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Our Ref./Ein Cyf.  
Your Ref./Eich Cyf.  
Contact:/Cysylltwch â: Democratic Services

**THIS IS A MEETING WHICH THE PUBLIC ARE ENTITLED TO ATTEND**

8th November 2023

Dear Sir/Madam

**STANDING ADVISORY COUNCIL ON RELIGIOUS EDUCATION (SACRE)**

A meeting of the Standing Advisory Council on Religious Education (SACRE) will be held in Virtually via Microsoft Teams - if you would like to attend this meeting live via Microsoft Teams please contact committee.services@blaenau-gwent.gov.uk on Monday, 13th November, 2023 at 2.00 pm.

Yours faithfully



Damien McCann  
Interim Chief Executive

**AGENDA**

**Pages**

- 1. WELCOME & APOLOGIES**
- 2. DRAFT ANNUAL REPORT 2022/2023** 3 - 24

To confirm the draft Annual Report 2022/2023.

- 3. EAS/RVE PARTNER UPDATE**

Mae'r Cyngor yn croesawu gohebiaeth yn Gymraeg a Saesneg a byddwn yn cyfathrebu gyda chi yn eich dewis iaith, dim ond i chi rhoi gwybod i ni pa un sydd well gennych. Ni fydd gohebu yn Gymraeg yn creu unrhyw oedi.

The Council welcomes correspondence in Welsh and English and we will communicate with you in the language of your choice, as long as you let us know which you prefer. Corresponding in Welsh will not lead to any delay.

To receive.

**4. WASACRE BUSINESS**

25 - 48

- a) To receive and note the WASACRE minutes (Summer Meeting, June 19th).
- b) To consider the Chair's Report on WASACRE activities.
- c) To consider the Treasurer's report.
- d) To receive the Executive Member list.

[Wales Association of SACREs \(office.com\)](http://office.com)

**5. ANY OTHER BUSINESS**

49 - 60

To consider:

- (a) Holocaust Memorial Day 2024 – Theme Vision.
- (b) Farmington Scholarships.

**6. DATES OF FUTURE MEETINGS**

To discuss.

To: The Chair & Members of the  
Standing Advisory Council on Religious Education

All other Members (for information)  
Interim Chief Executive  
Chief Officers



Cyngor Bwrdeisdref Sirol

**Blaenau Gwent**

County Borough Council

**BLAENAU GWENT**

**STANDING ADVISORY COUNCIL  
FOR RELIGIOUS EDUCATION**

**ANNUAL REPORT**

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**2022-2023**

## **A MESSAGE FROM BLAENAU GWENT SACRE MEMBERS**

Members of the Blaenau Gwent Standing Advisory Council for Religion, Values and Ethics (SAC) would like to express gratitude to everyone in the education sector for the sterling work you are doing to provide children and young people in Wales with care, support, and education despite the many challenges and uncertainties faced as we have emerged from the wake of the pandemic. It has also been a time for great change and growth as schools move into the new Curriculum for Wales 2022.

Members would like to remind practitioners engaged with Religious Education (RE) and Religion Values and Ethics (RVE) that SAC is here to support you with advice on teaching, learning and resources, as well as advice on RVE in the new Curriculum for Wales.

Additionally, support from SAC is also available for the Daily Act of Collective Worship.

Blaenau Gwent SACRE welcomes correspondence via the contact below:

Kelly Mackay, Strategic Education Improvement Manager  
[Kelly.Mackay@blaenau-gwent.gov.uk](mailto:Kelly.Mackay@blaenau-gwent.gov.uk)

Hayley Jones, Curriculum Partner (SACs and RVE) - South East Wales EAS  
[hayley.jones@sewaleseas.org.uk](mailto:hayley.jones@sewaleseas.org.uk)

**THE ANNUAL REPORT OF THE BLAENAU GWENT STANDING ADVISORY  
COUNCIL FOR RELIGIOUS EDUCATION**

**2022- 2023**

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**THE ANNUAL REPORT OF BLAENAU GWENT STANDING  
ADVISORY COUNCIL FOR RELIGIOUS EDUCATION**

**2022-2023**

**SECTION 1: INFORMATION ABOUT SACRE**

**1.1 Duty to Establish SACRE**

All Local Authorities are required to constitute Standing Advisory Council for Religious Education (SACRE) within their local area.

**1.2 Composition of SACRE**

Representation on SACRE is required as follows: -

- (i) Such Christian and other religious denominations and non-religious philosophical convictions as, in the opinion of the Local Authority, will appropriately reflect the principal religious traditions in the area. Since 2018, on the Direction of the Welsh Government Cabinet Minister for Education, humanists can be full members of this Committee as well as other belief groups analogous to religious belief;
- (ii) Representatives of teachers' associations;
- (iii) Representatives of the local authority.

The Local Authority determined that the SACRE should comprise of three elected members, fifteen bodies representative of religion and belief and eight representatives of teachers' associations. In addition, the Authority allowed for up to four other individuals to be co-opted.

**1.3 Membership of SACRE**

The membership list showing the position for 2022–2023 is attached at Appendix 1.

SACRE are continuing to make efforts to seek representation from religious organisations other than Christianity but have experienced delays in finding such representation. This process was put on hold due to the Covid pandemic but has since been re-examined in 2022-2023. The LA is currently seeking expressions of interest with respect to vacancies within this group.

**1.4 Functions of SACRE**

- To advise the Local Authority on worship, religious education and Religion, Values and Ethics to be given in accordance with the agreed syllabus including methods of teaching, advice on materials and the provision of training for teachers
- To consider whether to recommend to the local authority that its current agreed syllabus should be reviewed by convening an Agreed Syllabus Conference.
- To consider whether the requirement that religious worship in a county school should be 'broadly Christian in nature' should be varied (determinations)

- To report to the Local Authority to Welsh Government on its activities on an annual basis.

## **1.5 Meetings**

SACRE met on one occasions for a formal meeting and held one school visit during the academic year 2022-2023

9<sup>th</sup> November 2022 (Information sharing)

6<sup>th</sup> March 2023

10<sup>th</sup> May (Informal visit to St Marys CIW Primary School)

18<sup>th</sup> May 2023 (Information sharing)

All three meetings have been hybrid during 2022-2023. However, it has been resolved that, where possible, meetings will be held at alternative venues such as schools or places of worship.

## **1.6 Circulation of Report**

Copies of this report are circulated electronically to those organisations and establishments listed in Appendix 3. It is also available on the Local Authority and the WASACRE website.

## **EXECUTIVE SUMMARY OF ADVICE GIVEN BY SACRE**

### **Summary of the advice given to the local authority by SACRE**

#### **RELIGIOUS EDUCATION**

##### **Issue**

To monitor provision and standards in RE

##### **Action**

1. SACRE considers and analyses school inspection reports. If there are any issues regarding RE, such as non-fulfilment of statutory requirements, then the LA follows this up. During 2022-2023 this process was put on hold and will be re-examined for the academic year 2022-2023.
2. SACRE visits schools on an annual basis to receive a presentation on RE at the school. During 2022-2023, SAC visited St Marys CIW Primary School who provided an overview of their work to date on becoming a school of sanctuary.

##### **Issue**

To fulfil the legal requirement to review the agreed syllabus for RE on a five yearly basis and ensure the agreed syllabus is being implemented in schools.

##### **Action**

1. In 2008 the Agreed Syllabus Conference endorsed and adopted a new agreed syllabus for the authority's schools which was implemented from September 2008. In June 2013 the Agreed Syllabus Conference, endorsed the re-adoption of the Blaenau Gwent agreed syllabus for Religious Education with an understanding that the syllabus would be reviewed once further information is received in relation to the assessment and national curriculum review.
2. SACRE (as it then was) subsequently received updates via email of developments with the Curriculum and the Humanities Area of Learning and Experience.
3. During 2020-2021 SACRE responded to the Welsh Government consultation on the Guidance for Religion Values and Ethics in the Curriculum for Wales 2022.
4. Following the publication of the RVE guidance SACRE advised the local authority to convene an Agreed Syllabus conference where the adoption or adaption of the framework as the Blaenau Gwent Agreed Syllabus was discussed.



## **TEACHING MATERIALS**

### **Issue**

To ensure that schools are informed of suitable resources for RE/ RVE.

### **Action**

Schools were sent the following information and resources, with SACRE/SAC Members also sent a copy of the information:

1. Schools were informed of the 2022 Interfaith Week, Saturday, 12<sup>th</sup> to the 19<sup>th</sup> of November. Resources can be found on their website <https://www.interfaithweek.org> – these include lesson plans, case studies, collective worship material suitable for primary to post-16.
2. Schools were informed of the 2023 Holocaust Memorial Day theme 'Ordinary People'. Holocaust resources can be found on their website [www.hmd.org.uk](http://www.hmd.org.uk) – these include lesson plans, film clips, case studies, collective worship/assembly material and worksheets suitable for primary to post 16 students.
3. WASACRE continued to provide resources and advice for RE, RVE and collective worship which was distributed to schools via SACRE.
4. Schools were informed about Welsh Government consultations and publications for Humanities and RVE.
5. Primary and Secondary Network Meetings for curriculum leads and offers of support were sent to all primary and secondary schools through the EAS Humanities Network.
6. Farmington Scholarships 2023-2024 information was sent to all schools and shared via SACRE meetings.

## **PROFESSIONAL LEARNING FOR TEACHERS**

### **Issue**

To ensure that teachers can access appropriate professional learning (PL).

### **Action**

The principle of subsidiarity in Curriculum for Wales, and EAS have offered a range of professional learning opportunities, for all practitioners within the region, focusing on sharing practice and empowering teachers.

The EAS has provided RE specific training to secondary school practitioners via the Curriculum Partner for RVE and SACREs. During 2022-2023 the EAS provided RVE specific PL to both primary and secondary school practitioners via Learning Network Schools, Humanities meetings, and the Curriculum Partner for RVE and SACREs. The focus of the training included the implementation of the Curriculum for Wales 2022, approaches to curriculum design and pedagogy, in addition, changes to legislation around RVE.

Schools in the region were also provided with ongoing RVE Headteacher briefings, with the aim to understand the mandatory requirements of RVE, develop understanding of RVE and how it has evolved in the context of the Curriculum for Wales and consider some of the planning or implementation issues that may arise because of the new RVE framework in schools.

Schools were informed of the 2022 Interfaith Week and resources shared their website <https://www.interfaithweek.org> – these include lesson plans, case studies, collective worship material suitable for primary to post-16. It is hoped that schools will find the materials useful and they have been asked to let SAC know of their involvement in order to hear about pupil experiences and learning outcomes.

Schools were informed of the 2023 Holocaust Memorial Day theme 'Ordinary People' and resources shared their website [www.hmd.org.uk](http://www.hmd.org.uk) – these include lesson plans, film clips, case studies, collective worship/assembly material and worksheets suitable for primary to post 16 students. It is hoped that schools will find the materials useful and they have been asked to let SAC know of their involvement in order to hear about pupil experiences and learning outcomes.

WASACRE continued to provide resources and advice for RE, RVE and collective worship which was distributed to schools via SAC.

Schools were informed of any further Welsh Government consultations and publications for Humanities and RVE.

The cross regional Curriculum Design Project continued (supported by Lucy Crehan in 2022) resources were shared with schools, published on Hwb.

Teachers were invited to share good practice with SACRE.

WASACRE commissioned specific professional learning relating to RVE, with Welsh Government funding. The first in a suite of modules were published in March 2023. These resources are intended to support practitioners with the changes to RVE (formerly Religious Education), within the Curriculum for Wales. The modules are specifically tailored and aim to support practitioners. They help with the transition to a new way of thinking, planning, and delivering an RVE curriculum that is purposeful for learners in Wales.

## **COLLECTIVE WORSHIP**

### **Issue**

To ensure that schools fulfil statutory requirements for collective worship and provide a worthwhile experience for pupils.

### **Action**

1. SAC monitors the sections of inspection reports that are concerned with collective worship and SMSC and the LA follows up on any non-fulfilment of statutory requirements by requesting their action plan. During 2022-2023. Estyn did not identify any instances of non-compliance from this inspection with statutory requirements. In nearly all schools, it is reported that spiritual, moral and social skills are developing well, and pupils have beneficial opportunities to

develop good understanding of spiritual and ethical beliefs through assemblies, reflection time, comparing different faiths and beliefs.

2. Schools have been informed by SAC of appropriate resources and websites that support collective worship in schools e.g., HMD 2022-2023.
3. SAC resolved to hold meetings at schools in the County and observe an act of collective worship, where possible, to monitor fulfilment of statutory requirements, provision, and quality of collective worship. This will be planned for in 2023-2024.

#### **OTHER ISSUES:**

**Aim:** To ensure a more informed SACRE through providing regular updates on local and national issues.

1. SAC has maintained its membership of WASACRE and receives termly feedback from the meetings of the Association.
2. The RVE Partner is a member of NAPfRE and regularly attends meetings on SAC's behalf.
3. SAC members receive regular training to keep up to date with legislative and educational changes and to understand the role and function of SACs.
4. SAC takes seriously Holocaust Education and advises the LA and its schools on this.
5. SAC has received updates on the development and implementation of the Curriculum for Wales 2022 and the implications for religious education. It has responded to Welsh Government consultations on Curriculum for Wales.
6. SAC has received updates on the development of the Qualifications Wales Full 14-16 qualifications offer consultation and the implications for religious education. It has responded to this.
7. SAC, where possible, would hold meetings at schools in Blaenau Gwent for members to familiarise themselves with RE, RVE and collective worship in schools. This year was possible once this year as an additional meeting. Further meetings will be planned for in 2023-2024 where possible.

## **SECTION 2: ADVICE ON RELIGIOUS EDUCATION**

### **2.1 The Locally Agreed Syllabus**

Agreed Syllabus for Religion, Values and Ethics (Curriculum for Wales 2022)

Blaenau Gwent Local Authority convened an Agreed Syllabus Conference (ASC). The ASC advised the LA to adopt the Religion, Values and Ethics Guidance as the basis of the Local Agreed Syllabus for RVE. Changes have been made to ensure that the document can be read as a Blaenau Gwent Agreed Syllabus for RVE. In accordance with the changes to the Curriculum for Wales 2022, Religion, Values and Ethics has been taught to all primary school children and possibly year 7 learners from Sept 2022. Secondary schools were able to defer the teaching of the new curriculum until September 2023. If a secondary school choose to do this, they will teach the new curriculum, including RVE, to both year 7 and 8 in Sept 2023. Secondary schools will continue to teach the pre 2022 curriculum (called Curriculum for Wales 2008), including the Agreed Syllabus for Religious Education, to pupils in year 8 in Sept 2022 and the 2008 curriculum will follow them during their time in compulsory secondary education.

The new Agreed Syllabus, conforming to the requirements of the new Curriculum for Wales 2022, relates the subject titled 'Religion, Values and Ethics'. The previous Agreed Syllabus, still applicable for secondary schools for the reasons described above, relates to the subject titled 'Religious Education'. This is an important distinction. Monmouthshire adopted the 'National Exemplar Framework for Religious Education for 3–19-year olds' as the Locally Agreed Syllabus for 'Religious Education' in 2008.

### **2.2 Standards In RE**

SACRE has adopted several strategies for monitoring standards being achieved in religious education in the Authority's schools that include the following:

#### **School Inspection Reports**

It has been the practice of SAC to scrutinise relevant sections of Estyn school inspection reports for schools across the Blaenau Gwent, and if any issues emerge regarding collective worship, such as non-fulfilment of statutory requirements, then the LA follows this up requesting their action plan. During 2022-2023 this process was re-instated following the Covid -19 pandemic. There are no subject judgments in the current Estyn inspection framework. Instead, members receive information from the reports relating to Estyn's comments of a schools' provision of SMSC.

#### **Examination Reports**

It has been the practice of SAC to analyse examination results over a three-year period and identify trends in performance benchmarked against all Wales data.

However, due to continued guidance from Welsh Government on the way data is presented and to avoid arbitrary comparison of schools, members were not presented with and were unable to discuss the comparative examination data for examinations awarded in 2021-2022. There has been, and will continue to be, a much closer relationship between the LA and SACRE. The EAS partner will be able to

identify schools requiring additional support as a result of a schools' own self-evaluation, Estyn inspections and collaboration with the EAS.

Through the EAS Humanities and RVE practitioner meetings, schools were updated on the changes to the GCSE and GCE examinations for Religious Studies. The practitioners and all issues concerning the examinations for Religious Studies and views were shared with SAC, WASACRE, NAPfRE and the WJEC.

During 2023-2024 SAC will discuss ways in which the Local Authority will be able to provide meaningful information to SAC about the quality of Religious Education and Religious Studies (RS) at KS4 within its schools.

SAC was informed and discussed the national challenges facing RE/RS and the decline in GCSE and A Level entry. The RE Council of England and Wales published a report. SAC were provided with a national update and discussed concerns. Concerns shared with WASACRE and NAPfRE.

## **2.3 Methods of Teaching, Teaching Materials and Teacher Training**

### **Professional Learning**

SAC has continued to provide advice and guidance to schools on pedagogy and resources. The EAS, as regional provider of school improvement services and professional learning support to schools and practitioners, has provided a wide range of professional learning programmes, materials and approaches shared with schools in the region.

EAS advertises its courses through CPD online. Mrs Hayley Jones offered bespoke support for Religious Education within the region during 2022-2023.

SAC was advised that the EAS has invested in delivering bespoke support for RE/RS and RVE. This enables schools to receive direct support from the Curriculum Partner for RE/RVE and SACRE/SAC, for example in developing their understanding of the Curriculum for Wales, planning, and designing their RVE and Humanities curriculum. Cluster schools also work together, with the support of the adviser to co-construct and collaborate their RVE and Humanities curriculum design along the learning continuum, from 3 to 16 years. This offer is open to all schools and has allowed schools to build and increase the collective ownership for the development of curriculum, pedagogy, and leadership. This model is becoming the main driver to ensure the realisation of the new curriculum from September 2022 and the delivery of professional learning and will support the national changes in accountability and self-evaluation. RVE practitioners can access EAS professional learning and resources on pedagogy.

### **Learning Network Schools for Religious Education**

The work of the Learning Network Schools (LNS) in each consortium has continued through 2022-2023 and the guidance and support arising from the LNS, together with the work undertaken between colleagues across SACs and NAPfRE, has been cascaded to teachers of RE/RVE.

Bassaleg LNS has produce and shared resources to upskill non-specialist RE/RVE practitioners through information summaries of the major world religions. These resources are available to both primary and secondary schools in the EAS Humanities

Teams space and all recordings of Humanities meetings are recorded and stored in the files there for practitioners to return to. Bespoke support is also available as required.

### **Teaching Materials**

A wide range of teaching materials have been made known to schools by SACRE as follows:

### **Farmington Scholarships**

SAC provided Blaenau Gwent schools with information about Farmington Scholarships 2022 - 2023 which are free to Teachers of religious education in the UK. Practitioners can study any aspect of religious education they wish but preference will be given to applicants whose work can be seen to be of direct value to the teaching of RE in schools. The Scholarship will cover the cost of tuition, board and lodging where appropriate, essential local travel and, by negotiation with the school, the salary of a replacement teacher up to point 6 of the main pay scale. School/home-based Scholarships may be taken in the form of day release, for instance for one day a week over a term or over the year or for continuous periods up to a maximum of 30 days. University-based Scholarships may be taken as a block of up to eight weeks or in the form of day release up to 30 days. More information for schools can be found at [www.farmington.ac.uk](http://www.farmington.ac.uk) or E-mail: [farmington@hmc.ox.ac.uk](mailto:farmington@hmc.ox.ac.uk)

### **Holocaust Memorial Day 2023 Resources**

For Holocaust Memorial Day 2023, SAC wrote to all schools to encourage them to commemorate the day in some way. They were advised of the theme, and free educational Holocaust resources that can be found on [the Holocaust Memorial Day website](#) – these included lesson plans, film clips, case studies, collective worship/assembly material and worksheets suitable for primary to post 16 students.

### **The cross regional Curriculum Design Project with Lucy Crehan**

Resources published on Hwb.

### **The Jewish History Association of South Wales resources and website link to support RVE <https://www.jhasw.com/>**

JHASW/CHIDC aims to uncover, document, preserve, and share the heritage of the Jewish communities of south Wales. The charity has produced new Holocaust Resources for teachers and students in Wales. The new classroom activities, educational resources and teacher guidance notes on the history of the Holocaust are bilingual (English and Welsh) and completely free to download.

The resources incorporate video testimonies from child refugees who came to Wales during the 1930s to escape Nazi persecution. They tell local stories and show Jews as part of a collective, shared Welsh history. They also give voice to the individuality and common humanity of Jewish lives affected by or lost in the Holocaust.

The training introduced teachers to the charity's Holocaust education resources and explain the rationale, research and pedagogical principles underpinning these new materials.

**EAS Humanities Newsletter**

An EAS Humanities Newsletter is emailed to all school on a termly basis. The newsletter contains useful information around the teaching and delivery of RVE together with updates relating to the work and function of SACRE.

DRAFT

## **SECTION 3: ADVICE ON COLLECTIVE WORSHIP**

### **3.1 School Inspection Reports**

It has been the practice of SAC to scrutinise relevant sections of Estyn school inspection reports for schools across the Blaenau Gwent, and if any issues emerge regarding collective worship, such as non-fulfilment of statutory requirements, then the LA follows this up requesting their action plan. During 2022-2023 this process was put on hold and will be re-examined for the academic year 2023-2024.

SAC have resolved to continue to use inspection reports to monitor that statutory requirements are being met and to use whatever comments are applicable.

### **3.2 Applications for Determinations**

No applications were received from schools for determinations to be made on the lifting of the requirements for collective worship to be wholly or mainly of a broadly Christian character.

### **3.3 School Visits**

SACRE appreciates the opportunities accorded to members to observe acts of collective worship in schools. During 2022-2023, members had the opportunity to attend one SACRE meeting at a St Marys CIW Primary School. During the visit, members were able to and observe an act of collective worship, explore the RVE provision and receive a presentation on 'Schools of Sanctuary' project.



## **SECTION 4: OTHER ISSUES**

### **4.1 WASACRE**

SAC has continued to affiliate to WASACRE and representatives have attended its meetings. During the 2022-23 academic year issues considered at WASACRE meetings have been fully reported back to SACRE and full discussions have taken place. SAC welcomes the pro-active work of WASACRE in taking up issues that have implications for RE and keeping member SACRE's fully informed. Blaenau Gwent SAC has received regular feedback from Mrs Jones and those representing SAC at WASACRE meetings.

### **4.2 HOLOCAUST EDUCATION**

#### **Holocaust Memorial Day 2023 Resources – ‘Ordinary People’**

Holocaust Memorial Day, 27<sup>th</sup> January 2023, theme ‘Ordinary People’ – is a time put aside to come together to remember, reflect and to learn about the Holocaust, Nazi Persecution and the genocides that followed in Cambodia, Rwanda, Bosnia and Darfur, in the hope that there may be one day in the future with no genocide. We learn more about the past, we empathise with others today, and we take action for a better future.

To show the Council’s commitment to commemorating Holocaust Memorial Day, Tredegar Clock and General Offices, Ebbw Vale will be lit up to show an act of solidarity.

Wales also hosted its second digital Holocaust Memorial Day ceremony.

For Holocaust Memorial Day 2023, SACRE will write to all schools to encourage them to commemorate the day in some way and will advise them of theme and free educational Holocaust resources that can be found on [the Holocaust Memorial Day website](#) – these include lesson plans, film clips, case studies, collective worship/assembly material and worksheets suitable for primary to post 16 students.

### **4.3 CURRICULUM FOR WALES 2022**

SAC has received termly updates on the developments being made with regards to Religious Education and the new Curriculum for Wales. SACRE (as it then was) received for information the embargoed copy of the CfW RVE guidance in December 2021 and were able to commence preparations on the new Agreed Syllabus (as an Agreed syllabus Conference) in early 2022 following the publication of the guidance by Welsh Government.

### **4.4 TRAINING OF SACRE MEMBERS**

SAC members receive training on the Roles and Responsibilities of SAC at the beginning of each academic year. Members had the opportunity to attend a virtual training session during 2022-2023, which focused on the roles and responsibilities of SACRE / SAC and explored the impact the Curriculum for Wales 2022 had on SACRE/ SAC and the changes that have been implemented following this.

[SACRE PL 2023 BG AR.pptx](#)

#### 4.5 MEMBERSHIP OF SACRE

The current membership list showing the position as of August 2023 is attached at Appendix 1.

The following positions are currently vacant:

**Co-opted places** – SACRE have agreed to co-opt two youth representatives onto the Committee and work is ongoing in this area.

**Committee A** – Work is on-going to review the constitution and rationalise membership to fill the remaining vacancy for the non-Christian faith representatives.

**Committee B** – Six positions remain vacant for Trade Union Representative, and SACRE are in the process of writing to schools to seek expressions of interest to fill these places.

#### **SACRE Officers**

Luisa Munro-Morris and Kelly Mackay provide support to SACRE/SAC in their respective roles as Head of School Improvement and **Inclusion and Strategic Education Improvement Manager**. Mrs Hayley Jones the EAS Curriculum Partner (SACs and RVE) provides professional support to Blaenau Gwent SACRE/SAC.

**Appendix 1: BLAENAU GWENT SACRE MEMBERSHIP AUTUMN 2022-SUMMER 2023**

**CHRISTIAN AND OTHER RELIGIOUS DENOMINATIONS - COMMITTEE A**

Tim Baxter (Roman Catholic Archdiocese)  
John Meredith (Church in Wales)  
Wayne Evans (Church on the Rise)  
Dr Muzafar Jilani (Muslim)  
Chris Abass (Ba'hai)  
Kathy Riddick (Wales Humanists)

**Vacancies x5:**

Buddhism  
Hinduism  
Judaism  
Sikhism  
Vacancy - non-Christian faith group/religion

**TEACHERS ASSOCIATIONS - COMMITTEE B (8)**

Mrs. C. Lane (NASUWT)  
Mrs K Knowlson (..)  
Kelly McKay (..)

**Six Vacancies**

**THE LOCAL AUTHORITY - COMMITTEE C (2)**

Councillor Sue Edmunds  
Councillor Tommy Smith

**One Vacancies**

**CO OPTED MEMBERS (4)**

**Up to four Vacancies**

**OFFICERS**

Kelly Mackay (Strategic Education Improvement Manager)  
Hayley Jones (EAS Curriculum Partner for RVE and SAC)  
Luisa Munro-Morris (Head of School Improvement and Inclusion)

**CLERK TO SACRE**

Michelle Jones (Strategic Education Improvement Manager)  
[Michelle.jones@blaenau-gwent.gov.uk](mailto:Michelle.jones@blaenau-gwent.gov.uk)

## **APPENDIX 2: SCHEDULE AND AGENDA OF MEETINGS**

### **Blaenau Gwent SACRE Meeting**

**Wednesday, 9<sup>th</sup> November 2022, 11am, Microsoft Teams**

#### **AGENDA**

Welcome & Apologies

Minutes and Matters Arising

To receive the Minutes of the meeting held on 15th July, 2022.

To receive the minutes of the Standing Advisory Conferences held on 1st and 15th July, 2022.

Annual Report (To receive feedback)

Constitution Update (To consider proposed changes)

Membership Update

To receive feedback.

EAS RVE Partner Update

- To note a date for SAC PL/ Induction
- WG RVE resources
- Estyn Reports
- GCSE
- WJEC PL Offer
- Farmington Scholarships 2023-2024

HMD 2023 HMD – Ordinary People

WASACRE Business

To receive and note draft minutes from WASACRE meetings.

To note dates of future WASACRE meeting and confirm representation

Date of Next Meeting

To consider any Other Business

### **Blaenau Gwent SACRE Meeting**

**Monday, 6<sup>th</sup> March 2023, 1pm, Microsoft Teams**

#### **AGENDA**

Welcome & Apologies

Minutes of Previous Meeting and Matters Arising

Membership Update

Advisor Feedback

SACRE Professional Learning

EAS RVE Partner Update

- WG RVE Resources
- HMD 2023 (Schools and LA to share information)
- Collective Worship survey for schools
- Estyn Update

WASACRE Business pdf icon PDF 401 KB

- To receive and note draft minutes from WASACRE meetings.
- Letter from WASACRE
- WASACRE Nominations
- To note dates of future WASACRE meeting and confirm representation.

**Blaenau Gwent SACRE Meeting**  
**Thursday, 18th May 2023, 10am, Microsoft Teams**

**AGENDA**

Welcome and Apologies

To receive the minutes of the meeting held on 6th March, 2023, and matters arising.

A School of Sanctuary - St. Mary's CIW Primary School (To receive verbal update following the informal visit held on 10th May, 2023.)

Constitution Report (including Membership Update)

SACRE Professional Learning - Members Training

To receive an update from the Advisor.

WASACRE Business PDF 133 KB

- To receive and note the draft minutes from WASACRE meetings.
- To note date of future WASACRE meeting (TBC).

Dates of Future Meetings

To confirm the dates of meetings for the next academic year.

Any Other Business

- Census data.
- Philosophical convictions discussion.

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### **APPENDIX 3: CIRCULATION OF REPORT**

***Copies will be sent electronically to the relevant bodies. This report will be available on the Local Authority website and the WASACRE website for interested parties to download.***

Members of Blaenau Gwent County Borough Council

Chair of Education Scrutiny

Regional Director of South East Wales Education Advisory Service (EAS)

Welsh Government Education Officer responsible for Religious Education

Headteachers and Governing Bodies of all County Borough Schools

All members of SACRE

Wales Association of SACRE's (WASACRE)

Minister for Education, Welsh Assembly Government

The National Library of Wales

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**Wales Association of SACREs meeting,  
Virtual via Zoom  
19<sup>th</sup> June 2023  
10.00 a.m. – 12.00 p.m.**

## Attendance

<p><b>Ynys Môn / Anglesey</b> Owen Davies (OD)</p> <p><b>Blaenau Gwent</b> Chris Abbas (CA) Hayley Jones (HJ)</p> <p><b>Pen-y-bont ar Ogwr / Bridgend</b> Alice Parry (AP) Donna Graves (DG)</p> <p><b>Caerffili/ Caerphilly</b> John Taylor (JT) Marina Chacon-Dawson (MCD) Hayley Jones (HJ)</p> <p><b>Caerdydd / Cardiff</b> John Taylor (JT) Donna Graves (DG)</p> <p><b>Sir Gaerfyrddin / Carmarthenshire</b> Jennifer Harding Richards (JHR)</p> <p><b>Ceredigion</b> Keith Evans (KE) Mary Davies (MD)</p> <p><b>Conwy</b> Phil Lord (PL) Collette Owen (CO) Ellie Chard (EC)</p>	<p><b>Sir Ddinbych / Denbighshire</b> Phil Lord (PL) Geraint Davies (GD) Leah Crimes (LC) James Brown (JB) Ruth Thackray (RT)</p> <p><b>Sir y Fflint / Flintshire</b> Vicky Barlow (VB) Lyn Oakes (LO)</p> <p><b>Gwynedd</b> Paul Rowlinson (PR) Eurfryn Davies (ED)</p> <p><b>Merthyr Tudful / Merthyr Tydfil</b> Donna Graves (DG)</p> <p><b>Sir Fynwy / Monmouthshire</b> Louise Brown (LB) Hayley Jones (EAS) Suzanne Gooding (SG)</p> <p><b>Castell-nedd Port Talbot / Neath and Port Talbot</b> Nia Jenkins (NJ) Rachel Samuel (RS)</p> <p><b>Casnewydd / Newport</b> Hayley Jones (HJ) Huw Stephens (HS)</p>	<p><b>Sir Benfro / Pembrokeshire</b> Jennifer Harding Richards (JHR)</p> <p><b>Powys</b> John Mitson (JM)</p> <p><b>Rhondda Cynon Taf</b> Mathew Maidment (MM) Donna Graves (DG)</p> <p><b>Abertawe / Swansea</b> Jennifer Harding Richards (JHR)</p> <p><b>Torfaen</b> Hayley Jones (HJ)</p> <p><b>Bro Morgannwg / Vale of Glamorgan</b> Kathy Riddick (KR) Donna Graves (DG)</p> <p><b>Wrecsam / Wrexham</b> Tania ap Siôn (TS) Libby Jones (LJ)</p> <p><b>NAPfRE</b> Paula Webber (PW)</p>	<p><b>Observers:</b></p> <p><b>REMW</b></p> <p><b>WJEC</b> Chris Owens (CO)</p> <p><b>Estyn</b> Aranwen Morgans-Thomas (AMT)</p> <p><b>Welsh Government</b></p> <p><b>Church in Wales</b></p> <p><b>Catholic Education Service</b> Angela Keller (AK)</p> <p><b>Minutes (from recording)</b> Jo Nicholls (JNI)</p>
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## **Minutes of the meeting**

### **1. Introduction and welcome**

TaS welcomed everyone to the summer meeting and thanked the Denbighshire Local Authority and SACRE/SAC for hosting the meeting. TaS welcomed and introduced the Head of Education Service for Denbighshire, Geraint Davies.

Geraint Davies formally welcomed everyone to the meeting. Geraint introduced the meeting with the following:

The curriculum has gone through a great deal of change over the last few years. Religion, Values and Ethics has taken the place of Religious Education. The law has formalised the inclusion of non-religious philosophical convictions and the voluntary aided sector now must have regard to a locally agreed syllabus also.

These changes have been a challenge to our schools, with every challenge comes exciting opportunities for staff to be creative to provide a truly local curriculum. The opportunities to ensure that RVE feeds into the four purposes is integral to the new Curriculum for Wales. These changes allow our pupils to be healthy confident individuals and have secure values and establish their spiritual and ethical beliefs. These opportunities help shape them to become ethically informed citizens and to respect the rights and needs of others in our diverse society.

Geraint Davies gave examples of Denbighshire's history with regards to faith and belief and reflected on how it will change in the future.

The 21<sup>st</sup> century has seen great advancement in technology and that has impacted and continues to impact on our lives.

There is a need to equip our young people with the skills to critically engage with beliefs and the benefits from the society they live in and embrace the increasingly intercultural communities that we all serve.

TaS thanked Geraint Davies for his introduction and for hosting the meeting.

### **2. Quiet reflection**

In May 2023, LJ and TaS represented WASACRE at the NASACRE conference in London. NASACRE were celebrating 30 years of the Association, supporting the SACREs of England.

Even though it is clear that the education systems in Wales and England are becoming increasingly different there is a distinctive common history which is worth celebrating. A history centred on the significant local role given to SACREs and SACs for RVE and collective worship. A history in which during the last 3 decades a national association has been formed to the work for SACREs and SACs recognising both the value of the local but also the strength and support that comes with working together at a national level.

TaS led a quiet reflection, when members were asked to pause briefly and bring to mind their own local authorities that they were representing today. What have they got to offer to this meeting and the AGM today? What is that they can take back home with them to share?

### **3. Apologies**

Apologies from the Executive Committee member, Edward Evans, Elin Stock and Kate Russell from Qualification Wales.

#### 4. Minutes of the last meeting held on Zoom on 21<sup>st</sup> March 2023

Amendments to be made:

Page 1 Change Microsoft TEAMS to Zoom.  
Page 2 JHR to be included as representing Carmarthenshire.  
Page 9 Regional RE Hubs – changes to be made, TaS to forward exact details to Alice:

- Delete first sentence of the second paragraph.
- Misspelling of AREIAC and AULRE
- RE Today needs to be removed from the list of steering group organisations. (RE Today has not been on the steering group, rather 'the Regional RE Hubs is enable and supported by RE Today).
- NATRE can be added to the list as can TRS-UK and Culham St Gabriels.

With the above amendments, the minutes were agreed as an accurate record of the meeting held on 21<sup>st</sup> March 2023

RS proposed to accept the minutes and HS seconded.

TaS will sign the final minutes and AP will file the minutes.

#### 5. Matters arising from minutes of the last WASACRE meeting.

The name 'Regional RE Hubs' has changed to Regional RE Hubs UK.

Any other matters arising will be addressed in the agenda items of the meeting.

#### 6. Welsh Government matters:

- 1) The only meeting since the last report was about the informal agreed syllabus review which was completed at the end of March. Welsh Government (WG) has put on record its thanks to WASACRE for undertaking the review of the agreed syllabi and are now in the process of responding to it.

We have a date scheduled to meet with Welsh Government colleagues about this and about specific matters such as the changes that WASACRE have asked for the legal section on Hwb.

- 2) National professional learning update – WASACRE are producing national resources in partnership with the Welsh Government. WASACRE presented the first batch of the national professional learning playlists at the Policy Insight Event on 25<sup>th</sup> April 2023. These have now been published on the WG Hwb. This event was well attended with over 100 attendees. It is recommended that all members visit the WG Hwb to view the playlists.

Work is continuing on the next batch of RVE resources and will soon be published in the early Autumn term. These will include RVE and cross-curricular skills – literacy, numeracy and digital competence, as well as a playlist for school governors.

A third batch of resources will cover pedagogy within RVE and RVE within the humanities.

#### 7. NAPfRE presentation: Emerging practice from a 'faith' school perspective [Leah Crimes – Headteacher, St Brigid's School, Denbigh]

Phil Lord, the Advisor for Denbighshire introduced the NAPfRE presentation. Leah Crimes (LC) is the Headteacher of St Brigid's School, Denbigh. St Brigid's is a school for 3-18 year olds, located on the outskirts of Denbigh. It is a faith school with a designated religious character. The school's trust designates the school's character as Roman Catholic, but it is not associated with the Catholic Education Service nor the Diocese of Wrexham. As a result, the school does not follow the Catholic Education Service's religious education curriculum directly.

St Brigid's has been working with Denbighshire SACRE/SAC and PL and the school has planned RVE with regard to the Welsh Government's guidance on RVE and Denbighshire's agreed syllabus and its own designated religious character.

LC presented a sample of work in relation to the RVE curriculum. She stressed that it was a work in progress and was not suggesting that it is best practice. It has been created having regard to the agreed syllabus and looking at the history of St Brigid's School. They are basing the school's Curriculum for Wales and RVE curriculum on their cynefin with the history of school and beyond Denbighshire, and including a range of pluralistic views. LC will be working with PL to refine and improve the curriculum for September. It is a new way of teaching and has been well received by learners up to year 7 who have enjoyed the authentic experience.

A copy of the presentation will be sent to the WASACRE members. LC is also happy to share resources.

TaS thanked LC for the inspiring presentation.

LW: Thanked LC for the presentation. Suggested that manmade climate change would be better linked with stewardship rather than veganism. In relation to the sanctity of life, as pro-life is considered to be a non-religious philosophical conviction in the European Court, this could be included accordingly. Although currently Humanism is secular, in the past there have been Christian Humanists, worth considering looking at this in more depth.

LC: Thanked LB and agreed that climate change would sit well with stewardship and agreed to look into pro-life. LC thanks LW for raising these two points and explained that certain aspects have been condensed in the presentation. Good points to help us to refine our curriculum.

PW: Thanked LC for the presentation and the deep thought that has been put into the curriculum design. PW asked, how, in a practical way, did they unpack the statements of what matters during the curriculum design process?

LC: They planned backwards and looked at how their children could understand those statements and made sure that they provided them with the skills and experiences in order to hit those statements. They use a program called Taith360 but are still deciding whether it is of benefit. It is a program that displays all curriculum areas and it is used as a planning tool. It assesses your curriculum and produces a colour-coded output of coverage of the statements of what matters.

KE: Requested a copy of the slides.

LC: Happy to share the slides with the members and happy to talk with KE's school in Ceredigion.

LB: Is St Brigid's School under voluntary control rather than voluntary aided?

LC: St Brigid's School is a Voluntary aided school.

TaS: Wished LC all the best as they continue on their journey.

**ACTION:** LC to send a copy of slides to the secretary for onward distribution to WASACRE members.

TaS explained that there was difficulty with the Welsh translation and the meeting was paused while a solution was found.

## 8. Qualification Wales (QW)

RS: The consultation closed on 14 June. To prepare for this the WASACRE Executive Committee produced a short video and shared the Executive Committee's draft response with SACREs/SACs. SACREs/SACs were encouraged to respond and to share the information with teachers within their local authorities.

The Executive Committee responded to the consultation on behalf of WASACRE using opinions and comments previously shared. The main foci of the response were:

- Noting that a specific qualification is needed for Religion, Values and Ethics for a number of reasons, such as those shared within the draft distributed to the SACREs/SACs.
- The importance of obtaining a qualification within a mandatory subject and its value to the learners was emphasised.
- It was shown how it would support the Curriculum for Wales and the four purposes.
- It was emphasised that it would also provide an opportunity for progression within Religion Values and Ethics up to the age of 16.
- Attention was drawn to the problem that the new GCSE starts in 2025 and there will be a box until 2027 until the full proposal starts to be taught. What can be done to respond to the gap?

The next steps will be to wait to hear the results of the consultation. It will depend on the number of responses and their comments whether a qualification is suggested by Qualifications Wales. If they were to develop a qualification it will be a short qualification on Religion, Values and Ethics which will sit within the foundation qualifications. We have emphasised that if such a qualification is developed it will need to be available from entry level standard up to level 2 to ensure opportunities for all learners. If such a qualification is developed we are sure that Qualifications Wales will be in touch to receive help and support from the members of WASACRE as they develop the qualification. We will update you on any developments when we hear more.

The final design of the new GCSE will be published for development by WJEC on the 26 June.

TaS: Hopefully QW has received a large number of responses, and this will affect the outcome. TaS emphasised the importance of responding to consultations. WASACRE provides support to SACREs and SACs when responding to consultations.

## 9. EFTRE conference [August 2023]

In March WASACRE agreed to fully fund one teacher to attend the conference in August. TaS confirmed that one expression of interest was received from Alice Parry, WASACRE Secretary. TaS delighted that AP would be able to attend and asked AP to report back to the members after the conference.

## 10. Up-dates:

- **Report from the Executive Committee held on 17 May 2023**

TaS – most things are covered on the agenda.

The Executive Committee agreed to hold a WASACRE conference in the coming school year. Planning has commenced and will involve national professional learning and case studies. WASACRE's aim is to create an exciting, cutting-edge event. As is usual practice, WASACRE will work with NAPfRE with regards to planning. WASACRE will fully fund the conference. It won't just take the form of a full conference day but there will be a series of online seminars in the lead up to the conference. These will all be free to member SACREs/SACs and their schools / practitioners. More information to be shared in the autumn term.

It had been agreed to award the WASACRE Assistant Secretary an honorarium in recognition of the enormous amount of work being conducted in this role.

- **Estyn**

TaS: In the spring meeting Estyn provided a helpful briefing paper on Estyn inspection guidance for schools.

AMT: Thanked WASACRE for inviting Estyn to the meeting and pleased to hear that the briefing paper was useful. AMT reported that Estyn is in the process of preparing the new inspection framework for 2024. The consultation is open on the Estyn website and AMT encouraged responses. Estyn will be happy to provide a brief update at the next meeting.

TaS expressed thanks to AMT and accepted Estyn's offer to feedback at the next meeting. TaS reinforced the importance of responding to consultations.

- **WJEC**

CO: Thanked WASACRE for the invite to the meeting. WJEC is in full examination mode until the end of July and cannot speak to the current examination summer series 2023.

CO confirmed that there has been a fall in the number of candidates across GSCE, AS and A level for Religious Studies.

CO's responsibility is only GSCE RS, and the results will be released on August 24<sup>th</sup>, 2023.

Following up from RS's QW item, WJEC are waiting for the recent materials from QW from June 26<sup>th</sup>, 2023.

Worth noting that WJEC is in the process of appointing a subject advisor for RS and also looking for support to help with the writing of materials. The advert is displayed on the WJEC website. Looking for subject writers for the new specification. The remit is to help produce specification content in line with the qualification outline to produce assessment tasks, mark schemes etc. The deadline for applications is Friday 7<sup>th</sup> July 2023.

In the Autumn Term, the Professional Learning (formally known as CPD) will include face-to-face events scheduled for Cardiff and Llandudno and there will be a **Cardarg** (1.25.53 mins) PL event schedule to take place in North Wales.

TaS thanked CO for the helpful update.

- **REC**

KR: It was the REC's 50<sup>th</sup> anniversary at the start of May. A big event was held at Conway Hall in London, home of The Ethical Union. There was a presentation from the Children's Commissioner for England who was an RE teacher herself.

At the meeting KR presented on the progress in Wales with the new curriculum and recognised that most of the RE community in England would like to be moving in the same direction as Wales and have strong support from the Government acknowledging the importance of SACREs and SACs.

At the end of April, the REC had a meeting with representatives from Welsh Organisations who are part of the REC: that is, WASACRE, REMW and Church in Wales. We were able to give them our perspective on whether we believe that the REC is a place for Wales to be represented as the two countries' curriculums are diverging so much. It was noted that it is important that the REC recognises Wales in everything it does and that it does not become an England-centric organisation.

REC will now work on how Wales can be represented more fully in the work that the REC does.

TaS thanks KR for the update.

- **EFTRE**

PL encourages everyone to look at the website; there are interesting country reports available. The one for Wales has been finalised and is waiting for upload to the website. There are also training videos available on the EFTRE website.

TaS: Thanked PL for representing WASACRE on the EFTRE board.

- **REMW**

No representative present.

- **NAPfRE**

NAPfRE met last week. It was PW's first meeting back and PL has been covering for her.

NAPfRE have also responded to the QW consultation in line with WASACRE's response. NAPfRE is delighted and excited that WASACRE are going ahead with the conference and is looking forward to fully participating in the planning process.

The working party groups were reinstated last week to look at the most pressing issues. As well as the termly meetings, NAPfRE are going to trial a meeting once a month with additional twilight sessions to work on projects. If there is anything that WASACRE members would like NAPfRE to look at, then please contact PW.

Four issues are identified for WASACRE to consider:

- 1) The group met last week to discuss the SACRE/SAC Annual Reports. NAPfRE would like WASACRE to write a letter to Welsh Government asking for an update on the status of the current 1996 and 2006 versions of the annual report guidance document produced by ACCAC. NAPfRE considers this document to be out of date in terms of language content, current practice, curriculum etc.

The WASCRE members agreed to this request.

- 2) WASACRE has a meeting with WG on a termly basis, with a NAPfRE representative. PW asked whether there is a meeting planned before the end of term to discuss the annual reports.

TaS mentioned that WASACRE have a meeting scheduled with a specific agenda but will be in touch with PW to see what can be included in the time limit of that meeting.

- 3) NAPfRE recently discussed the nature of RVE in the new curriculum and how it was developed in the writing process and how it was written to be a rigorous subject discipline which has parity with the other humanities disciplines. This led NAPfRE to consider undertaking a piece of work which would tackle the myths and misconceptions which have risen, or potentially could arise around RVE. PW wondered whether WASACRE would be interested in this document 'myths and misconceptions' maybe an FAQ to be displayed on the website?

TaS stated that WASACRE would be interested to see the document once developed. WASACRE members agreed.

- 4) During the recent meeting DG in liaison with HJ produced a playlist for members of SACRE/SAC in order to help them to provide PL on their roles and responsibilities. DG asked NAPfRE to quality assure the playlist. PW wondered whether it would be of interest for WASACRE to house this on the website or share with other SACREs/SACs so they can access this playlist.

TaS: This sounds like a very welcome resource. It might also be useful to look at whether it can join a relevant area on the Welsh Government Hwb.

LB: Recalls the question of the Free Church Council guidance and the discussion about whether WASACRE could put this on its website also. It will be useful to look at the playlist first.

It is recognised that there is a whole process of quality assurance for Hwb and WASACRE would play a role in this given the playlist focus.

NAPfRE also discussed the document 'So you are thinking of joining your local SACRE' this was updated by RS and PW a while ago, but it requires a rewrite because legislation has been changed. Is it the right time to update this document.

TaS: Agrees that this is the right time and suggests going ahead.

**ACTION:** WASACRE members to contact PW with anything they would like NAPfRE to work on.

#### - IFN

LJ reported that the [Interfaith week](#) takes place from 12<sup>th</sup> - 19<sup>th</sup> November 2023. IFN are keen to have schools and organisations preparing early and to start thinking about how to use this week as a platform to highlight and deepen interfaith religion and belief dimensions of their work. Lots of activity ideas on the [Interfaith](#) website.

The Development of Levelling up Housing Communities will no longer be funding IFN and hasn't since April 2023. IFN's Board of Trustees and staff are working to address this challenging situation and the Board has met on a weekly basis to carefully review the financial position taking appropriate steps so that IFN's vital work can continue. They have asked for member bodies to write to ministers and other public figures to show support for the IFN.

TaS: This request will be taken back to WASACRE Executive Committee to consider writing a letter and to whom.

CA: Suggested to contact Interfaith Council for Wales for more localised news on Interfaith week.

## 11. Correspondence

- Email from CA with a flyer about a short video pilot project for young people.



CA: This is an initiative from the Interfaith Council for Wales requesting young people to create short films around service to community, in anyway way they wish. The endeavour is to show these at some stage to celebrate the organisation's 20+ anniversary this year.

TaS: Thanked CA for sharing this initiative and suggested that advisors might want to take this to their local SACREs and SACs and identify schools that might want to take part in it.

- Email from NAPfRE regarding the 4 points raised in item 6.

**12. Any other business (to be agreed in advance of the meeting with the Chair)**

HS: On behalf of the Committee, HS thanked TaS as Chair and the Executive Committee members for their representation at meetings and reporting on behalf of WASACRE. This all involves considerable time and it is very important that this expertise is been given on their behalf.

TaS: Thanked HS for his support and acknowledgment.

**13. Date for next meeting: Autumn Term,**

This will be a Zoom meeting on Wednesday 25<sup>th</sup> October 2023 hosted by RCT.

TaS thanked Denbighshire local authority for hosting the meeting. The meeting ended at 11.50pm.

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## **Report of the activities of the Association 2022-2023**

It has been a very busy year for the Association, especially with the Curriculum for Wales roll out beginning in September, the process of preparing the agreed syllabi for RVE, and the Qualifications Wales consultation.

### **1. This year the Association met on three occasions.**

Our Autumn meeting on 16 November 2022 was hosted by Blaenau Gwent SACRE / SAC through TEAMS. Our spring meeting on 21 March 2023 was hosted by Pembrokeshire SACRE / SAC through Zoom. Our Summer meeting, today, was hosted by Denbighshire SACRE / SAC through Zoom. We are grateful for the continued support of SACREs / SACs with their hosting of these meetings.

### **2. The Executive Committee met on three occasions:**

5 October 2022 (TEAMS), 8 February 2023 (Zoom) and 17 May 2023 (Zoom), all of which took place on-line through either TEAMS or Zoom. The Executive Committee had a full agenda throughout the year that included the following items and activities.

- a. The continued consideration and response to developments relating directly to RVE and RE within the Curriculum for Wales.
- b. Advice and support given to advisors and SACs in Wales in relation to locally agreed syllabi for RVE, working arrangements for SACREs / SACs, as well as other matters.
- c. Representatives from the WASACRE Executive Committee (with a NAPfRE representative) met with Welsh Government colleagues as part of our established regular cycle of meetings. These meeting gave opportunity to raise issues of importance to local SACREs / SACs.
- d. At the request of the Welsh Government, WASACRE was asked to conduct an informal desk-based review of agreed syllabi for RVE. A WASACRE team of specialists undertook the task on behalf of the Executive Committee, and the report was submitted to the Welsh Government on 27 March 2023. The report is part of a wider supportive approach being taken by the Welsh Government during the early stages of curriculum roll out and it also offers a valuable opportunity to share practice across Wales within the contexts of both local determination and collaboration.

- e. The first fruits of the major national professional learning partnership between the Welsh Government and WASACRE were published on the Welsh Government Hwb. The first batch of professional learning modules was published in March 2023, comprising five playlists for headteachers, secondary, primary, early years, and ALN. Work continued on the second and third batches of modules. This initiative came about through WASACRE raising the need for such baseline national professional learning and developing a robust proposal for consideration by Welsh Government colleagues. All resources have been rigorously quality assured before publication on the Welsh Government Hwb.
- f. Representatives from the WASACRE Executive Committee (often with a NAPfRE representative) met with various organisations both within and outside Wales on a number of occasions throughout the year. Within Wales this included an Estyn meeting and also meeting with those working on the Community Focused schools guidance and the relevance of SACs within it. Other meetings included those with Regional RE Hubs and the RE Council for England and Wales raising questions about relationships between the organisations and potential impacts on the Curriculum for Wales roll out for RVE. In addition, there was a meeting with NASACRE representatives to explore future connections. Representatives from WASACRE attended the NAPfRE 30 years celebration and AGM.
- g. WASACRE has continued to provide both a forum and support for guidance on national consultations affecting RVE in Wales. This year was concerned with two Qualifications Wales consultations relating to the GCSE Religious Studies Qualification and the Full Qualifications Offer.
- h. In the spring term, WASACRE subscribed to a Zoom account to enable simultaneous translation in meetings. After exploring several options, WASACRE is pleased to be in a position to renew its commitment to bilingual meetings, after moving online during the Covid period.
- i. Preparations for a major WASACRE Conference for RVE in partnership with NAPfRE.
- j. The provision of funding for a teacher to attend the EFTRE conference.

### **3. Accounts:**

The Treasurer's report for 2021-2022 was shared at the summer AGM of 2022. A statement of accounts and a report explaining the information was presented. It was noted that income exceeded expenditure for the year by £7,722.90. All SACREs / SACs have paid their subscriptions. It was noted that the financial position remained in a healthy condition and that the level of funds available to WASACRE, to fund its planned activities, was encouraging. The recommendation was made that an increase to the yearly subscription in line with inflation of 3% to £495 was proposed and agreed to.

### **4. New members of the Executive Committee:**

At the Summer AGM 2022 three members were elected to the executive committee for the period of 2022-2025: Vicky Barlow (Flintshire); Mathew Maidment (RCT); Louise Brown (Monmouthshire). Edward Evans was elected as Vice Chair.

Tania ap Sion took the position of Chair, and Rachel Samuel moved to Immediate Past Chair.

#### **5. WASACRE constitution amendments:**

At the Summer AGM 2022 WASACRE members accepted and approved amendments to the Association's constitution.

#### **6. NAPfRE and WASACRE presentations:**

As there were no 'physical meetings' NAPfRE presentations have been kept to a minimum and focused on the most immediate priority.

- The Blaenau Gwent meeting on 16 November 2023 received a presentation from Rachel Samuel and Paula Webber on the Qualifications Wales Consultation: New GCSE – Religious Studies.
- The Pembrokeshire meeting on 21 March 2023 received a National Professional Learning presentation by Libby Jones on the professional learning resources being developed by WASACRE and recently published on the Welsh Government Hwb.
- In today's Denbighshire meeting we have received a presentation from Leah Crimes, Headteacher of St Brigid's School in Denbigh on 'Emerging practice from a "faith" school perspective'.

As Chair of WASACRE, I would like to thank all our SACREs / SACs for their commitment to the Association and their support. Also, for all the hard work of our Executive Committee members without whom our activities would not be possible.

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## WALES ASSOCIATION OF SACREs

### ANNUAL GENERAL MEETING – 19<sup>th</sup> JUNE, 2023

REPORT BY: Treasurer

SUBJECT: Report for 2022/2023 Financial Year

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REPORT FOR: Information and Decision

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#### **STATEMENT OF ACCOUNTS 2022/2023**

Attached, as an Appendix to this report, is the independently examined Statement of Accounts for the 2022/2023 financial year. Members will note that, during the year, income exceeded expenditure by £8969.44, compared with £7,722.90 in 2021/2022. At the end of the financial year, subscriptions from 16 SACREs had been received, and the subscriptions from the remaining SACREs have now been received. It is pleasing to report that subscriptions have, again, been paid in respect of all SACREs. It is good to be able to report that income exceeded expenditure again this year and by a substantial amount. Further information on the reasons for the increase on last year is provided below. The financial year commenced with a balance of £45,502.79 and ended with a balance of £54,472.23. The finances of WASACRE, therefore, remain in a healthy condition and the level of funds available to WASACRE, to fund its planned activities, is encouraging. Members will have noted that the balance of funds has increased steadily during the last few years and this is part of the plan to ensure the availability of funding for the next WASACRE conference.

#### a) **Receipts**

As in previous years, the main source of income for WASACRE during 2022/2023 has been the annual subscriptions paid by member SACREs. Members will be aware that, at the 2001 Annual General Meeting of WASACRE, it was decided to raise the level of subscriptions by the level of inflation on an annual basis. The annual subscription, therefore, for 2022/2023 was £495.00 which has resulted in an income of £7,920.00. This figure represents the 16 subscriptions, received during the financial year, and it is pleasing to report that the remaining SACRE subscriptions have now been paid. Therefore, I can report that all subscriptions for 2022/2023, have now been received. The receipts also included the late payment of £1,440.00, which represents 3 subscriptions of £480.00 relating to the 2021/2022 financial year.

The other regular annual source of income for WASACRE has been Bank Interest and this amounted to £20.66 in 2022/2023, an increase of £20.10 on £0.56, the amount received in 2021/2022. The Bank Interest rate remained low at the start of the year but increased during the year. Interest paid on the WASACRE Business Money Manager Account during the first quarter

amounted to £0.68 while the interest paid during the last quarter amounted to £12.83. While this is a move in the right direction, It is clear, as has been previously noted, that it will be some time before significant income is received through Bank Interest.

During the year, WASACRE received a payment of £4,250.00 from the Welsh Government. This payment was in response to work, commissioned by the Welsh Government and carried out by WASACRE in undertaking an informal review of agreed syllabi. Officers of the Welsh Government actually approached WASACRE with the request that this work be carried out which is an indication of their high regard for the competence and professionalism of WASACRE. Unfortunately, this payment was received by WASACRE on 31<sup>st</sup> March, 2023, which means that, while the income is included in the 2022/2023 financial year, the payments made against it are recorded in the 2023/2024 financial year. This has inflated the figure for excess of income over expenditure and a more realistic figure would be £4,719.44.

b) **Expenditure**

During 2022/2023 there has also been lower than usual expenditure. This year there were no payments in relation to officers' travel and accommodation as all the meetings have been virtual, and held via the Teams or Zoom platforms. In addition, there have been no requests for release of teaching staff to attend meetings as, in the main, they have been held at times that were convenient for members to attend. There also have been no requests for payment of expenses for attendance at conferences and other similar events.

The areas of expenditure in the 2022/2023 accounts are as follows:-

The cost of convening meetings amounted to £1055.88 for the translation of documents, compared with £1392.53 in 2021/2022. There were no other costs of holding both the termly meetings of WASACRE and the Executive Committee meetings as these were all held virtually via Teams except for the Spring meeting of WASACRE. This was held via the Zoom Platform as this platform supports simultaneous translation.

Members will be aware that the WASACRE secretarial arrangements have continued unchanged. The post of Co-ordinator Secretary has continued with the role of overseeing the secretarial function but without the full range of secretarial activities. This post still attracts an honorarium of £1,500.00 and, this is now, usually paid, as termly instalments. The Co-ordinating Secretary is supported by an Assistant Secretary but, currently, no honorarium is paid for this post. The secretarial costs have been minimised through the use of electronic communications and no claims for secretarial expenses were made during the year. The post of Minute Secretary also attracts an honorarium of £1,500.00 but the post has remained unfilled since the departure of the previous post holder. With the departure of the Minute Secretary, the services were bought in of an individual who was willing to minute the meetings,



remotely, from recordings of the meetings. The costs of this service, for the last financial year, amounted to £1,294.55 and are well within the honorarium that would have been paid to a Minute Secretary. The payment relates to the actual amount of work involved, rather than an honorarium. WASACRE is fortunate in being able to secure the services of an individual who is able to provide high quality minutes of the meetings and, so far, this arrangement has worked well.

Members will recall that, some time ago, WASACRE produced a document entitled 'Managing the right of Withdrawal from Religious Education', which was very well received. As Religion Values and Ethics is included within the Humanities area of the National Curriculum, from which there is no right of withdrawal, it was agreed that surplus copies of the book would be circulated to local authorities and Diocesan Directors of Education in Wales, before the full implementation of Religion, Values and Ethics, and the cost of this circulation amounted to £306.88.

The Treasurer's Expenses amounted to £44.24, which is very similar to £46.81, the level of expense in 2021/2022. These expenses relate, in the main, to postage charges and stationery.

During the year, a total of £298.00 has been spent on Membership Subscriptions which is similar to £388.00, the amount spent in 2021/2022. The only difference was that, in 2021/2022, there were two payments of £99.00 to the RE Council – one relating to 2020/2021 and the other to 2021/2022.

These comprise the following:-

- The RE Council for 2022/2023 - £99.00
- EFTRE 2022 - £90.00
- The Interfaith Network 2022 - £100.00

The sum of £100.67 has been paid for hosting the WASACRE website. Members will agree that a high-quality website is an excellent resource and plays a valuable role in raising the profile of WASACRE as well as providing a source of information in relation to Religious Education and Collective Worship. This has been achieved with the development of the new website and this will provide excellent support for WASACRE. In addition, it will be a valuable source of information on Religion, Values and Ethics, as well as Collective Worship for SACREs, teachers and other professionals.

This is the first full year of Bank Charges. With effect from 1<sup>st</sup> November, 2021, HSBC changed the WASACRE Community Account (current account) into a Charitable Bank Account. This account carries a monthly fee of £5.00 and cheques paid into and out of the account over the counter are charged at £0.40 per cheque. The charges for 2022/2023 amounted to £70.00. Fortunately, only 2 authorities paid subscriptions by cheque this year and only 19 cheques were drawn within the financial year.

Members are invited to receive and adopt the attached statement of accounts.

## **ANNUAL SUBSCRIPTIONS 2023/2024**

In considering an appropriate annual subscription per SACRE for membership of WASACRE during the 2023/2024 financial year, members will be aware that the decision was taken at the 2001 Annual General Meeting of WASACRE that, in future, the subscription to WASACRE would be increased in line with inflation.

It is important for WASACRE to follow this practice in order to ensure that sufficient resources are available to meet the ongoing costs of WASACRE activities, including meeting expenses, operating costs, officers' expenses, officers' honoraria and subscriptions. Although some of these costs have not been incurred in the 2022/2023 financial year, they are likely to occur in the 2023/2024 financial year. In addition, WASACRE needs to have sufficient resources available to meet the costs of All Wales events, such as national conferences, and to enable it to become involved in other initiatives for the support of Religion, Values and Ethics, together with Collective Worship across Wales including the provision of further training and preparation of publications. Although the WASACRE finances are currently in a healthy state, it is important that a substantial balance is maintained if WASACRE is to be able to, with confidence, arrange further national events and undertake more projects.

However, at the recent meeting of the WASACRE Executive Committee, it was agreed that, in the light of the current difficult financial circumstances, experienced by Local Authorities, there should be no uplift to the subscription to WASACRE for 2023/2024. It is, therefore,

**RECOMMENDED** that the annual subscription per SACRE for membership of WASACRE during the 2023/2024 financial year, remain at £495.00, the same level as the 2022/2023 subscription.

## **PAYMENT OF EXPENSES**

Members will recall that the following arrangements for the payment of expenses were either agreed at the 2020 Annual General Meeting of WASACRE or agreed subsequently: -

- payment of 45 pence per mile to officers undertaking business on behalf of WASACRE where they are unable to claim from their local SACREs and reimbursement at the same level for speakers contributing to WASACRE meetings;
- reimbursement to officers of actual parking costs, where incurred, in relation to the conduct of WASACRE business;
- where public transport is used rather than private car, reimbursement of actual rail/coach fares up to the level of standard fare on the understanding that advantage of saver arrangements would be taken wherever possible;
- reimbursement of reasonable subsistence costs in respect of officers of WASACRE and speakers at WASACRE meetings;
- reimbursement of actual costs of overnight accommodation on the understanding that reasonable costs are incurred;

- in relation to teachers being released from school to make presentations at meetings of WASACRE, WASACRE will fund up to one full day's supply cover. In the event of this proving inadequate, early contact must be made with the Treasurer, who will be given discretion to agree a higher level of supply cover in consultation with either the Chair or Vice Chair.
- Members of SACREs and others attending main meetings of WASACRE are not eligible to claim expenses from WASACRE but should claim from their own SACRE or the body that they represent;
- the Co-ordinator Secretary will receive an annual honorarium of £1,500. If the position is taken by a serving teacher, then supply cover would be paid in addition to the existing honorarium and expenses (necessary travel, accommodation and subsistence). Supply cover would be paid to the school and the honorarium would be paid to the individual officer;
- if appointed, a Minute Secretary will receive an annual honorarium of £1,500 plus expenses, plus overnight accommodation if necessary. If the current arrangement continues, WASACRE will pay invoices submitted by the individual preparing minutes from recordings of meetings in accordance with the level of work involved;
- Members of the WASACRE Executive Committee are able to claim expenses from WASACRE for attendance at Executive Committee Meetings where they are unable to claim expenses from elsewhere;
- Members of the WASACRE Executive Committee, who are serving teachers, are eligible to claim supply cover costs to enable them to be released to attend meetings. The claim should be submitted to the Treasurer by the employing school and should represent actual costs;
- although there is some common membership, NAPfRE is a separate entity and WASACRE is unable to fund their meetings or expenses;
- where NAPfRE members are undertaking work on behalf of WASACRE, WASACRE will contribute to their expenses. Requests must be submitted, in advance, to the Treasurer, who will be given discretion to consider them in consultation with the Chair or Vice Chair;
- WASACRE will, on occasion, pay fees for people to attend meetings or carry out work on professional working days if this has been agreed in advance. Requests must be submitted, in advance, to the Treasurer, who will be given discretion to consider them in consultation with the Chair or Vice Chair. It is expected that there will be evidence of the work undertaken and this could be a paper or report following the meeting attended.

It is

**RECOMMENDED** that the above arrangements be approved for 2023/2024.

**WALES ASSOCIATION OF SACRES  
STATEMENT OF ACCOUNTS 2022/2023**

**RECEIPTS**

Annual Subscriptions 2021/2022 (3 SACRES at 480.00 per SACRE)	1440.00
Annual Subscriptions 2022/2023 (16 SACREs at 495.00 per SACRE)	7920.00
Payment from Welsh Government for work, carried out by WASACRE, at their request - informal review of agreed syllabi	4250.00
Bank Interest	<u>20.66</u>

Total Receipts	<b>13630.66</b>
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**EXPENDITURE**

Meeting Expenses:	
Translation of Documents	1055.88
Taking Minutes of meetings	1294.55
Co-ordinating Secretary's Honorarium 2022/23	1500.00
Distribution of WASACRE document on Withdrawal from RE	306.88
Treasurer's Expenses:	44.24
Membership Subscriptions:	
RE Council 2022/2023	99.00
EFTRE 2022	90.00
Interfaith Network 2022	<u>100.00</u>
	289.00
Bank Charges	70.00
Website Hosting	100.67

Total Expenditure	4661.22
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ADD Excess of Receipts over Expenditure	<u>8969.44</u>
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**13630.66**

**BALANCE SHEET AT 31/3/23**

Balance at 31/3/22	45502.79	
ADD		
Excess of Receipts over Expenditure	<u>8969.44</u>	
Balance at 31/3/23		<u>54472.23</u>

Represented by:

Bank Balances at 31/3/23:

Business Money Manager Account	5511.37	
Charitable Bank Account	<u>49105.77</u>	54617.14

LESS

2 cheques drawn and not presented on 31/3/23

44.24	
<u>100.67</u>	
	<u>144.91</u>

54472.23

**Inspected and found correct:**

Signed: .....  .....  
I.F.A

Date: 14<sup>th</sup> June 2023

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## **Aelodaeth Pwyllgor Gwaith CCYSAGauC / Membership of WASACRE Executive Committee 2023/2024**

Cadeirydd / Chair – Rev. Dr Tania ap Sion (Wrecsam / Wrexham)

Is-Gadeirydd / Vice Chair – Rev. Edward J. Evans (Pen-y-bont / Bridgend)

Ysgrifennydd / Secretary – Alice Parry (Pen-y-bont / Bridgend)

Ysgrifennydd Cynorthwyol / Assistant Secretary - Libby Jones (Wrecsam / Wrexham)

Trysorydd / Treasurer – John Mitson (Powys)

Cyn-Gadeirydd diweddaraf / Immediate Past Chair – Rachel Samuel (CNP / Neath Port Talbot)

Cynrychiolydd o PYCAG / Representative of NAPfRE – Paula Webber

### **Aelodau cyffredinol / Executive members:**

Kathy Riddick - Blaenau Gwent /Blaenau Gwent (2021-2024)

Vicky Barlow - Sir y Fflint / Flintshire (2022- 2025)

Louise Brown - Sir Fynwy / Monmouthshire (2022-2025)

Mathew Maidment - Rhondda Cynon Taff / Rhondda Cynon Taf (2022-2025)

Jennie Downes - Sir Ddinbych / Denbighshire (2023-2026)

Marged Williams and Tyler Saunders - Bro Morgannwg / Vale of Glamorgan (2023-2026) \*

\*rhannu swydd / job share

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# Holocaust Memorial Day 2024

## Theme vision



HOLOCAUST  
MEMORIAL  
DAY TRUST

*Learning from genocide -  
for a better future*

## Fragility of Freedom

*'That is when the trouble started for the Jews. Our freedom was severely restricted by a series of anti-Jewish decrees.'*

Anne Frank, diary entry, Saturday 20 June, 1942 – reflecting back on May 1940 when the Germans arrived in the Netherlands



Barbed wire fences at Auschwitz-Birkenau © Chris Jackson / Getty

### 1. Introduction

Freedom means different things to different people. What is clear is that in every genocide that has taken place, those who are targeted for persecution have had their freedom restricted and removed, before many of them are murdered. This is often a subtle, slow process. **The ten stages of genocide**, as identified by Professor Gregory Stanton, demonstrate that genocide never just happens. There is always a set of circumstances which occur, or which are created, to build the climate in which genocide can take place and in which perpetrator regimes can remove the freedoms of those they are targeting.

Not only do perpetrator regimes erode the freedom of the people they are targeting, demonstrating how fragile freedom is, they also restrict the freedoms of others around them, to prevent people from challenging the regime. Despite this, in every genocide there are those who risk their own freedom to help others, to preserve others' freedom or to stand up to the regime.

HMD 2024 marks the 30th anniversary of the genocide against the Tutsi in Rwanda. 49 years after the Holocaust ended, 19 years after the genocide in Cambodia, the world stood by as Hutu extremists shattered the fragile freedom in Rwanda, following decades of tension and violence, culminating in the murder of over one million Tutsis in just one hundred days.

## 2. Eroding freedom

Freedom is fragile and it cannot be taken for granted. Here are some examples of ways in which the freedoms of people targeted during genocide are restricted, showing how fragile freedom is and how we must not be complacent about it.

### Freedom of religion and freedom to self-identify

In 1933 the Nazis came to power in Germany, and life became increasingly difficult for German Jews. Anti-Jewish legislation was passed, which denied Jews many freedoms and restricted their rights, starting with removing them from certain professions and schools and universities. The Nuremberg Laws in 1935 restricted who Jews could marry, and went further than that: they defined anyone who had three or four Jewish grandparents as a Jew, regardless of whether or not that person saw themselves as Jewish. Thus the Nuremberg laws took away people's freedom of religion and freedom to self-identify. On 9 November 1938, Jewish shops and businesses in Nazi territories were attacked and destroyed. The night became known as The Night of Broken Glass. Jewish people were banned from cinemas, theatres and sports facilities.



Jewish shops and businesses were destroyed during The Night of Broken Glass in 1938  
© Bettmann / Getty

As the German army swept through and started occupying European countries, Jewish people in those countries often had many of their freedoms taken away: they were forced into ghettos, living in cramped conditions and often doing hard labour for the Nazis or for German industries; they were deported to concentration or extermination camps. Being imprisoned or enslaved is the very antithesis of freedom. And this was simply because they were Jewish.

After the arrival of the Germans in the Netherlands, **Anne Frank** wrote in her diary:

*'That is when the trouble started for the Jews. Our freedom was severely restricted by a series of anti-Jewish decrees: Jews were required to wear a yellow star; Jews were required to turn in their bicycles; Jews were forbidden to use trams; Jews were forbidden to ride in cars, even their own; Jews were required to do their shopping between 3.00 and 5.00p.m.; Jews were required to frequent only Jewish-owned barbershops and beauty salons; Jews were forbidden to be out on the streets between 8.00 p.m. and 6.00 a.m.; Jews were forbidden to go to theatres, cinemas or any other forms of entertainments; Jews were forbidden to use swimming pools, tennis courts, hockey fields or any other athletic fields; Jews were forbidden to go rowing; Jews were forbidden to take part in any athletic activity in public; Jews were forbidden to sit in their gardens or those of their friends after 8.00 p.m.; Jews were forbidden to visit Christians in their homes; Jews were required to attend Jewish schools, etc. You couldn't do this and you couldn't do that, but life went on.'*

Anne and her family went into hiding, but they were betrayed and Anne died in Bergen-Belsen Concentration Camp, just three months short of her 16th birthday.

## Freedom of reproduction

As part of the T4 euthanasia programme the Nazis sterilised hundreds of thousands of people because they were disabled or perceived to be disabled, physically or mentally. Franziska Mikus had her freedom of reproduction taken away by the Nazis, forcibly sterilised not once but twice, simply because she was deaf.

*'With a heavy heart I [had] to be sterilised a second time. This was the cruellest thing I ever had to endure. I will never be able to forget that.'*

Read Franziska's full life story at [hmd.org.uk/franziska](http://hmd.org.uk/franziska).

## Freedom of movement

In the 1994 genocide against the Tutsi in Rwanda, Eric Murangwa Eugène MBE's freedom of movement was shattered after the plane carrying the President of Rwanda was shot down on 6 April 1994. Radio broadcasts demanded people stay in their homes while soldiers crashed down their front doors to find those they deemed 'responsible'. Demanding people to stay home enabled perpetrators to find their target groups.

Read Eric's full life story at [hmd.org.uk/eric](http://hmd.org.uk/eric).

In 1992, Kemal Pervanić was one of many Bosnian Muslim men incarcerated in the notorious Omarska Concentration Camp. One of his former schoolteachers became his camp guard. Kemal's freedoms were lost: every aspect of his life was controlled, living conditions were appalling and he suffered beatings and deprivations.

You can read more about his life at [hmd.org.uk/kemal](http://hmd.org.uk/kemal).

## False freedom

Perpetrator regimes often deliberately conceal their genocidal actions and mislead those they are targeting, to keep them calm, for example, and to prevent revolts, creating a sense of false freedom among those who are persecuted. The gates at several concentration camps, including Auschwitz-Birkenau, welcomed prisoners with the now infamous slogan *'Arbeit Macht Frei'*, literally meaning 'work gives you freedom', but this was far from the reality.

In 1981, having survived the genocide in Cambodia, Var Ashe Houston BEM learned in a letter from a friend that her husband, Virak Phong, had flown back to Phnom Penh in early 1976 with several hundred other Khmer intellectuals. The group had been told that the communist regime led by Pol Pot could use their skills to rebuild the country, but this was not true. In reality, they were imprisoned upon arrival in Phnom Penh. Virak Phong died in prison that year.

You can read more about Var's life at [hmd.org.uk/var](http://hmd.org.uk/var).

The Khmer Rouge told Sokphal Din BEM that he was going to leave the labour camp they had imprisoned him in, to be reunited with the rest of their family. Sokphal was suspicious, but excited. However, his optimism was short lived. The Khmer Rouge led Sokphal deep into the jungle where he was abandoned without food, water or tools to help him survive. The Khmer Rouge had lied and Sokphal realised that he would never see his father again.

You can read more about Sokphal's life at [hmd.org.uk/sokphal](http://hmd.org.uk/sokphal).

There are often limited options available to people attempting to flee persecution as their freedoms are restricted. Jewish people trying to leave Germany in the 1930s had to pay an increasingly heavy emigration tax, for example, and securing a visa became progressively difficult.



Sokphal Din BEM holding a photo of his mother, taken in a refugee camp in Thailand

El Sadiq 'Debay' Mahmoud Manees fled persecution in Sudan, choosing *'to go across the Mediterranean Sea – hoping either to be able to live in peace, or to die.'* This was not an easy decision to make, but if Debay had stayed in Sudan, he would almost certainly have been murdered. Debay was luckier than many others who attempted the journey. He was rescued and taken to Italy, where he slept rough. He had a long and difficult journey through Europe, unable to find work or safety, until he eventually reached the UK where he claimed asylum. Today, Debay lives in the UK, and was a key worker during the coronavirus pandemic in 2020. He is grateful to be safe, but his freedom feels incomplete because he cannot be with his family in Sudan. He says, *'Still my heart is in my village and the refugee camps with those I left in Darfur.'*

You can read more about Debay's life at [hmd.org.uk/debay](https://hmd.org.uk/debay).

## Freedom of expression

Often in genocides, people's freedom of expression is limited and restricted, with state-controlled media ensuring propaganda is fed to the general population. Those who speak out are often imprisoned or murdered. Jean Baptiste Kayigamba, a survivor of the genocide against the Tutsi in Rwanda, now living in the UK said:

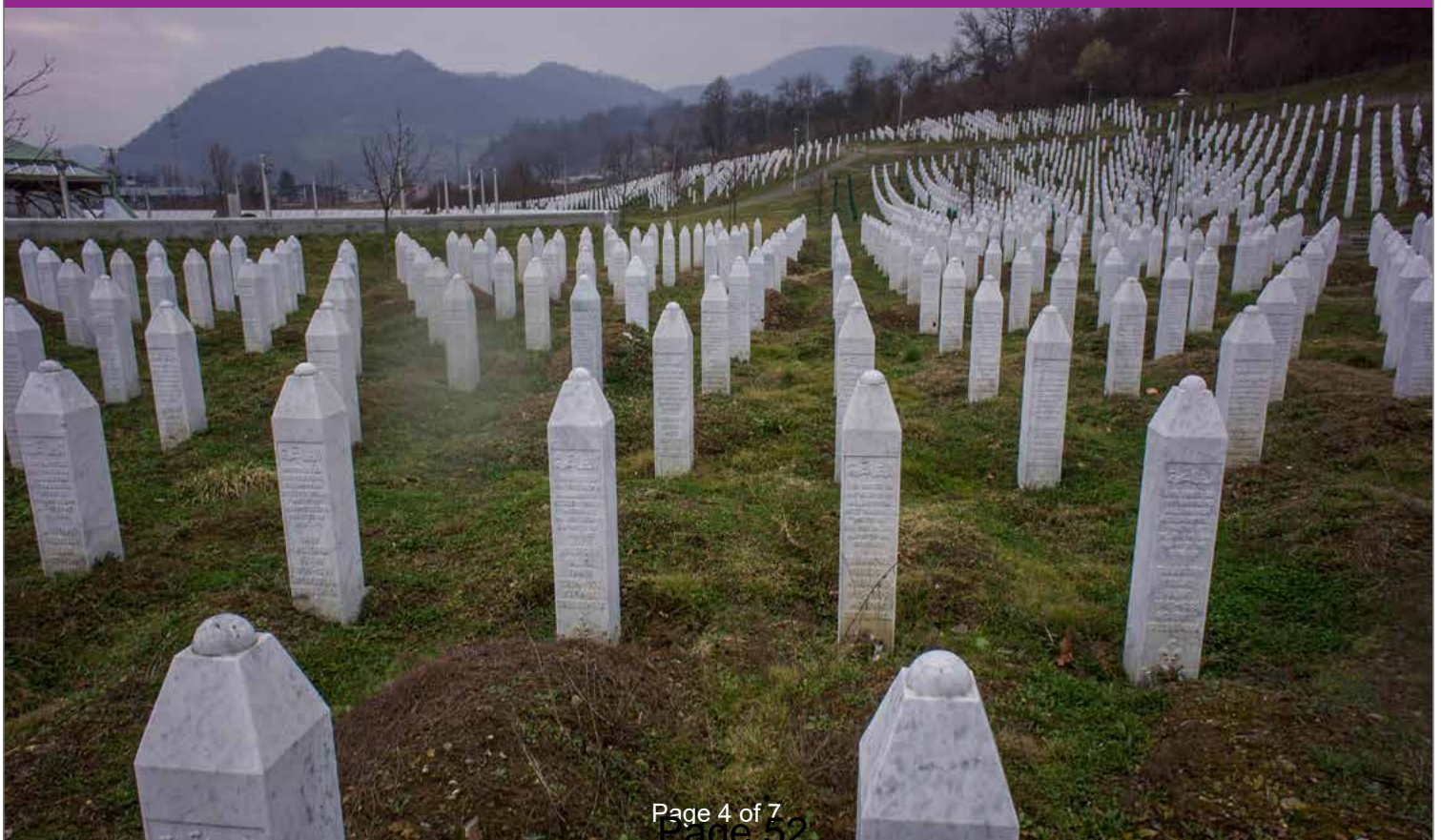
*'The infamous hate Radio Télévision Libre des Mille Collines was spewing its venom against the Tutsis, blaming them for assassinating the president.'*

Even after genocides have ended and societies are rebuilt, survivors making new lives in different countries may not be allowed to express themselves freely as new regimes make accommodations with the past, and when relatives in the home country may still face danger.

## Freedom to live

Genocide is the ultimate manifestation of violence ending freedom to live. During the Holocaust, six million Jewish people – men, women, children and babies – were brutally murdered in fields, ghettos, concentration camps and death camps. In more recent genocides, vast numbers of people have been murdered purely because of their faith, ethnicity, or other form of identity.

Below: The Srebrenica-Potoari Memorial and Cemetery for those murdered during the genocide in Srebrenica, Bosnia © Giles Clarke / Getty



### 3. Risking freedom

It isn't only those directly targeted for persecution whose freedoms are affected by perpetrator regimes. Vali Rácz risked her freedom and her life to save Jews in Hungary during the Second World War. Despite knowing she would likely be murdered if caught, she built a false partition into a large wardrobe to hide people. She was arrested several times but with no proof that she was hiding Jews, was released.

Listen to a podcast with Monica Porter, Vali Rácz's daughter, at [hmd.org.uk/vali](https://hmd.org.uk/vali).

Despite the horrific scenes taking place across Rwanda there were also acts of great bravery. Sula Karuhimbi was an elderly woman who lived alone on a small farm and had knowledge of natural medicines. When the genocide began she hid more than 20 Tutsis in her animal shed and fed them from her small stock of vegetables. When attackers came to her farm she used her reputation as a 'witch' to frighten them off and protect the people hiding, risking her freedom as she did so.

Five students from Munich University and one of their professors challenged the Nazi regime by forming the White Rose group. They asked German people to react to the violence and oppression which were all around them by standing up and fighting for freedom.

Although they were successful in spreading their messages, the members of the White Rose group were all beheaded by the Nazis, who wanted to discourage anyone else from fighting for freedom.

Read more about the White Rose group at [hmd.org.uk/whiterose](https://hmd.org.uk/whiterose).



Vali Rácz, who risked her life to save Jews during the Holocaust © Monica Porter

### 4. Liberated but not completely free

It is a misconception that liberation from the perpetrator regime means the end of suffering and the start of a free life. Whilst allied liberators freed Holocaust survivors from the physical imprisonment of concentration camps, and dreadful conditions, the prisoners then found themselves alone, often unable to return home, and having to move to a new country, learn a new language and rebuild their lives from scratch. They had to rebuild new lives with the painful absence of family members and friends. Many have described the years post-liberation as 'being physically free, but not mentally free.'

Holocaust survivor Esther Brunstein said:

*'The first few days after liberation were joyous and yet sad, confusing and bewildering. I did not know how to cope with freedom after years of painful imprisonment.'*

Read Esther's full life story at [hmd.org.uk/esther](https://hmd.org.uk/esther).

As Otto Rosenberg who was persecuted by the Nazis because he was Sinti noted, it was hard to enjoy freedom knowing his family members had been murdered:

*'They say: "you have your freedom now, be happy". There was no way I could be all joyful, because I missed my brothers and sisters, always, to this very day. When the holidays came and people celebrated, or the families sat together, that was when this inner thing, this nervous strain came. That was very hard.'*

Read his full life story at [hmd.org.uk/otto](http://hmd.org.uk/otto).

Indeed, gay men who were imprisoned by the Nazis did not find the freedom they had hoped for as they were still regarded as criminals after liberation and it wasn't until 1968 when they would be safe from prosecution.

Read more about the persecution of gay people and what happened afterwards at [hmd.org.uk/gay-people](http://hmd.org.uk/gay-people).

Just because one person was liberated, it did not mean that the rest of their family were safe. As Sabit Jakupović, a survivor of the genocide in Bosnia explains:

*'And that was one of the very hard moments because I felt safe, and I felt lost. I was in a completely different country, different weather, different language. Then I remembered that I left my brothers behind. Those emotions were tearing me apart, you can't enjoy the freedom and liberty because the war is still happening.'*

Read Sabit's full life story at [hmd.org.uk/sabit](http://hmd.org.uk/sabit).



Otto Rosenberg (front) with his mother and siblings, many of whom were murdered by the Nazis

## 5. Enjoying freedom

Some survivors were able to enjoy their freedom. After surviving ghettos, concentration camps and a death march, Holocaust survivor Alec Ward came to England. He said:

*'We lived in Southampton for a while where I was intoxicated with the freedom in England. I could walk freely wherever I wanted, I could ride a bicycle and everyone was so extremely kind and helpful to me.'*

Read his full life story at [hmd.org.uk/alec](http://hmd.org.uk/alec).

## 6. Vulnerability of freedom

For some survivors, post-genocide freedom remains always vulnerable to being snatched away. Denial and distortion follow all genocides, and are on the increase where countries attempt to reshape their past. Holocaust distortion and antisemitism (anti-Jewish hatred) have been present since the end of World War Two and remain prevalent today.

Leon Greenman built a life in the UK after surviving Auschwitz, only to suffer an antisemitic attack on his home in London in the 1990s.

Antoinette Mutabazi did not feel free to return to her home village after the genocide against the Tutsi in Rwanda when she heard that a perpetrator had been released from prison and had returned to the village.

## 7. Freedom today

Today many people in western democracies take freedoms for granted – this HMD, we can reflect on how these freedoms need to be valued, and on how many people around the world face restrictions to their freedoms to live, worship, work and love freely.

For example, Uyghur Muslims in China are facing forced relocation to Xinjiang province, 're-education' that threatens to eradicate the Uyghur culture, and other limits to free expression, free movement and freedom of worship.

Hundreds of thousands of Rohingya Muslims are living in refugee camps in Bangladesh, having escaped religious persecution in Myanmar.

Conflict is still ongoing in the Darfur region of Sudan. Survivors of the genocide, now safe in the UK, are terrified for the safety of their family members still in Darfur, and scared to speak out publicly in the UK lest their family members' lives are threatened.

## 8. Holocaust Memorial Day 2024

Anne Frank's comment, quoted above, concludes '*You couldn't do this and you couldn't do that, but life went on*'. But of course, for Anne, and millions of others, life did not go on – they were deliberately murdered. Building upon the multiple restrictions on their freedoms, their freedom of life was destroyed.

On HMD 2024, we can all reflect on how freedom is fragile and vulnerable to abuse. As we come together in communities around the UK, let's pledge not to take our freedoms for granted, and consider what we can do to strengthen freedoms around the world.

### Further Reading

As well as the links in this paper, the following are recommended:

- Our range of [life stories](#) of people affected by the Holocaust and genocide
- The [ten stages of genocide](#)
- Anne Frank, *The Diary of a Young Girl*, ed. by Otto Frank and Mirjam Pressler, trans. by Susan Massotty (Penguin Books, 2001)
- Horst Biesold, *Crying Hands: Eugenics and Deaf People in Nazi Germany* (Gallaudet University Press, 1999)
- Var Hong Ashe, *From Phnom Penh to Paradise: Escape from Cambodia* (Hodder and Stoughton, 1988)
- Sokphal Din, *The Killing Fields of Cambodia: Surviving a Living Hell* (Amsterdam Publishers, 2020)
- Otto Rosenberg, *A Gypsy in Auschwitz: How I Survived the Horrors of the 'Forgotten Holocaust'*, with Ulrich Enzenberger, trans. by Maisie Musgrave (Octopus Publishing Group, 2022)



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# Find out more...

Explore our website for resources on this theme, including life stories, resources on marking HMD, suggestions for further reading and links to sister organisations:

[hmd.org.uk](http://hmd.org.uk)

[hmd.org.uk](http://hmd.org.uk)  
[enquiries@hmd.org.uk](mailto:enquiries@hmd.org.uk)  
020 7785 7029

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*Learning from genocide - for a better future*

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FARMINGTON INSTITUTE  
HARRIS MANCHESTER COLLEGE  
UNIVERSITY OF OXFORD

# FARMINGTON SCHOLARSHIPS

for headteachers and teachers of Religious Education and  
associated subjects

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**Academic Year 2023-2024**

**Open to headteachers, secondary and primary school  
teachers, and teachers of RE to children with Special  
Educational Needs**

The aim of the Farmington Institute is to support and encourage headteachers working in values and standards and teachers of Religious Education in schools.

The Institute awards Scholarships to UK based headteachers and teachers of Religious Education and associated subjects, publishes papers and reports, and arranges conferences.

### **What type of Scholarships are available?**

Scholarships are divided into two types: university-based and school/home-based. Teachers who live within a reasonable distance of one of the selected universities or colleges may be awarded a university-based Scholarship, if they wish to apply for one.

University-based Scholarships may be taken in the form of day release for up to 30 days, with the Scholarships being taken within university terms. The academic facilities of the universities/colleges are available for University-based Scholars.

Teachers awarded school/home-based Scholarships will be assigned a Farmington Tutor. The Scholarship may be taken in the form of day release, for instance one day a week over a term or over the year, or for continuous periods up to a maximum of 30 days, depending on the operational needs of the school.

Our selected universities/colleges are:

**Bath:** Bath Spa University (Study of Religions Department)

**Belfast:** Queen's University Belfast, St Mary's University College and Stranmillis University College

**Bristol:** University of Bristol

**Cambridge:** University of Cambridge, Faculty of Education/Homerton College

**Chester:** University of Chester

**Durham:** St Chad's College, University of Durham

**Exeter:** University of Exeter (School of Education)

**Glasgow:** University of Strathclyde (Faculty of Education) and University of Glasgow

**Lampeter/Carmarthen:** University of Wales Trinity Saint David

**Lincoln:** University of Lincoln and Bishop Grosseteste University, Lincoln

**Liverpool:** Liverpool Hope University and Liverpool John Moore University

**London:** St Mary's University, Twickenham

**Norwich:** University of East Anglia

**Warwick:** University of Warwick (Religions and Education Research Unit)

**York:** York St John University

## Who is eligible?

The Scholarships are for teachers of Religious Education in UK secondary schools, primary school RE Co-ordinators, or other primary school teachers involved in teaching RE and associated subjects, and teachers of children with Special Educational Needs who are involved with RE. Applications from headteachers who wish to undertake research which would be of help to their schools are also very welcome. Applicants should have held their present post for at least two years.

## Which subjects?

Headteachers can study any subjects which would be helpful to their schools. School teacher Scholars are free to study any aspect of Religious Education they wish, but preference will be given to applicants whose work can be seen to be of direct value to the teaching of RE in schools. Occasionally, the Institute, in conjunction with one of its partner universities or colleges, may advertise for an RE teacher to undertake research on a specific topic which is relevant to RE.

## How much will it cost?

The Scholarship will cover the cost of tuition, essential local travel and, by negotiation with the school, the salary of a replacement teacher up to point 6 of the main pay scale (up to a maximum of £200 per day in total).

## What is required of Scholars?

All Scholars are expected to produce an outline study plan of their project, which must be sent to the Farmington Institute before the start of their Scholarship. Towards the end of the Scholarship, the Scholar will give a presentation on their work at the university/school and again at our 2024 conference. All Scholars are expected to produce a written report on the work they have undertaken, which must be sent to the Farmington Institute on completion of the Scholarship.

During the period of the Scholarship, there will be regular tutorials and at least one visit to the Farmington Institute for a Farmington Day at the beginning of the Scholarship year.

Scholars are required to attend the Annual Farmington Scholars' Conference before their Scholarship and the Conference after their Scholarship. Scholars who are still teaching RE will be invited to all subsequent conferences.

**The 2023 Conference will take place from Friday 23<sup>rd</sup> June to Sunday 25<sup>th</sup> June 2023. The 2024 Conference will take place from Friday 21<sup>st</sup> June to Sunday 23<sup>rd</sup> June 2024.**

## Applications

Application forms can be obtained by emailing:

[farmington@hmc.ox.ac.uk](mailto:farmington@hmc.ox.ac.uk)

or by visiting our website at [www.farmington.ac.uk](http://www.farmington.ac.uk)

**The closing date for applications for the academic year 2023 – 2024 is Sunday 29<sup>th</sup> January 2023.**

Applicants may be asked to come for interview by the Selection Board. Interviews for Scholarships will take place in February – April 2023.

## Enquiries

Further information about the Farmington Institute, its Scholarships and the work of previous Scholars is to be found on the Farmington website: [www.farmington.ac.uk](http://www.farmington.ac.uk).

Other enquiries should be addressed to:

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