

**Annual SACRE Report 2024-2025  
(September 2024-August 2025)**

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## 1. Introduction and Overview

### 1.1 From the Chair

I am pleased to present the Slough SACRE Annual Report for 2024–25. Religious Education and collective worship remain vital elements of our pupils' academic and personal development, helping them understand the diverse beliefs and worldviews that shape our community. SACRE has continued to fulfil its statutory duties this year, offering guidance to the Local Authority and supporting schools in delivering high-quality RE.

A major focus has been the completion and adoption of the **Slough Agreed Syllabus 2025–30**. Although some Pan-Berkshire partners were unable to adopt the syllabus, Slough moved forward independently, recognising the strength of the shared work that shaped it. The launch in March 2025 and the training that follows will support teachers in implementing the new syllabus effectively. We have also continued to support teachers through newsletters, network meetings, and discussions around further CPD, with plans to return to monitoring collective worship once syllabus-related work stabilises. Our examination results show strong GCSE outcomes, and we will work with schools to understand and support post-16 provision.

This year we also said a warm and heartfelt **thank you and farewell to Nadia Williams**, who retired after many years of excellent service as our SACRE Clerk. Her professionalism and dedication have been greatly appreciated, and she leaves with our gratitude and best wishes. I also thank Bill Moore, our SACRE Adviser, along with all SACRE members, teachers, faith representatives, and volunteers who contribute to RE and collective worship in Slough. Your ongoing commitment makes a genuine difference to our young people.

Ashpreet Singh Nainu  
Chair – Slough SACRE

### 1.2 Statutory Responsibilities of SACRE

The Education Reform Act 1996 requires Local Education Authorities to convene a SACRE consisting of members appointed by the Local Authority to represent:

**Group A** Christian denominations and other religions and religious denominations

**Group B** The Church of England

**Group C** Teachers' Associations

**Group D** The Authority

After considerable consultation and discussion with interested bodies in Slough to ensure the SACRE would be representative, the Authority appointed the members as required by legislation.

Membership is for a period of three years and full members of the SACRE may co-opt non-voting members to the Council. **Membership and attendance for the period 2024-25 can be found in Appendix 1**. SACRE meetings are open to the public and Slough SACRE usually meets three times a year.

The SACRE can advise the Authority upon matters connected with RE and collective worship in county schools; matters such as teaching methods, materials and teacher training are mentioned in the Act. The advice offered by the SACRE carries no statutory force. In Slough, SACRE strives to work closely with Academies and Free Schools to try to ensure that all

children and young people in the Borough receive high quality RE and schools provide appropriate daily acts of collective worship.

SACRE has two main statutory functions: it can require the LA to review its current Agreed Syllabus; and it may determine, on application by a head teacher, that the requirement for collective worship in a Maintained school to be wholly or mainly of a broadly Christian character, shall not apply to the collective worship provided for some or all the pupils in that school. Each SACRE must publish an annual report on its work.

SACREs are independent bodies supported by the Local Authority, rather than a committee of the LA and as such this report reflects the work and support provided by SACRE and not the LA itself.

### **1.3 Background information on the demographics of Slough (based on 2021 Census data)**

<b>Religion</b>	<b>Slough</b>		<b>England &amp; Wales (UK)</b>
Buddhist	776	0.5%	0.5%
Christian	50,664	32%	46.2%
Hindu	12,343	7.8%	1.7%
Jewish	85	0.1%	0.5%
Muslim	46,661	29.4%	6.5%
No answer	8,554	5.4%	6.0%
No religion	20,726	13.1%	37.2%
Other	716	0.5%	0.9%
Sikh	17,985	11.3%	0.6%

### **1.4 Purpose of the Report**

The Education Act 1996, Section 391 (6) and (7) require that each year the Standing Advisory Council on Religious Education (SACRE) of each local authority will 'publish a report as to the exercise of its functions and any action taken by representative groups on the Council during the last preceding year.'

In particular, the report shall:

- specify any matters in respect of which the Council has given advice to the Authority;
- broadly describe the nature of the advice given; and
- where any matter was not referred to the Council by the Authority, give the Council's reason for offering advice on the matter.

This report deals with these matters in summary, for the academic year September 2023 to August 2024.

## 1.5 Meetings

SACRE held three meetings in the period September 2024 to August 2025, with and Agreed Syllabus Conference (ASC) in November 2024.

### 6th November 2024

The **ASC** met to agree the syllabus produced by the Pan Berkshire ASC and after agreeing it advised the LA to adopt it for Slough Maintained schools.

#### Resolved:

- a) That the Pan-Berkshire Locally Agreed Syllabus for Religious Education 2025-30 be approved.
- b) That Cabinet be requested to resolve that Pan-Berkshire Locally Agreed Syllabus for Religious Education 2025-30 be approved and adopted as the Agreed Syllabus for use in Slough Community and Foundation schools for a period of five years from the launch in March 2025.

#### SACRE

Discussions of the provisions for training for the Agreed Syllabus launch on 27/3/25. This event is for teachers across Berkshire and will be held in Winnersh. SACRE agreed that the details and invitation be sent out to all state funded schools in the Borough for one teacher, with a reserve list for any additional. SACRE emphasized to the LA the importance of training for RE teachers and that this is an excellent opportunity. SACRE also recommended that an additional event be run by the adviser for Slough schools.

Funding was discussed and it was clear that there would be an underspend because the Pan Berks Hub would not continue. SACRE discussed options and recommended funding a Worldviews resource be sent to all state funded schools and provision for CPD. SACRE agreed that the adviser would advise the LA of the need for training.

The draft annual report for 2023-24 was agreed, but that it was still awaiting the exm data and would be revisited when this was provided in Spring 2025.

### 5th March 2025

SACRE was informed that the LA had adopted the Agreed Syllabus. Also that some other Boroughs in the Pan Berks Hub had received complaints and had not been able to agree the syllabus and as such it would remain the Slough Agreed Syllabus rather than the Pan Berkshire. It was agreed that we might reconsider the syllabus as other SACREs moved forward so that it might be possible to revert to a Pan Berks Syllabus.

SACRE received and noted the update on the 2024-25 budget and plan and agreed the proposed 2025-26 budget and plan.

### 16th July 2025

A **temporary ASC was convened** to discuss proposed changes to the Slough Agreed Syllabus in the light of developments in other Berkshire SACREs. New members of Group D were unclear about the status of the syllabus and the adviser made it clear that this was not a totally new review, but only to take account of suggestions from some faith representatives, most of which were to do with the non-statutory support section of the publication. After much discussion, the ASC

#### Resolved – That:

1. the proposed amendments to the Agreed Syllabus be re-considered at the next meeting;

2. Agreed Syllabus Training and a clarification of issues regarding the proposed amendments be provided to SACRE members ahead of the next meeting.

After the ASC, **the SACRE meeting** considered the membership, particularly that the Humanist co-optee be instated onto Committee A. SACRE discussed at some length and was not able to come to an agreement. The adviser and the monitoring officer advised that SACRE should reconsider after an additional meeting in September in which greater clarity around the legal status would be explained.

**Resolved – That:**

1. a Teams meeting be convened in September 2025 for SACRE members or their representatives, which would be led by a member of the legal team to help clarify the legal position, the selection criteria and the decision-making process for appointing a humanist voting member to SACRE;
2. the recommendations in the report be reconsidered at the next meeting, subsequent to the above training.

In addition, SACRE agreed to revisit its working structure and constitution/Terms of Reference, its vision and its purpose alongside membership at the next meeting so that it could work more effectively with the LA and schools.

## **2 Statutory responsibilities for RE: The Agreed Syllabus and support for RE**

Over the course of the academic year 2024-25, the final stages of the Agreed Syllabus were completed. The adviser attended five meetings of the Pan Berks hub over the Autumn and Spring terms and presented at the Launch event on 27<sup>th</sup> March. Teachers were updated via the Newsletters and the Network meetings.

SACRE advised the LA to provide additional CPD for Primary teachers, to support them on the implementation of the syllabus and the planning and teaching of RE.

The SACRE adviser produced a termly newsletter and led four teacher networks.

We did not receive any information about withdrawals from RE this year.

SACRE continues to encourage schools to consider going for an REQM award and the adviser continues to discuss the REQM with schools.

## **3 Statutory Responsibilities in Collective Worship**

SACRE is aware of the need to monitor collective worship and has been actively trying to engage with local religion and worldview communities to provide appropriate speakers to help schools hear the lived experience and lead reflections. However, the review of the Agreed Syllabus has taken precedence. SACRE will return to this agenda once the syllabus is in place and teachers have some training and support.

It has not been necessary to renew any determinations during this year. (A determination is permission for a school to provide daily collective worship which is not 'wholly or mainly of a broadly Christian character'.) We have not considered our Determination Process in

recent years.

#### **4 Links with Other Bodies**

Slough SACRE contributed to and worked with other SACREs in the Pan-Berkshire group. Since the launch/training for the syllabus and the retirement of the Oxford Adviser who was the convenor, this group has been disbanded. In the event of it being re-established, Slough SACRE will again become an active contributor.

We include membership of NASACRE and the signed up for the training programme in our budget each year and some attend their webinar training sessions. The professional adviser helps Slough SACRE stay in touch with providers like RE Online, NATRE, Jigsaw and the Holocaust Memorial Day Trust and events like Strictly RE.

Links to other organisations are actively being sought and SACRE members are encouraged to investigate local and national contacts. We made diversity and equality an agenda item at every meeting in 2021 and will continue to invite speakers in from the LA and external service providers to speak to SACRE.

#### **Local Involvement**

In previous years we have circulated advice about Ramadan to schools. Recently some SACRE religion and worldview representatives have begun to engage with teachers through RE network meetings. This will hopefully be continued. As Slough has a good range of diversity there are many opportunities which could be developed as well as nurturing other links through the other 5 SACREs in the Pan Berkshire hub.

#### **5 SACRE Arrangements**

Bill Moore completed his first full year as our Professional. We benefited hugely from the organisational skills of Nadia Williams at Slough Council as our SACRE Clerk, until her retirement at the end of January. Since then, SACRE has had temporary clerking support from the LA. This is a vital role for SACRE's effective work and we anticipate that the LA will provide more permanent arrangements as soon as possible.

All four membership groups (Appendix 1) are regularly represented at meetings, and there were no issues with quoracy this year. We made efforts to recruit a wider range of faith representatives, this will continue in the next year. We agreed in 2024-25 to review membership of Group A and whether any additional worldviews should be included.

There was little formal training for SACRE members this year due to work commitments although interest has recently been shown in some of the NASACRE run sessions. These sessions are circulated by the clerk to all SACRE members.

In the financial year beginning April 2025 SACRE was granted £5,000, SACRE is grateful for the support of Slough Council particularly in these days of stretched resources and budgets.

## **Public Examination Data**

(Individual school data can be found in Appendix 2)

<b>GCSE (Full Course) 2025</b>	Number of pupils at the end of KS4	GCSE Full Course			
		% KS4 pupils entered for Full GCSE RS	% Grades 7 to 9	% Grades 5 to 9	% Grades 1 to 9
Slough Borough Schools/Colleges (excluding Independents)	2477	63	35	67	99
<b>National (All schools)</b>		33%	31%	62%	98%

Entries from Slough schools was significantly above those nationally, which may be a reflection of the greater percentage of those with a religious faith locally in Slough than nationally. It would be interesting for SACRE to find out student attitudes to RE/RS to see if we can identify attitudes to the subject at different ages. Attainment is above the national standard at GCSE, which is a credit to the work of both staff and, above all, students. It is particularly pleasing to see that over a third achieved a higher grade.

<b>A level 2025</b>	% A*-A	% A*-C	% A*-E
	Slough Borough Schools/Colleges (excluding Independents)	8	48
<b>National (All schools)</b>	26%	81%	98%

The picture at A Level is not so positive. A Level students in Slough in 2025 achieved well below the national standard at all grades. Whilst this is just a snap-shot for one year it would nonetheless be useful to explore with Secondary teachers what their perspective is and whether and how SACRE can support them in future developments post-16.

**Appendix 1 Membership of Slough Standing Advisory Council on Religious Education 2024 - 2025**

**P = Present; A = Apologies; N = No apologies received; NA = not applicable**

**\* Meeting with interim Clerking**

Representing	Member	Meetings attended		
		6/11/24	26/3/25*	16/7/25*
<b>Group A</b>	<b>Christian denominations and other faiths</b>			
Free churches	Sue Elbrow	P	P	P
Black Free Churches	Vacancy	NA	NA	NA
The Roman Catholic Church	Vacancy	NA	NA	NA
Baha'i	Vacancy	NA	NA	NA
Hinduism	Vacancy	NA	NA	NA
Islam	Zubayr Abbas Bowkan	N		
Islam	Waqar Bhatti	N		
Islam	Momade Faizal	P		
Islam	Vacancy	NA	NA	NA
Judaism	Vacancy	NA	NA	NA
Sikhism	Ashpreet Singh Nainu (Chair)	P	A	
Sikhism	Hardip Singh Sohal	A		
<b>Group B</b>	<b>The Church of England</b>			
	Christine Isles	P	P	A
	Andrea Sparrow	P	P	P
	Fr Andrew Wickens	P	P	
	Vacancy	NA	NA	NA
<b>Group C</b>	<b>Teachers</b>			
Primary	Munsoor Malik	N		
Primary		NA	NA	NA
Secondary	Ian Sharp	A	A	
Secondary	Nagina Ali	P	P	
	Andrew Ramsey	NA		
	Daneeka Reid	P		
<b>Group D</b>	<b>The Local Authority</b>			
	Councillor Instone	A	P	NA
	Councillor Rana	P		P
	Councillor Mohindra	P	P	NA
	Councillor Mohammad	N		P
	Councillor J Sabah	A		NA
	Councillor Sati (April 2025)	NA	NA	P
	Councillor Parmar (April 2025)	NA	NA	P
<b>Co-opted Humanist</b>	Robin Launder	P	A	P
<b>SACRE Adviser</b>	Bill Moore	P	P	P

**KS4 2025 GCSE Full Course Religious Studies Results - Slough Borough Council**

Source - DfE Revised data

NE = No entries, Supp (Suppressed) = less than 6 pupils

URN	School Name	School Type	Number of pupils at the end of KS4	GCSE Full Course			
				% KS4 pupils entered for Full GCSE RS	% Grades 7 to 9	% Grades 5 to 9	% Grades 1 to 9
137259	Baylis Court School		152	97%	31%	72%	100%
143327	Beechwood School		143	20%	18%	54%	100%
141009	Ditton Park Academy		178	16%	25%	54%	100%
141970	Eden Girls' School		123	99%	61%	92%	100%
149897	Grove Academy		99	NE	NE	NE	NE
137726	Herschel Grammar School		150	8%	67%	92%	100%
136521	Langley Grammar School		177	16%	89%	100%	100%
110162	Long Close School		21	29%	50%	67%	100%
146820	Lynch Hill Enterprise Academy		169	78%	11%	40%	98%
137287	Slough and Eton CoE Business and Enterprise College		182	95%	18%	51%	97%
110084	St Bernards Catholic Grammar School		158	100%	76%	94%	99%
143803	St Josephs Catholic High School		143	99%	14%	53%	100%
135631	The Langley Academy		181	56%	29%	73%	100%
138012	The Westgate School		229	58%	18%	58%	98%
136420	Upton Court Grammar School		166	99%	82%	98%	99%
110078	Wexham School		204	99%	10%	48%	98%
Slough Bororugh Schools/Colleges (excluding Independents)			2477	63	35	67	99
National (All schools)					31%	62%	98%

**Key Stage 5 Religious Studies: 2025**

**KS5 2025 Religious Studies Results - Slough Borough Council**

Source - DfE Revised data

NE = No entries, Suppressed = less than 6 pupils

URN	School Name	School Type	Number of students at the end of KS5 (academic cohort)	A LEVEL			
				% Entries	% A*-A	% A*-C	% A*-E
137259	Baylis Court School		49	18%	22%	67%	100%
143327	Beechwood School		34	26%	0%	22%	89%
141009	Ditton Park Academy		NE	NE	NE	NE	NE
137726	Herschel Grammar School		NE	NE	NE	NE	NE
136521	Langley Grammar School		SUPP	SUPP	SUPP	SUPP	SUPP
137287	Slough and Eton CoE Business and Enterprise College		124	9%	9%	55%	100%
110084	St Bernards Catholic Grammar School		165	5%	25%	88%	100%
143803	St Josephs Catholic High School		87	7%	0%	83%	100%
135631	The Langley Academy		NE	NE	NE	NE	NE
138012	The Westgate School		SUPP	SUPP	SUPP	SUPP	SUPP
136420	Upton Court Grammar School		SUPP	SUPP	SUPP	SUPP	SUPP
110078	Wexham School		49	14%	0%	43%	100%
Slough Borough Schools/Colleges (excluding Independents)					<b>8</b>	<b>48</b>	<b>82</b>
<b>National (All schools)</b>					<b>26%</b>	<b>81%</b>	<b>98%</b>

**Slough SACRE action plan: 2024-5**

<b>Aim</b>	<b>Actions</b>	<b>Timescales</b>	<b>People Responsible</b>	<b>Cost</b>	<b>Summer 2024</b>	<b>Autumn 2024</b>	<b>Spring 2025</b>
<p>A. Core business</p> <p>To be a supportive and proactive SACRE enjoying full and well-informed membership</p>	1. Fill membership vacancies	Ongoing	SACRE Chair SACRE Clerk		This is an ongoing item – reviewed at each meeting		
	2. SACRE members attend termly SACRE meetings (3 per year) and teacher meetings and training events	Termly SACRE meetings: Summer 2024 Autumn 2024 Spring 2025	SACRE Chair/SACRE Adviser SACRE members SACRE Clerk	SACRE Adviser to prepare and attend 3 x1 day  SACRE Clerk to administer each meeting	Wednesday 3 <sup>rd</sup> July 2024, 4.30pm	Wednesday 6 <sup>th</sup> Nov 2024, 4.30pm	Wednesday 5 <sup>th</sup> March 2025, 4.30pm
	3. Produce annual SACRE Report	Autumn Term 2024	SACRE Adviser and clerk with foreword by SACRE Chair (input welcome from members)	SACRE Adviser x ½ day		Bring draft to Autumn 2024 meeting	Send to NASACRE by Feb 2024
	4. Review the action plan at each meeting	At each SACRE meeting	SACRE Adviser and SACRE	SACRE Adviser time	At each SACRE meeting	At each SACRE meeting	At each SACRE meeting
	5. Subscribe to NASACRE Representation at annual NASACRE conference & AGM Attend other relevant and useful events	Ongoing	SACRE members  SACRE Adviser  Adviser to find out and inform	Subscription to NASACRE £105 - <i>NASACRE Conference and AGM SACRE Adviser time to attend NASACRE conference x1 day</i>	Annual Subscription rate £105 NASACRE AGM 19 <sup>th</sup> May 2025 FtF		<i>Strictly RE – Jan 2025</i>  SW SACRE conference March 2025
	6. Monitor and offer guidance on Collective Worship in schools	ongoing	SACRE	TBD	At each meeting SACRE to discuss ways of monitoring and supporting collective worship – Adviser to share guidance produced from other SACREs for member s to consider.		

B. To support teachers of RE to continually improve RE learning in their schools.	1. Provide a termly RE network meeting for Slough teachers	ongoing	SACRE RE Adviser	Adviser time – prep and delivery 3x ½ days	July 2024?	TBD	TBD
	2. Produce an RE newsletter combining info, events and good practice – absorb NASACRE info	Termly	SACRE Adviser – SACRE members to offer suggestions	Adviser time to organise and design 3x ½ day	July 2024	Sept 2024	Jan 2025
	3. Maintain a database of school RE leaders	Ongoing but instigated in Autumn term as roles change	TBD -Adviser will keep a copy for direct distribution of RE resources and updates.	TBD – admin role? Adviser to send updated list to clerk.	An update could be given at each meeting – discussion needed as to how to obtain the information. Requests sent out to schools via newsletter		

C. To support the ongoing work of the Pan Berkshire Hub	Consolidate and develop the Pan-Berkshire SACRE Hub.	Next hub meeting – TBA (18 March?)	Slough SACRE members to attend where possible	Part of the hub commitment - £900 paid to Oxford diocese – reviewed yearly	To become a SACRE agenda item at each meeting		
	Monitor agreed syllabus and prepare for review	5-year cycle	ASC formed as part of the Hub	Advisor time? Or SACRE members on ASC?	Falls under the remit of the Pan Berks Hub as of writing		
	Contribute to the development of the 'Real People, Real faith' video clips	Ongoing (extended post lockdown)	SACRE members	Part of the hub contribution – follow up work could be commissioned	Updates at each meeting as part of Hub update Videos now hosted by NATRE – new clips recently made and will continue to be made		
	Inform schools and contribute to /participate in Hub conference	Passim March 2025	SACRE members Hub links SACRE Adviser	None	Updates at each meeting SACRE Hubs meeting Autumn 2024		
	Consolidate and develop the Crossing the Bridges directory	ongoing	SACRE members to link with faith communities	Hub will need someone to take charge of this.	To become a SACRE agenda item intermittently  This could be housed on the Pan Berkshire blog		

### SACRE FINANCE 2024-25

Budget April 2024 – March 2025	£5,000
<b>TOTAL</b>	<b>£5,000</b>

### COSTED ACTION PLAN 2024-25

ACTIVITY	COST
SACRE Adviser to prepare and attend x3 termly meetings – autumn, spring, summer,	3 days @ £455.55 + oncosts <b>Total £1366.65</b>
Production of basic annual SACRE Report	0.5 @ £262.50 + oncosts <b>Total £262.50</b>
Subscribe to NASACRE	<b>£125</b>
Provide a termly RE network meeting for Slough teachers	Adviser time – prep and delivery 3 x ½ days @ £262.50 <b>Total £787.50</b>
Produce an RE newsletter combining info, events and good practice – absorb NASACRE info	Adviser time to organise and design 3 x ½ day @ £262.50 <b>Total £787.50</b>
Consolidate and develop the Pan-Berkshire SACRE Hub.  Part of the hub commitment - £900 paid to Oxford diocese – reviewed yearly	<b>£900</b>
<b>Total planned</b>	<b>£4229.15</b>
<b>Remainder to plan</b>	<b>770.85</b>