanyon
John Wainwright
John Walker
John Winlow
Jonathan
Jonathan Longstaff
Jonathan Story
Josee Hawkins (Mrs)
Joseph Percy

Josephie Soon
Joy Howe
Joy Schmack
Judith Acquaye
Judith Bradley
Judith Burcham
Judith Ellison
Judith Emery
Judith Hamilton-Johansson
Judith Longman
Judy Hunt
Julia Matthews
Julia Mason
Julia St Quintin
Julian Kennedy (Dr)
Juliana Brimicombe
Julie Miles
Juliet Chaplin
Julie Vivien
June Little
June Todd
Justin Francis
Justine Ball
Karen
Karine Dubois-Jones
Karl Gay
Kate Discombe
Katherine France
Katherine Marston
Katherine Medlicott
Katherine Walcot
Kathryn Hodkinson
Kathryn Wright
Katie Brett
Katrina
Katy McDougall
Katy Staples
Kay James
Kea Byer
Keith Blackburn
Keith Bowley
Keith Green
Keith Miles
Keith Sharpe
Keith Stener
Kemba S
Ken Harrow
Ken Johnson
Ken Revie
Ken Walze
Kenneth C Williams
Kenneth Rotter
Kerri McIntosh
Kerry Tomlins
Kevin Leys
Kevin Sheridan
Kevin Tuck
Kim Northwood
Kirsty Martinade
Koffi Benjamin Adingra
Kristian
Lance Blackwood
Lat Blaylock
Laura Morgan
Laura Passmore
Laura Watson
Laurie and Margaret James
Laurina Rushworth
LeeAnne Baker
Leanne Reid
Lesley Currie
Lesley Jardine
Lesley P. Humphreys
Leticia
Lian Soon Ding
Liane Plibworth
Lilian Weatherley
Linda Brant
Linda Peake
Linda Stockley
Lindsay Duggan
Lizzie McWhirter
Loanne Ferguson
Loraine Roles
Lorraine Stimson-Read
Louise Bown
Louise Mills
Lucia Silva-Clark
Luke Buckley
Luvinia Bolletta
Lydia Revett
Lynda McLean
Lyndsey Simpson
Lynette Gautier
Lynn Egger
Lynn Hunter
Lynn Shelley
M. Anderson
M Davies
M. Folkard-Ward
M Watts
Maggie Everett
McSeaman
Malcolm D. Powell
Mandy
Marcus Bull
Marcus Rose
Margaret Adu-Baah
Margaret Hobbs
Margaret Malcolm
Margaret Olusegun
Margaret Pedley
Margaret Phillips
Margaret Saunderson
Margaret Surrey
Maria Stead
Mariamne Porter
Mariella Whitehead
Marion Watson
Mark Boyes
Mark Chater
Mark Neale
Mark Tubey
Martha Joyeuro
Martin Harris
Martin Oram (Rev)
Martin Thompson
Mary Melton
Masha Woollard
Matthew Gillman
Matthew Gregor
Matthew Inglis
Matthew Mulvenna
Matthew Vince
Matthew Williams
Maurice Bacon
Maurice Haynes
Maurice Rogers
Maureen Edmondson (Prof)
Mavis Noble
Mavis Scott
Maxine Mauger
Meg
Melissa Hughes
Merilyn Morris
Mervyn Butfon
Mervyn Shaw
Michael & Barbara Haighton (Rev & Mrs)
Michael Arnold
Michael Askew
Michael Bentley
Michael Brogden
Michael Buckley
Michael Carter
Michael Cooper
Michael Fawdrey
Michael Fereday
Michael Foster
Minute Item 60

Individuals and organisations who submitted evidence by email (2017 and 2018)

Adrian John German
Anne Krisman
Ben Shapiro
Bob Bowie
Brian Richardson
Chris Maxwell
Christina Cation
Christine Haddon
Christopher Devanny
David Pollock
Dr Berry Billingsley
Elvis (no surname provided)
Janice Laycock
Jasparl Grewal
Kate Rayner
Lat Blaylock
LeeAnne Baker
Mabel Buhari
Manny Doku
Mark Chater
Michael Metcalf
P Oliver and M Mulcrow
Peter K Katumba
Rachel Thurley
Richard Robinson
Robin Webb
Roger Butler
Sid Robbins
Thomas Shipp
V Lefort
Accord Inclusivity Award

Tony
Tracie Yebovi
Tracy Knox
Trevor Cooling
Trevor Pine
Tricia Bailey
Ubangabasi Inyang
Uel Erwin
Ursula Sutherland
Valerie Williams
Vernel Bailey
Vernon Stanbridge
Victor Neil
Victoria Ann Middleton
Victoria Holland
Vivienne Freeman
Vivienne Towse

Wayne Buisst
Wendy Churchill (Mrs)
Wendy Prosser
Will Bissett
Will Brooks
William D
William James Harper
William Mccurrie
William Saunders
Y E Nana-Marfo
Yasen Zhelev
Yemi Ajayi
Yvette Brazier
Yvonne Stone (Rev)
Zoe Hancock
Zoe Higgins

Bob Bowie
Association of University Lecturers in Religion and Education

Guy Horder MBE
Birmingham SACRE

Bristol SACRE

Philip Robinson
Catholic Education Service Commission on Religion and Belief in Public Life

Hampshire SACRE

Hertfordshire SACRE

Andrew Copson
Humanists UK (Formerly British Humanist Association)

Rasamandala Das
ISKCON Educational Services (National Office)

Peter Ward
National Board of Religious Inspectors and Advisers

Clare Clinton
Newham SACRE (RE Adviser)

Peter Butler
Oldham SACRE

Ruth Brew
Open the Book

Anne Cleary
Priory School

Phil Seaman
Queensmead School

Jeremy Michaelson
Salford SACRE

South Gloucestershire SACRE

Swindon SACRE

Dr Desmond Rollo
The Buddhist Society Biddulph

Andrew Strachan
Torquay Girls' Grammar School

Brian Gates
University of Cumbria

Rob Freathy
University of Exeter

Robert Jackson
Warwick Religions and Education Research Unit
Oral evidence received by the Commission (2016–2018)

Adam Dinham  
Alice McNeil  
Allan Hayes  
Andrew Copson  
Andy Lewis  
Barbara Wintersgill  
Ben Wood  
Charles Clarke  
Cllr Emma Brennan  
Dave Francis  
Deborah Weston  
Derek Holloway  
Dilwyn Hunt  
Dr David Lundie  
Dr Dureid Rifai  
Dr Geoff Teece  
Dr James Holt  
Dr Moner Ahmed  
Dr Patricia Hannam  
Ed Pawson and Tatiana Wilson  
Fiona Moss  
Gill Robins  
Guy Hordern  
Jan Lever  
Janet Buck and Steve Birkinshaw  
Jenny Lockwood and Lindsay Thorne  
Jo Backus  
John Keast  
Jonathan Saunders  
Joy Schmack  
Judith Everington  
Julian Stern  
Katie Freeman  
Kayti Selbie  
Lat Blaylock  
Linda Rudge  
Linda Woodhead  
Lisa O’Connor and pupils  
Lynsey Wilkinson  
Mark Chater  
Martha Shaw  
Mike McMaster  
Paul Smalley  
Philip Robinson  
Professor Brian Gates  
Pupils  
Pupils  
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Pupils  
Pupils  
Pupils  
Shahana Jabbar  
Syed Jaafar Milan  
Tanya Hawke  
Wendy Dossett  
Warwick Religions and Education Research Unit  
York St John University  
Kings Norton Girls’ School  
Redhill Academy, Nottingham  
Grey Coat Hospital School  
King Edward VI High School for Girls  
Trinity High School  
King Edward VI High School for Girls  
Birchfield Primary School  
Redhill Academy, Nottingham  
Venerable Bede Academy, Sunderland  
Free Church Education Committee  
University of Exeter  
York SACRE  
al-Khoei Foundation  

CONSULTATION ON THE INTERIM REPORT

We received 905 responses to the consultation on the interim report. Once incomplete and duplicate responses were removed, 673 responses were analysed. The names below include all those who contributed responses, including incompletes, if consent was given for their names to be included. Of the responses that we analysed, 494 were from individuals, 179 from organisations.

We asked all respondents (individuals and those responding on behalf of organisations) to describe their primary roles and received the following responses:

- 69 Parent
- 245 Teacher
- 43 Inspector, advisor or consultant
- 8 SACRE member
- 70 School leader
- 13 Governor / MAT Trustee
- 43 Member of a faith-based organisation
- 24 Academic, post-doctoral researcher or above
- 3 Student – higher education or above
- 53 Other roles

Of those which selected ‘other,’ 26 described themselves as ‘interested individuals’ and the others were from a range of charitable and other organisations.

The 179 organisational responses we received included responses from schools, SACREs and a range of other organisations. These have been listed separately below.

Individuals who responded to the written consultation on the interim report

- Alan Cottrell
- Alex Howard
- Alex Raper
- Alice Terence King (Mr)
- Alicia Mckeown
- Alisha Rahemtulla
- Alison Robertson
- Alison Weir
- Allan Hayes
- Allen Duncan
- Alun Jones
- Alun Llewelyn
- Alun Morgan
- Amanda
- Amanda Hughes
- Amelia Stringer
- Amey Tunney
- Amy Lenton
- Anastasia Zinonos
- Andrew Edmondson
- Andrew Gardner
- Andrew Hutchinson
- Andrew Wood
- Andy Burrows
- Andy Lewis
- Andy Mchugh
- Angela Carroll
- Ann Blakey
- Ann Boater
- Ann Farmer
- Ann Stone
- Anne Andrews
- Anne Denning
- Anne Elliott
- Annette Parker
- Antomy Barrett
- Antony Lempert (Dr)
- Ariadhe Van Den Hof (Mtr)
- Becky Sedgwick
- Ben Southgate
- Benjamin Wood
- Bernard Randall
- Bill Moore
- Bob Hamilton
- Bob Love
- Brian E. Wakeman
- Brian Hodgson
- Caroline Preece
- Cat Williams
- Catherine Danaher
- Catherine Lane
- Catherine Reid
- Cathy Michell
- Cathy Thornton
- Catriona Card
- Charles Baily
- Charlie Yianoullou
- Charlotte Vardy
- Cheryl Hudson
- Cheryl Jane Losty
- Chris Beney
- Chris Cooney
- Chris Cornwell
- Chris Hudson
- Chris Laird
- Chris Pearse (Rev)
- Chris Selway
- Chris Woood-Walker
- Christine Spicer
- Christine Turner
- Claire Macleod
- Claire McGovern
- Claire Schnellmann
- Clare Bond
- Claudine Ingabire
- Cllr Emma Brennan
- Corrine Guntrip
- Councillor Holly Ramsey
- Craig Watson
- Cristian Tudorache
- Daniel Hugill
- Dave
- Dave Francis
- Dave Holden
- David Cunningham
- Green
- David Hopwood
- David Lankshear
- David Reid
- David Taylor
- David Thorpe
- David Watson
- Dean Collins
- Debbie Davies
- Deborah Drury
- Deborah Weston
- Denis Clover
- Denise Chaplin
- Denise Kendall
- Derek
- Dermot Bolton
- Dilys Cluer
- Dominic Leach
- Dougal Douglass
- Douglas Rice-Bowen
- Dsvdsvdsv
- Edgar Harwood
- Eileen Webb
- Elaine Lever
- Elaine Spedding
- Eleanor Reynolds
Minute Item 60
Olusola
Opinderjit Kaur Takhar
(P) (Dr)
Paddy Winter
Pamela D Draycott
Patricia Fairey
Patricia Hannam
Patrick Hampshire
Patrick Long
Paul
Paul Bunting
Paul Marriott
Paul Mulhern
Paul Tavener
Paul-Francois Tremlett
Pauline Laverick
Pavan Chittapragada
Penny Smith-Orr
Peter Barnett
Peter Harvey
Peter Webb
Philip Davison
Philip Dunkerley
Philip Wood
Phillip Carl André
R. Prestwood
Rachel Buckby
Rachel Davidson
Rachel Kemp
Rachel Willcocks
Rahima Choudhury
Ray White
Raymond Wilson
Rebecca Bradbury
Rebecca Conn-Pearson
Rebecca Davidge
Rebecca Hughes
Rebecca Sunman
Rebecca Swift
Rebekah Cunningham
Renu Partap
Rhiannon Love
Richard
Richard J Constantine
Richard John Barton
Richard Linford
Richard Norman
Richard Yale
Rob Freathy
Rob Smith
Robert Dilworth
Robert Koya-Rawlinson
Robert Lawton
Robert Mackley
Robert Maddock
Robert Ramcharan
Robert Wesley Forder
Roger Hannaforder
Rosemary Roberts
Rosemary Stephenson
Ruth Wilson
Ryan Parker
S Gordon
Saima Saleh
Sally Brooman
Sally Dasilva
Sam Mckavanagh
Samantha Jordan
Sandra Norburn
Sandy Hagger
Sanum Khan
Sara Hunter
Sarah Burton
Sarah Crummy
Sarah Griffiths
Sarah Marshall
Sarah Noble
Sarah Russell
Sarah Turvey
Sean Hodges
Sean Tighe
Sebastian
Sevim Hamit
Shabana Jabbar
Sharon Moughtin-Mumby
Sheila Butler
Sheila Harding
Shereen Al-Ankar
Sherville Smith
Sheryl Wynne
Shirley Fortune
Simon Nightingale
Simon White
Simone Key
Sister Mary Francis
Sohayb Peerbhai
Sonia Clarke
Sophie Taylor
Spencer King
Steph
Steph Crossley
Stephen Brown
Stephen Cappleman
Stephen Hammond
Stephen Miller
Stephen Ord
Stephen Pett

SACREs responding to the consultation

Barnet
Bexley
Bournemouth
Brent
Cheshire East
Cornwall
Croydon
Cumbria
Devon
Ealing
East Sussex
Hammersmith & Fulham
Hampshire
Harrow
Hertfordshire
Isle of Wight
Kensington and Chelsea
Kent
Kingston upon Hull
Milton Keynes
Newcastle upon Tyne
Nottinghamshire
County Council
Plymouth
Stockton-on-Tees
Stoke on Trent
Torquay
Waltham Forest

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Organisations responding to the consultation

- AQA
- Association of Christian Teachers
- Atheism UK
- Bedfordshire Humanists
- Bible Society
- Blackburn Diocese Board of Education
- Board of Deputies of British Jews
- Bridge Church Newbury Bridgebuilder Trust
- Christian Projects
- Church of England Education Office
- Churches Together in Herefordshire CoED Foundation
- Connectar Creative Education
- CRIBS Charitable Trust
- Derby Diocese Board of Education
- Diocese of Hereford
- Diocese of Hexham and Newcastle
- Diocese of Leeds
- Diocese of Wrexham
- Equality and Human Rights Commission
- Evangelical Alliance UK
- Free Church Education Committee/Freedom Group
- Hindu Council UK
- Indian Workers’ Association
- Information Network Focus on Religious Movements (Inform)
- Jewish Museum London
- Kirklees Council
- LAASH (Lincolnshire Association of Atheists, Agnostics, Secularists and Humanists)
- NAHT school leadership association
- NASUWT – the Teachers’ Union
- National Association of Teachers of Religious Education (NATRE)
- National Spiritual Assembly of the Baha’is of the UK
- Network of Buddhists Organisations
- Network of Sikh Organisations
- North East Sikh Service
- Nottingham Branch, Ahmadiyya Muslim Association
- Plymouth TLTRE
- National Religious Education Day
- Quakers (The Society of Friends)
- Sarum St Michael Education Charity and the Diocese of Salisbury
- Southend Borough Council
- Southwark Cathedral Education Centre
- Spinmaker Trust Ltd
- Spiritualist National Union
- The Church of England
- The Church of Jesus Christ of Latter Day Saints
- The Methodist Church
- The National Secular Society
- The Pagan Federation
- The Shap Working Party on World Religions
- University of Cumbria, Institute of Education
- University of Nottingham
- Wisbech Interfaith Forum

Schools responding to the consultation

- Accrington Academy
- Alexandra Infant School
- Alkborough County Primary School
- All Saints CE Primary School and Nursery
- Amberley Primary School
- Aylesbury Grammar School
- Bailey Green Primary School
- Benton Dene Primary School
- Bishop John Robinson Primary School
- Bisley Primary School
- Breaside Preparatory School
- Burnside Business and Enterprise College
- Carville Primary School
- Catholic Primary Schools of the Waveney Valley
- Churchfield CE Academy
- Collingwood Primary School
- Fourfields Primary School
- Hazelwood Community Primary School
- Holy Innocents’ Catholic Primary School
- Kingsdown and Ringwould CEP School
- Linton CE Infant School
- Manchester Creative and Media Academy
- Marden Bridge Middle School
- MOD Schools
- Monkhouse Primary School
- Monkseaton Middle School
- Norham High School
- Our Lady and St Bede Catholic Academy, Stockton-on-Tees
- Purley Primary School
- Richardson Dees Primary School
- Riverside Primary School
- Seaton Burn College
- St Aidan’s RC Primary School
- St Bede’s Academy, Scunthorpe
- St Bede’s RC Primary School, Jarrow
- St Benet Biscop Academy, Bedlington
- St Cuthbert’s RC Primary School, Crook
- St John Vianney School
- St Joseph’s Catholic Junior School
- St Joseph’s Catholic Primary School
- St Lawrence C of E Primary School
- St Leonard’s RC Primary School
- St Margaret’s Primary School
- St Mary & St Thomas Aquinas Primary School
- St Matthew’s Catholic Primary School
- St Nicolas and St Mary School
- St Thomas More RC Academy
- St Wilfrid’s Primary School, Bishop Auckland
- St. Alban’s Catholic Primary School
- St. Chad’s RC VA Primary School
- St. Edward’s Royal Free Ecumenical Middle School
- St. Joseph’s Catholic & Anglican High School
- St. Joseph’s Catholic & Our Lady Star of the Sea RC VA Primary Schools
- St. Leonard’s VA Lower School
Attendees at consultation event, 6 December 2017

Alastair Lichten, National Secular Society, Education and Schools Campaign Officer
Aliya Azam MBE, Head of Science, Al Sadiq and Al Zahra Schools, London. REC Ed Comm Member and Al Khoei Foundation
Anna Cole, Parliamentary and Inclusion Specialist, ASCL
Catherine Bryan, Education Adviser England – Catholic Education Service
Debbie Yeomans, RE Coordinator St Margaret’s CE Primary School, Stoke Golding, Warks
Deborah Weston, NATRE
Derek Holloway, National Society
Dr Patricia Hannam, County Inspector/Adviser RE, history & philosophy, Hampshire Inspection and Advisory Service
Fiona Greening, RE Coordinator Newbold CE Primary School, Newbold Coleorton, Leading Teacher for RE, Leicester Diocese
Frances Jeens, Head of Learning, Jewish Museum London, Camden Town
Hasya Qureshi, NATRE Exec
Jane Brooke, AREIA
Jane Fletcher, Curriculum and Assessment Lead, Ark Academies
Jay Harman, Education Campaigns Manager, Humanists UK
Jo Backus, Network of Buddhist Organisations
Julie Grove, Free Church Council
Justine Ball, Justine Ball, General Inspector/Adviser RE, Hampshire Inspection and Advisory Service
Kate Penfold-Attride, DH St Matthews Primary, Reading
Keith Sharpe, National Secular Society, Co-ordinator, NSS Secular Education Forum
Lisa Shames, Learning Officer, Jewish Museum London, Camden Town
Lydia Vye, Senior Policy Research Analyst, National Association of Head Teachers
Malcolm Deboo, President Zoroastrian Trust Funds of Europe
Marie Hardie, Deputy Headteacher, Brampton Primary School, Newham
Mike Stygal, Vice President, Pagan Federation
Mohammed Ali Ismail, Director of Strategy for Islamic Education, The World Federation of KSMIC
Naushad Mehar, Head of Madrasah Centre of Excellence, The World Federation of KSMIC
Nemu Chandaria OBE, Chair, Board of Directors, Institute of Jainology
Nigel Genders, National Society
Paul Barber, Director, Catholic Education Service
Peter Ward, National Board of Religious Inspectors and Advisers
Philip Robinson, RE Adviser – Catholic Education Service
Rachel Boxer, Guildford Diocese
Rachel Haines, Richard Hill CE Primary School, Leicestershire
Rasamandala Ras, ISKCON Educational services
Rukshana Yaqoob, Muslim Teachers Association
Saima Saleh, RE Coordinator, Ravenscote Junior School, Surrey
Sandra Teacher, Board of Deputies of British Jews
Sara Perlmutter, Board of Deputies of British Jews
Sarah Lane Cawte, Free Churches Council
Sonja Hall, Principal Official (Education) NASUWT
Srivati Skelton, London Buddhist Centre and Bodhi Tree school visits
Stephen Vickers, National Spiritual Assembly of the Bahá’ís of the UK
Sushma Sahajpal, Education Consultant with Connectar Creative Education
Tulsi Seva Dasi, General Manager, ISKCON Educational services
Yousef Al-Khoei, Al-Khoei Foundation
Organisations visited by Commissioners

**SACREs**
- Bradford
- Buckinghamshire
- Cheshire West and Chester
- Hampshire
- Hertfordshire
- Hull and East Riding
- Joint West Yorkshire SACREs
- Newham
- Oxfordshire
- Plymouth
- South West SACREs conference

**Schools**
- All Saints Academy Dunstable
- Broadway Academy, Perry Barr, Birmingham
- Brookmans Park Primary
- Frodsham Manor Primary School
- Helston School, Cornwall
- Marling School, Gloucestershire
- RS Rugby Group meeting (at Repton School)
- Samuel Ryder Academy
- St Leonard’s, Heath and Reach
- St Matthews CE VA Primary
- Summerswood Primary
- Wick CE Primary School, South Gloucestershire

**Other meetings and conferences**
- Association of Religious Education Inspectors, Advisers and Consultants (AREIAC) Executive
- Association of University Lecturers in Religion and Education (AULRE)
- Berkhamsted RE Group
- Bishop Stortford RE Group
- Catholic RE Conference
- Diocese of St Albans (RE Adviser)
- Diocese of St Edmondsbury and Ipswich (RE Adviser)
- Hampshire Primary conference for RE
- Humanist UK Conference
- Joint National Association of Standing Councils on Religious Education (NASACRE)/Association of Religious Education Inspectors, Advisers and Consultants (AREIAC) Conference
- Learn Teach Lead Primary NW Conference
- National Association of Standing Advisory Councils on Religious Education (NASACRE) AGM
- NASACRE Executive
- National Secular Society Conference
- National Association of Teachers of Religious Education (NATRE) Executive
- North East Essex RE Hub
- Plymouth RE Hub
- Religious Education Council of England and Wales (REC) AGM
- Religion and Education: The Forgotten Dimensions of RE International Conference, Brunel University
- St Albans RE Teachers Together
- Strictly RE, NATRE Conference
- Theology and Religious Studies – United Kingdom (TRS-UK) AGM
- Watford RE Teachers Together
- Year 2 RE Day, London Borough of Newham
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