

# GENERAL PURPOSES COMMITTEE

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Wednesday, 16 March 2016 at 7.00 p.m.  
MP701, 7th Floor, Mulberry Place, 5, Clove Crescent, London E14 2BG

This meeting is open to the public to attend.

**Members:**

Chair: Councillor Sabina Akhtar  
Vice-Chair: Councillor David Edgar

Councillor Khaled Uddin Ahmed  
Councillor Craig Aston  
Councillor Aminur Khan  
Councillor Abjol Miah  
Councillor Ayas Miah

**Deputies:**

Councillor Abdul Asad, Councillor Asma Begum, Councillor Marc Francis, Councillor Danny Hassell and Councillor Oliur Rahman

[The quorum for this body is 3 Members]

**Contact for further enquiries:**

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## **APOLOGIES FOR ABSENCE**

### **1. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS 1 - 4**

To note any declarations of interest made by Members, including those restricting Members from voting on the questions detailed in Section 106 of the Local Government Finance Act, 1992.

See attached note from the Monitoring Officer.

### **2. MINUTES 5 - 20**

To agree the unrestricted minutes of the previous meetings held on 9 December 2015 and 8 February 2016.

### **3. REPORTS FOR CONSIDERATION**

#### **3.1 Annual Canvass 2015, GLA Election 2016 and EU Referendum 2016 preparations Annual Canvass 2016**

TO FOLLOW

#### **3.2 Application for membership on the Standing Advisory Council for Education 21 - 66**

The report sets out for Members the details of an application from Zelda Bailey, on behalf of the British Humanist Association (BHA), for the BHA to be given full membership of the London Borough of Tower Hamlets SACRE (Standing Advisory Council for Religious Education).

#### **3.3 Local Authority Governor Applications 67 - 72**

The report sets out for Members the details of applicants who have expressed an interest in being appointed to local authority school governor positions at Tower Hamlets schools. The Committee is asked to endorse or reject the nominations for appointments set out in the report.

### **4. EXCLUSION OF THE PRESS AND PUBLIC 67 - 72**

In view of the contents of the remaining items on the agenda the Committee is recommended to adopt the following motion:

“That, under the provisions of Section 100A of the Local Government Act 1972, as amended by the Local Government (Access to Information) Act 1985, the press and public be excluded from the remainder of the meeting for the consideration of the Section Two business on the grounds that it contains information defined as Exempt in Part 1 of Schedule 12A to the Local Government Act, 1972.”

#### **EXEMPT SECTION (Pink Papers)**

The exempt committee papers in the agenda will contain information, which is personally sensitive and should not be divulged to third parties. If you do not wish to retain these papers after the meeting, please hand them to the Committee Officer present.

### **5. LOCAL AUTHORITY GOVERNOR APPOINTMENTS EXEMPT APPENDICES**

**73 - 92**

The report sets out for Members the details of applications of applicants who have expressed an interest in being appointed to local authority school governor positions at Tower Hamlets schools.

#### **Next Meeting of the Committee:**

15 June at 7.00pm in MP701, 7th Floor, Mulberry Place, 5, Clove Crescent, London E14 2BG

# Agenda Item 1

## **DECLARATIONS OF INTERESTS - NOTE FROM THE MONITORING OFFICER**

This note is for guidance only. For further details please consult the Members' Code of Conduct at Part 5.1 of the Council's Constitution.

Please note that the question of whether a Member has an interest in any matter, and whether or not that interest is a Disclosable Pecuniary Interest, is for that Member to decide. Advice is available from officers as listed below but they cannot make the decision for the Member. If in doubt as to the nature of an interest it is advisable to seek advice **prior** to attending a meeting.

### **Interests and Disclosable Pecuniary Interests (DPIs)**

You have an interest in any business of the authority where that business relates to or is likely to affect any of the persons, bodies or matters listed in section 4.1 (a) of the Code of Conduct; and might reasonably be regarded as affecting the well-being or financial position of yourself, a member of your family or a person with whom you have a close association, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the ward affected.

You must notify the Monitoring Officer in writing of any such interest, for inclusion in the Register of Members' Interests which is available for public inspection and on the Council's Website.

Once you have recorded an interest in the Register, you are not then required to declare that interest at each meeting where the business is discussed, unless the interest is a Disclosable Pecuniary Interest (DPI).

A DPI is defined in Regulations as a pecuniary interest of any of the descriptions listed at **Appendix A** overleaf. Please note that a Member's DPIs include his/her own relevant interests and also those of his/her spouse or civil partner; or a person with whom the Member is living as husband and wife; or a person with whom the Member is living as if they were civil partners; if the Member is aware that that other person has the interest.

### **Effect of a Disclosable Pecuniary Interest on participation at meetings**

Where you have a DPI in any business of the Council you must, unless you have obtained a dispensation from the authority's Monitoring Officer following consideration by the Dispensations Sub-Committee of the Standards Advisory Committee:-

- not seek to improperly influence a decision about that business; and
- not exercise executive functions in relation to that business.

If you are present at a meeting where that business is discussed, you must:-

- Disclose to the meeting the existence and nature of the interest at the start of the meeting or when the interest becomes apparent, if later; and
- Leave the room (including any public viewing area) for the duration of consideration and decision on the item and not seek to influence the debate or decision

When declaring a DPI, Members should specify the nature of the interest and the agenda item to which the interest relates. This procedure is designed to assist the public's understanding of the meeting and to enable a full record to be made in the minutes of the meeting.

Where you have a DPI in any business of the authority which is not included in the Member's register of interests and you attend a meeting of the authority at which the business is considered, in addition to disclosing the interest to that meeting, you must also within 28 days notify the Monitoring Officer of the interest for inclusion in the Register.

**Further advice**

For further advice please contact:-

Meic Sullivan-Gould, Monitoring Officer, 020 7364 4801; or

John Williams, Service Head, Democratic Services, 020 7364 4204

## APPENDIX A: Definition of a Disclosable Pecuniary Interest

(Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, Reg 2 and Schedule)

Subject	Prescribed description
Employment, office, trade, profession or vacation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	<p>Any payment or provision of any other financial benefit (other than from the relevant authority) made or provided within the relevant period in respect of any expenses incurred by the Member in carrying out duties as a member, or towards the election expenses of the Member.</p> <p>This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.</p>
Contracts	<p>Any contract which is made between the relevant person (or a body in which the relevant person has a beneficial interest) and the relevant authority—</p> <p>(a) under which goods or services are to be provided or works are to be executed; and</p> <p>(b) which has not been fully discharged.</p>
Land	Any beneficial interest in land which is within the area of the relevant authority.
Licences	Any licence (alone or jointly with others) to occupy land in the area of the relevant authority for a month or longer.
Corporate tenancies	<p>Any tenancy where (to the Member's knowledge)—</p> <p>(a) the landlord is the relevant authority; and</p> <p>(b) the tenant is a body in which the relevant person has a beneficial interest.</p>
Securities	<p>Any beneficial interest in securities of a body where—</p> <p>(a) that body (to the Member's knowledge) has a place of business or land in the area of the relevant authority; and</p> <p>(b) either—</p> <p>(i) the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or</p> <p>(ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person has a beneficial interest exceeds one hundredth of the total issued share capital of that class.</p>

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**LONDON BOROUGH OF TOWER HAMLETS**

**MINUTES OF THE GENERAL PURPOSES COMMITTEE  
HELD AT 7.00 P.M. ON WEDNESDAY, 9 DECEMBER 2015  
MP701, 7TH FLOOR, MULBERRY PLACE, 5, CLOVE CRESCENT, LONDON E14  
2BG**

**Members Present:**

Councillor Sabina Akhtar (Chair)  
Councillor David Edgar (Vice-Chair)  
Councillor Craig Aston  
Councillor Aminur Khan  
Councillor Ayas Miah

**Apologies:**

Councillor Abjol Miah  
Councillor Khaled Uddin Ahmed

**Officers Present:**

Debbie Jones	– Interim Corporate Director for Children's Services
Sarah Williams	– Senior Lawyer, Legal Services, Law, Probity and Governance
Hania Franek	– Head of School Governance and Information, Education Social Care & Wellbeing
Elizabeth Dowuona	– Committee Officer (Democratic Services)

**NOTE – AGENDA ORDER**

During the meeting the Committee agreed to vary the order of business. To aid clarity, the minutes are presented in the order that the items originally appeared on the agenda.

**1. APOLOGIES**

Apologies for absence were received from Councillor Abjol Miah and Councillor Khaled Uddin Ahmed.

**2. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS**

In the interest of transparency, the Chair, Councillor Sabina Aktar declared a personal interest in Agenda Item 3.2 on the grounds that a number of the

schools applied for were in her ward, Stepney Green Ward. She however stated that she was not acquainted with any of the applicants and was able to consider the applications with an open mind.

### **3. MINUTES**

That the minutes of the meeting of the Committee held on 24<sup>th</sup> September 2015 be agreed and signed as a correct record.

### **4. REPORTS FOR CONSIDERATION**

The report was introduced by Hania Franek, Head of School Governance and Information, who advised that this report and future reports would be unrestricted. She explained that the Director of Law, Probity and Governance, Melanie Clay, had directed that in the drive for greater openness and transparency in decision making, the report, setting out the relevant information from individuals' application would in future be published in the unrestricted part of the agenda. She had asked that Ms Franek investigate the possibility of reviewing the application process so that relevant information from individuals' applications currently in the exempt appendix, might also be published in the unrestricted agenda for future meetings.

Members expressed concerns about the possibility of good candidates being deterred by the public nature of the recruitment process and asked a number of questions in relation to the impact of information being in the public domain during the recruitment process.

Ms Franek in response stated that all personal information about applicants would remain confidential. The contents of the application forms were made known to governing bodies and following their appointment, their names were in the public domain.. She agreed that there was a need for further discussions with the Director of Law and Probity and the relevant officers, als and the Council's education partners to review the process.

Ms Franek tabled an updated report. In her presentation the following points were noted:

#### **Applications to be nominated for re-appointment – 2012 School Governance (Constitution) Regulations**

1. Juliana Iwobi had applied to continue serving as the LA governor at Columbia School. The governing body had discussed the skills sets needed and expressed the wish to reappoint Ms Iwobi because of her extensive experience in HR, in schools and the excellent commitment that she had demonstrated throughout her time as governor to the school. She had undertaken her additional link role of Safeguarding Governor at Columbia diligently and regularly. Her application was attached at Appendix 1 of the restricted part of the agenda.

2. Paul Bargery, a former pupil, had been a local authority governor at Langdon Park School since at least 2002. He was vice-chair of governors, chair of the Behaviour and Safeguarding panel and a SENCo (special educational needs co-ordinator) at a school in south east London. He had skills in SEND (special educational needs and disability) and safeguarding which nobody else on the Governing Body had and also had experience of dealing with disciplinary matters and exclusions, both as a committee member and as chair of a committee. The governing body nominated him for re-appointment because of his specialist knowledge. Mr Bargery had attended Prevent training and was a key member of the Governing Body. The application was attached at Appendix 2 of the restricted part of the agenda.
3. Nicholas Paul MBE was the Chair of Governors at Cayley School where he was completing a four-year term of office as the local authority governor. He had applied to continue to serve on the governing body. The application was supported by the governors. His form was attached at Appendix 3 of the restricted part of the agenda.

#### **Applications to be nominated**

1. Caroline Rani Trabasas had applied to be a governor at Bishop Challoner School. She lived locally and was keen to contribute to her former secondary school. The Chair and Vice Chair advised that they would welcome this appointment. As a former pupil Ms Trabasas was aware of the aims and ethos of the school, and could be a role model for current pupils. Her application was attached at Appendix 4 of the restricted part of the agenda.
2. Adam Atkinson, the vicar of St Peter's church in Bethnal Green, had applied to be nominated for the LA governor vacancy at Oaklands School. The Chair and Head, on behalf of the governing body, had advised that his application was supported and it was hoped that he would join the governing body in the near future. The application form was attached at Appendix 5 of the restricted part of the agenda.
3. Curtis Stanier was interested in joining the governing body of Harry Gosling School. Mr Stanier had visited the school and met with the Chair of governors and Headteacher. He had project management skills and was a trainee accountant which would be helpful in the strategic overview of school's finances. Mr Stanier also had the experience of working with children. In the meeting he attended at the school he showed a lot of interest in the work of the school and the Chair and Head were very keen for him to join the Governing Body. The application form was at Appendix 6 of the restricted part of the agenda.
4. Yonatan Raz-Fridman had applied to be the local authority governor at St Saviour's School. The application was welcomed by governors as

he would bring IT skills, which the Governing Body did not currently have. It was noted that he would also provide ethnic diversity to the Governing Body. He had visited the school on a number of occasions, had met with the Chair and other governors and had observed a governing body meeting. His application form was at Appendix 7 of the restricted part of the agenda.

**RESOLVED -**

(1) That the applicants for re-appointment to Local Authority School Governor positions as set out in the report be noted.

(2) That the applications for re-nomination as Local Authority Governors as detailed in the report be approved as follows:

- That Juliana Iwobi be nominated for re-appointment as a governor at Columbia School under the 2012 School Governance (Constitution) Regulations.
- That Paul Bargery be nominated for re-appointment as a governor at Langdon Park School under the 2012 School Governance (Constitution) Regulations.
- That Nicholas Paul be nominated for re-appointment as a governor at Cayely School under the 2012 School Governance (Constitution) Regulations.

(3) That the nominations for the appointment to Local Authority School Governor positions as set out in the report be noted.

- That Caroline Trabasas be nominated for appointment as a governor at Bishop Challoner School under the 2012 School Governance (Constitution)\_Regulations.
- That Adam Atkinson be nominated for appointment as a governor at Oaklands School under the 2007 School Governance Regulations.
- That Curtis Stainer be nominated for appointment as a governor at Harry Gosling School under the 2012 School Governance (Constitution)\_Regulations.
- That Yonatan Raz-Fridman be nominated for appointment as a governor at St Saviour's School under the 2012 School Governance (Constitution) Regulations.

#### **4.2 EXCLUSION OF THE PRESS AND PUBLIC**

##### **RESOLVED –**

That in accordance with the provisions of Section 100A of the Local Government Act 1972, as amended by the Local Government (Access to Information) Act 1985, the press and public be excluded from the remainder of the meeting on the grounds that the remaining agenda item contained information defined as exempt or confidential in Part 1 of Schedule 12A to the Local Government Act 1972.

#### **4.3 LOCAL AUTHORITY GOVERNOR APPOINTMENTS EXEMPT APPENDICES**

The appendices were noted.

#### **4.4 PREVENT WORK WITH CHILDREN AND SCHOOLS**

The report was introduced by Debbie Jones, Interim Corporate Director for Children's Services and Sarah Williams, Senior Lawyer, Legal Services who outlined the range of work undertaken with schools through the curriculum to challenge radical and extreme views and to promote community cohesion and positive values. Ms Jones described the range of safeguarding work undertaken with children and young people identified as being vulnerable to radicalisation or extremist views. The report also highlighted some of the challenges facing this work.

The main points in the report were outlined as follows:

- That the Counter Terrorism Local Profile (CTLP) placed Tower Hamlets as a high risk area and as a result the Council had to respond to a number of incidents under the Terrorism Act, increasing concern about radicalisation and the implementation of the "Prevent Duty" July 2015.
- The Council's work on preventing violent extremism developed out of existing partnerships, approaches and programmes and worked on the principle that "Safeguarding vulnerable people from radicalisation was no different from safeguarding them from other forms of harm."
- work on preventing violent extremism was delivered through a multi-agency "Triangle of Intervention" which provided three tiers of intervention: namely preventative teaching approaches, targeted early interventions and specialist responses.
- There had been ongoing development work in schools over a long period of time using a range of teaching resources and support materials as part of its ongoing commitment to all schools. A mapping tool has also been designed to support schools in identifying which

aspects of the curriculum could support PREVENT and Community Cohesion aims in each year group.

- Guidance and training had been provided for schools on their role in preventing extremism, amending their safeguarding policies and highlighting vulnerable young people. The guidance included sections on:
  - Safeguarding policy
  - Staff training and awareness raising
  - Reporting
  - Interventions with individuals
  - Prevention through the curriculum and pastoral work
  - Visitors policies and use of school premises
  - Commissioning practice
  - Responsibilities, including governors
  - Internet security
  - Triangle of intervention
- There had also been an ongoing programme of central training for school safeguarding governors and designated Child Protection leads and tailor made training is available for all schools including independent schools. This included the Workshop to Raise Awareness of Prevent programme (WRAP) and sessions on policy guidance and referrals. These types of training sessions had created opportunities for discussions leading to practical solutions to difficult issues. An example was the dangers of online radicalisation which resulted in schools running assemblies highlighting the risks of on-line grooming.
- Head teachers were briefed regularly about PREVENT issues through Heads Bulletins and in the Director's meetings which led to follow up support to Heads and a checklist for all schools to ensure that their safeguarding policies now met the Prevent guidance and the new "Prevent Duty" (July 1<sup>st</sup> 2015)
- There had been targeted work with individuals and schools through the Social Inclusion Panel (SIP), a senior level multi-agency panel to support vulnerable children and families requiring early intervention, through referrals of young people under the age of 18, and families thought to be at risk of radicalisation and extremism. This included those being managed through Social Care interventions and referrals from both schools and health services.
- Targeted work had also been undertaken with schools where concerns had been raised by teachers. For example, following the flight of three girls to Syria in February 2015, a multi-agency action plan was designed with the school where the girls attended, which included social mapping and risk assessment to identify those children thought to be most at risk of flight, and those vulnerable in other ways. Different tiers of intervention were put in place including assemblies, Question and Answer sessions, group discussions and individual support

programmes, with input from Children's Social Care, the Police and Channel religious intervention providers where appropriate. This created opportunities to develop innovative work such as widening the remit of Channel intervention providers to facilitate group sessions in targeted schools and working with staff to help them discuss 'difficult questions' and contentious issues. This initiative was to empower staff to handle situations rather than rely on outside interventions.

- A Multi-Agency, Partnership Approach and work with Parents, had been undertaken, enabling partners such as schools, mosques, health services, the police, social care and other agencies to work collaboratively and provide a swift response to the challenges encountered by PREVENT work. For example:
  - A pamphlet was issued through schools and mosques at Friday Prayers, providing coherent safeguarding messages to parents. It was well received locally and had been picked up by police and other boroughs as a model of good practice.
  - Parent support sessions including cyber safety and the risks of radicalisation were available to all schools from the Parental Engagement Team (PET). PREVENT messages had been embedded into the parenting courses with training for Parent Support Partners and school based Parent / Family Support Practitioners (The Home Office recently agreed to extend funding for parenting work.)
  - Over the summer holidays PET provided a helpline for parents seeking support and Targeted Youth Support offered to provide case work with young people vulnerable to radicalisation on leaving school.
  - Given that those who leave to travel to Syria show few signs of vulnerability and that the online grooming process was thought to be effective, the importance of promoting an alternative narrative and resilience through the curriculum was key. An education conference was provided showcasing good practice and specific work had been developed with 6<sup>th</sup> form students for their age group. A further conference to share the results of the curriculum working party had been planned for March 2016.
  - The Humanities Education Centre had provided guidance on British Values and how these can be approached from a Global Learning perspective.
  - The Attendance Welfare Service provided packs to all the Maintained Schools, Academies, Independent Schools and Free Schools annually, containing all the national and local guidance and procedures on safeguarding and referral procedures /contacts for non-attendance and for children missing from education.
  - There was close work with police officers from PREVENT, Channel and Counter Terrorism who are involved in both training and interventions. Channel intervention providers have undertaken creative and high quality de-radicalisation work, working with individuals and groups.

- The SACRE (Standing Advisory Council for Religious Education) lead had raised awareness of the Prevent agenda and explored how spirituality and Social, Moral, and Cultural Development could support the Prevent agenda;
- Phase two of the Troubled Families Programme (2015-20) also had an emphasis on radicalisation and extremism.
- Prevent work was also now linked into the Council's first partnership strategy on Ending Groups, Gangs and Serious Youth Violence: a three year strategy reporting to the Community Safety Partnership Board.
- PREVENT work was reported to the PREVENT Programme Board, a cross borough multi-agency group looking at work within both adults and children's services.

The Committee noted that the Home Office provided project support funding for Prevent to work on the core objectives of the national Prevent Strategy 2011. These objectives were noted as follows:

- 1) Undermining extremist ideology
- 2) Supporting vulnerable individuals
- 3) Strengthening institutions

The Home Office also funded a number of workshop opportunities for schools from an approved list of providers and they were currently funding the following posts: Education Officer, Parental Engagement Officer, Community Engagement Officer and Project Manager. This funding was currently secured until March 2016.

Members welcomed and thanked officers for the report which was considered to be thorough and reflected well the key issues. They asked a number of questions and made various comments including the following:

- how the Council measured the success of the various programmes and projects to address the risk of radicalisation and extremism of children;
- the security of Home Office funding for Prevent work in future years;
- the provision of training for parents in the monitoring of children being tutored at home;
- the provision of training for school governors in the tackling of the risk of radicalisation and extremism of children;
- the mode of advertising of parents support on the tackling of risk of radicalisation and extremism of children;
- the interaction between the Council and the Police;
- lessons learnt from the incident relating to the three girls from Bethnal Green Academy who fled to join the Islamic State Group in Syria and the impact on the Prevent Work by the Council;
- how incidents are monitored; and
- the mode of advertising information of risk of radicalisation and extremism at youth centres.

In response to their questions, the Committee noted that:



- Success was measured by the impact of referrals and work with young people under the age of 18 thought to be at risk of radicalisation and extremism. The Authority had monitored a number of families in which the views of the parents were the source of concern for the children, for example families where a parent has already been convicted of terrorist offences. Two years ago Prevent referrals were low and the Police data suggested that there should be more referrals than we were receiving: There had currently been an increase in referrals for early intervention casework to support children who might be vulnerable to extremist messages.

There were currently 40 active cases under active monitoring at any one time compared to 4-5 cases two years ago. Referrals came predominantly from schools but they currently also come from Social Care and Health Services. In addition, schools now felt sufficiently confident to regularly send concerns to Council officers for advice and guidance.

Whilst referrals did include those children at risk of radicalisation from far right groups or white supremacist views, most current referrals related to extreme Islamic views and the risk of flights to Syria, because this was a real, present and immediate threat. A significant proportion of those referred were children or young people who because of their special needs, were extremely vulnerable to manipulation and required protective programmes. A growing proportion was noted as children of convicted TACT offenders who may have been subjected to ongoing radicalisation throughout their upbringing.

A wide variety of agencies now actively supported the plans: schools, parenting services, youth support, information technology advisor, Special Educational Needs and Behaviour Support services, anti-bullying advisor, police teams (Channel and Prevent), CAMHS, school health, Youth Offending, Social Care. Outcomes for individuals were monitored until the cases were no longer a concern. Where more active engagement was required, children were promptly placed on protection plans or made wards of court to ensure their protection. Overall a robust approach had been taken at all tiers of intervention with open and frank discussions with parent groups about the safeguarding issues.

The Committee heard that the level of awareness, preparedness and standard, in terms of efficiency and effective action taken by the joint working of the variety of agencies in the voluntary and public sector was a testament to a partnership success story.

The Committee further heard that Tower Hamlets had become a leader in the preventing of violent extremism, with other Councils looking to taking advice, guidance and training from its specialist teams in Social

Services and Children's Services and Legal Services. The Council had received commendation from the Home Office, having been impressed by the quality of information material produced by the Council and the indirect work with the young.

On 13 November 2015, Tower Hamlets' legal department organised a national conference, 'Radicalisation: safeguarding and the family courts' which was sponsored by the Home Office and attended by over 60 local authorities, as well as police, CAFCASS officers and other agencies from around the country, to share good practice. This included well received presentations from Tower Hamlets' CSC, education and legal teams.

- The Committee noted officers' assurances that Home Office funding was expected to continue in view of ongoing risks of terrorism and the need for interventions on this regard.
- It was noted that given that the Council remained responsible for safeguarding of all children whether they are in the independent or maintained sector or not, guidance in respect of Prevent and Safeguarding was now sent to all sectors; independent schools had been included in invitations to training and conferences on Safeguarding and Prevent as well as to participate in the Prevent curriculum development work. This included families who Home Educated (and tuition agencies that support them). The Home Education Steering group regularly assessed the vulnerability of families and intervened more proactively with those cases where there were reasons for concern. There had been a rigorous approach to intervention when concerns had been identified, including supporting the closure of inappropriate tuition services where necessary. At the same time the Parental Engagement Team had started a support group for Home Educators to enable the Council to share good practice in areas of concern such as cyber safety and curriculum work.
- On the question of how parents support was advertised, the Committee noted that Parent support sessions and programmes including cyber safety and the risks of radicalisation have been provided for Cass and BGA by the Parental Engagement Team (PET) and were available to all schools. Prevent messages had been embedded into the parenting courses running in the Borough and training had been provided for Parent Support Partners and school based Parent / Family Support Practitioners. The Home Office recently agreed to extend funding for parenting work. The PET provided a helpline for parents alongside Parenting Discussion Groups for parents seeking support over the summer holidays and Targeted Youth Support were offering to take on case work with young people at risk of radicalisation on leaving school or in transition to 6<sup>th</sup> form after schools close, which may be a particularly vulnerable time. These support programmes were advertised through leaflets, posters, information packs mosques, community centres and schools.

- On the issue of the interaction between the Council and the Police, it was noted that the strategy of enabling partners such as schools, mosques, health services, the police, social care and other agencies to work collaboratively meant that effective engagement was critical to ensure a swift response to the challenges encountered by PREVENT work. The sharing of information was equally important and relevant information had been picked up through criminal investigation although the key challenges were in safeguarding work, the professional network and the issue of the extent to which information on case management, learning and analysis could be shared :
  - Where the views or information gathered by professionals without sufficient evidence, may cause unwarranted police involvement;
  - The evidence may be soft intelligence or may not be able to be shared on the direction of the Police or Courts, the probability of extremism may be low but the impact on children and others was extremely high.

It was noted that Tower Hamlets had developed a layered strategic plan where there were high level strategic meetings, national intelligence strategic meetings to share information to ensure co-ordinated approach, to ensure that schools were involved, that the right level of information was sent or shared with the right people at the right time and that the Council could be trusted with sensitive information disclosed by the police and not to sabotage the security of people or operations.

- The Committee noted there was a duty on all Heads and Governing Bodies with regard to Safeguarding and Prevent policies and to therefore participate in the development work in all cases. Albeit not a requirement at present to take up training in this area, all governing bodies recognise the need to do so to assist them in their roles and duties. Specific training had been targeted at Governors who held the safeguarding responsibility.
- With respect to lessons learnt from the incident relating to the three girls from Bethnal Green Academy who fled to join the Islamic State Group in Syria and the impact on the Prevent Work by the Council, the Committee noted that given that those who leave to travel to Syria showed few signs of vulnerability and that the online grooming process was thought to be effective:
  - the importance of promoting an alternative narrative and resilience through the curriculum and training was key.
  - It was important for the police and all partners to kept abreast of information on the internet to extremists and police intelligence on guidance on the internet such as online grooming process, how to travel without drawing attention to oneself, clothing and behaviours to avoid police suspicion or detection.
  - Partners had learnt about things to look out for, not to expect any surprises and not to take anything for granted but be vigilant

and be robust in their approach, cross checking of facts constantly.

- The Council had learnt the need for clear communication between partnerships and friendship groups.
- That the Council had learnt to ensure that the above points were made clear in training.
- That the Council had learnt to ensure that good practice was shared by all.

Following discussion, it was:-

**RESOLVED**

That the report be noted.

**5. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT**

There were none.

The meeting ended at 8.15 p.m.

Chair, Councillor Sabina Akhtar  
General Purposes Committee

**LONDON BOROUGH OF TOWER HAMLETS**

**MINUTES OF THE GENERAL PURPOSES COMMITTEE  
HELD AT 7.00 P.M. ON MONDAY, 8 FEBRUARY 2016  
MP702, 7TH FLOOR, MULBERRY PLACE, 5, CLOVE CRESCENT, LONDON E14  
2BG**

**Members Present:**

Councillor Sabina Akhtar (Chair)  
Councillor David Edgar (Vice-Chair)  
Councillor Khaled Uddin Ahmed  
Councillor Craig Aston

**Apologies:**

Councillor Aminur Khan  
Councillor Ayas Miah

**Officers Present:**

Kevin Miles	– Resources Directorate
Hania Franek	– Children's Services
Kathy Robinson	– Legal Services, Law, Probity and Governance
Michael Edley	– Legal Services, Law, Probity and Governance
Elizabeth Dowuona	– Committee Services, Law, Probity and Governance

**1. DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS**

There was none.

**2. REPORTS FOR CONSIDERATION**

**2.1 LOCAL AUTHORITY GOVERNOR APPOINTMENTS**

The report was introduced by Hania Franek, Head of School Governance and Information, who provided some background to the application.

She explained that following an Ofsted inspection, Raine's Foundation School was placed under special measures. The school was categorised as a failing school requiring improvement. The Ofsted report had indicated that the governing body did not provide effective challenge to leaders and did not hold them to account sufficiently well.

As a result, the governing body voted to disband itself and requested that the local authority, assisted by the London Diocesan Board for Schools and

Department for Education take over responsibility for the school until such time as a new governing body could be appointed.

The local authority and London Diocesan Board for Schools proposed establishing an Interim Executive Board of skilled professionals to be responsible for the governance of the school for an interim period prior to forming another governing body. Following discussions with the London Diocesan Board for Schools and the Raine's Foundation it was agreed to set about arranging the appointment of seven new permanent members of the governing body with the skills needed to make it effective, hence the need to start the appointment process without delay.

The Committee noted that Tim Williams, had been identified as a potential member of the Interim Executive Board. His application was appended to the report under Part 2 the confidential in Part 1 of Schedule 12A to the Local Government Act 1972. Mr Williams, currently employed as a local authority officer in schools had a vast knowledge and experience in all aspects of schools, the school curriculum and young people, at both a strategic and day to day level.

Officers proposed with respect to Tim Williams' nomination, that an exception to the protocol on the appointment of local authority governors, which debarred officers of the Directorate from being appointed as Local Authority governors. This was on the grounds that the protocol on the appointment of local authority governors, adopted by the Local Authority in 2005/6, had been applied to governing bodies, but not to Interim Executive Boards.

Members noted Tim Williams' extensive experience in education and considered that he would make an effective contribution to the governing body at Raine's Foundation School.

**RESOLVED -**

That Tim Williams be nominated for appointment as a governor at Raine's Foundation School under the 2012 School Governance Regulations.

**3. EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED –**

That in accordance with the provisions of Section 100A of the Local Government Act 1972, as amended by the Local Government (Access to Information) Act 1985, the press and public be excluded from the remainder of the meeting on the grounds that the remaining agenda item contained information defined as exempt or confidential in Part 1 of Schedule 12A to the Local Government Act 1972.

**4. LOCAL AUTHORITY GOVERNOR APPOINTMENTS EXEMPT APPENDICES**

The appendices were noted.

**5. LATE ITEM - RESPONSE TO THE RECOMMENDATIONS MADE UNDER S11 (3) AUDIT COMMISSION ACT 1998**

The Chair agreed the reasons for urgency as set out in the report.

Kevin Miles, Chief Accountant, Corporate Finance then introduced the report which set out how the actions agreed at Full Council (held on the 20<sup>th</sup> January 2016) relating to the recommendation made by KPMG under S11(3) of the Audit Commission Act 1998 would be delivered.

He highlighted the process on how the decisions of Full Council on 20<sup>th</sup> January 2016 would be implemented to provide additional assurance to the external auditors, KPMG.

Responding to Members' questions, the following points were noted:

- The Council endorsed the S11 report accepting the recommendation made by KPMG under Section 11 (3) of the Audit Commission Act 1998 which required an action plan to be drawn up to address the issues identified in the Section 11 regulations.
- A Governance Working Group had been set up to draw up the Action Plan, which would set out each individual action, the lead officer with responsibility for delivering the action and the timeframe within which the action would be delivered.
- The Council also endorsed the actions already put in place by the Corporate Director of Resources in response to the recommendation.
- It was envisaged that report on the progress on the Action Plan satisfying the S11 notice would be submitted to the next ordinary meeting of the Audit Committee on 22 March 2016 for approval.


**RESOLVED -**

1. That the production of an action plan by the Governance Working Group to be undertaken as part of the Council's Governance Review be noted and endorsed.
2. That the progress of the Action Plan be monitored and reported to the General Purposes Committee periodically and submitted as a standing agenda item to the Audit Committee.

The meeting ended at 8.30 p.m.

Chair, Councillor Sabina Akhtar  
General Purposes Committee



Non-Executive Report of the:  <b>General Purposes Committee</b>  16 March 2016	
<b>Report of:</b> Debbie Jones, Interim Corporate Director (Children's Services)	<b>Classification:</b> [Unrestricted]
<b>Application for membership on the Standing Advisory Council for Education</b>	

<b>Originating Officer</b>	Hania Franek
<b>Wards affected</b>	All

**Summary**

This report sets out for Members the details of an application from Zelda Bailey, on behalf of the British Humanist Association (BHA), for the BHA to be given full membership of the London Borough of Tower Hamlets SACRE (Standing Advisory Council for Religious Education).

**Recommendation:**

The General Purposes Committee is recommended to:

1. Consider the application from the BHA for full membership of the SACRE.
2. To agree that the BHA should continue to be a co-opted member of SACRE and consulted fully by the Agreed Syllabus Conference (ASC).

## **1. BACKGROUND**

- 1.1 The Tower Hamlets SACRE was established under section 390 of the Education Act 1996. The membership of SACRE is a matter for the local authority and is set out in the SACRE Constitution and Procedures document.
- 1.2 In summary, there are four committees on SACRE, with each having one vote and in the event of a tie the Chair of SACRE has the casting vote.
- Committee A: Religious denominations that reflect the principal religious traditions in the area (16 members)
  - Committee B: the Church of England (6 members)
  - Committee C: Teacher Associations (7 members)
  - Committee D: the Local Authority (3 elected members and 2 officers)
- 1.3 SACRE has a role in relation to the religious education syllabus within Tower Hamlets schools. In the case of community or voluntary schools that do not have a designated religious character, religious education (RE) lessons must be provided in accordance with an agreed syllabus that reflects that “the religious traditions in Great Britain are in the main Christian whilst taking account of the teaching and practices of the other principal religions represented in Great Britain” (section 375(3) 1996 Education Act).
- 1.3 The agreed syllabus is drawn up by the Agreed Syllabus Conference (ASC), which reflects the committee membership of SACRE. The syllabus was last agreed in 2012 is due to be reviewed in 2017.
- 1.4 The constitution allows SACRE to co-opt members, who attend meetings but do not have voting rights. The British Humanist Association has been a co-opted member since October 2011. In April 2015, the BHA representative, Ms Zelda Bailey, requested full membership for Humanists.
- 1.5 As the decision on membership is a matter for the council, advice has been sought from Legal Services.

## **2. THE APPLICATION FROM THE BRITISH HUMANIST ASSOCIATION**

- 2.1 Ms Zelda Bailey set out the reasons for requesting full membership of SACRE in a letter dated 17 October 2015, which is provided at Appendix A. The BHA is concerned to be fully involved in the revision of the Agreed Syllabus and seeks membership of SACRE to have membership of the ASC.
- 2.2 In accordance with Section 35, Schedule 31 of the Education Act 1996, Tower Hamlets will establish an Agreed Syllabus Conference to produce and recommend to the LA an agreed Religious Education Syllabus for Tower Hamlets. An Agreed Syllabus Conference is a separate legal entity

from SACRE but common membership is permitted and usual. The ASC has four committees just like SACRE and each committee has one vote when deciding to recommend the syllabus for adoption by the LA. In order to recommend the syllabus, there must be four votes in favour, i.e. each committee must vote in favour. That is why it is called an “agreed” syllabus. The votes within each committee do not need to be unanimous of course.

- 2.3 There is no provision for an Agreed Syllabus Conference to include co-opted members. However, it is usual for an Agreed Syllabus Conference to seek particular advice or comment from the co-opted members on SACRE. This would continue to be the practice in Tower Hamlets. At the last ASC, the BHA member spoke strongly against the adoption of the proposed syllabus whilst the vote by each committee was unanimously in favour.
- 2.4 The BHA website advises that throughout the country, most humanist representatives are co-opted and whilst they do not have a vote, they can influence discussions and decisions. It also states that: “A few SACREs have ignored circulars from government and have allowed humanist representatives full membership of Group A.” It is possible, of course, that representatives for groups C and D to be humanists through their membership of other groups.
- 2.5 Advice on membership is contained in the Legal Comments.
- 2.6 The 2011 Census Data on Religion (Appendix B) showed that there were 48 Humanists in total in Tower Hamlets. If it is argued that the law requires the LA to establish a Committee A which appropriately reflects the religious communities in the area, the current membership can be seen to fulfil that requirement.

#### **4. COMMENTS OF THE CHIEF FINANCE OFFICER**

- 4.1 There are no direct financial implications arising from the recommendations in this report.

#### **5. LEGAL COMMENTS**

- 5.1 The SACRE is established and regulated by sections 390-392 of the Education Act 1996 Act. Section 390 provides:

(1) A local authority shall constitute a standing advisory council on religious education [SACRE] for the purposes mentioned in section 391(1).

(2) The [SACRE] shall consist of such groups of persons appointed by the authority as representative members (“representative groups”) as are required by subsection (4).

(3) The SACRE may also include co-opted members (that is, persons co-opted as members of the council by members of the council who have not themselves been so co-opted).

- (4) The representative groups required by this subsection are:-
- (a) a group of persons to represent such Christian denominations and other religions and denominations of such religions as, in the opinion of the authority, will appropriately reflect the principal religious traditions in the area;
  - (b) ..... a group of persons to represent the Church of England;
  - (c) a group of persons to represent such associations representing teachers as, in the opinion of the authority, ought to be represented, having regard to the circumstances of the area; and
  - (d) a group of persons to represent the authority

- 5.2 The four representative groups are confirmed at paragraph 1.2 of the Reports
- 5.3 The ordinary meaning of section 390 of the 1996 Act does not permit a representative of the BHA to be selected as a member of the SACRE and the wording used of "*religion*" is not compatible with humanism.
- 5.4 The Equality Act 2010 does not alter the above conclusion. Although the non-appointment of an individual because they hold humanist views would ordinarily be an act of direct discrimination on grounds of religion or belief in the exercise of a public function contrary to sections 10, 13 and 29(6) of the 2010 Act, the Council is acting pursuant to a statutory requirement and so has the statutory defence prescribed in paragraph 1 of Schedule 22 of the Equality Act 2010. The Council must comply with section 149 and have due regard to the equality duty in the exercise of all its functions, but that does not alter the effect of section 390 of the 1996 Act.
- 5.5 On the face of it section 390 of the 1996 Act may interfere with the BHA's Article 14 ECHR rights, taken with Article 9 ECHR, and the proportionality of that interference is very finely balanced. That is only a matter that a Court could provide a definitive decision. Taking into account the co-option of a BHA representative, and the duties on the Council's own representatives to secure a pluralistic syllabus, section 390 can be interpreted as a proportionate interference. There is no breach of Articles 9, 10 or 2 of Protocol 1 rights in and of themselves. Were a claim brought for breach of Convention rights, a court would be able to read section 390 compatibly with Article 14 taken with Article 9 rights by interpreting religion to include a lack of religion.
- 5.6 There is no outright requirement for the BHA to have full membership. It is a matter for Council whether it takes the view that the proportionality balance favours a construction which favours full BHA representation within the SACRE, or is satisfied by continued co-opted membership.

## **6. ONE TOWER HAMLETS CONSIDERATIONS**

- 6.1 The membership of SACRE broadly reflects the faith groups in Tower Hamlets reflects and aims to work collaboratively to produce the syllabus for religious education in local schools. There is a co-option mechanism in place to allow other non-faith groups, such as the British Humanist Association, to

participate in SACRE meetings and have a voice in the development of the Agreed Syllabus. This inclusive practice is followed by most other SACREs.

## **7. BEST VALUE (BV) IMPLICATIONS**

7.1 There are no best value implications arising from the report.

## **8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

8.1 There are no SAGE implications in the report.

## **9. RISK MANAGEMENT IMPLICATIONS**

9.1 The local authority is responsible for the membership of SACRE and has taken counsel on this question. The recommendations in the report take account of the advice in relation to possible legal challenge. The current arrangement of co-opting the BHA to SACRE has not been legally challenged to date.

## **10. CRIME AND DISORDER REDUCTION IMPLICATIONS**

10.1 The proposals in the report do not have an impact in relation to the reduction of crime and disorder.

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### **Linked Reports, Appendices and Background Documents**

#### **Linked Report**

- None.

#### **Appendices**

- Appendix 1 Letter from Ms Z Bailey BHA, 17 October 2015
- Appendix 2 2011 Census Data on Religion (London)

#### **Local Government Act, 1972 Section 100D (As amended)**

#### **List of “Background Papers” used in the preparation of this report**

- SACRE Constitution and Procedures.

#### **Officer contact details for documents:**

- Hania Franek

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## **TOWER HAMLETS CHILDREN'S SERVICES**

### ***Constitution and Procedures***

# **Standing Advisory Council on Religious Education (S.A.C.R.E)**

## **DUTIES**

1. To advise the LA upon matters connected with school worship in county schools and religious education to be given in accordance with the Agreed Syllabus. These matters can be referred by the Authority or may be determined by the Council. Matters such as teaching methods, teaching material and teacher training are mentioned in the Act. SACRE is an advisory council and advice offered carries no statutory force.
2. To receive and determine whether applications from Headteachers, to vary the requirement for worship of a broadly Christian nature, for the whole or for groups of pupils, are appropriate.
3. To publish an annual report on its work. This should outline the advice given by SACRE to the LA.
4. To require the LA to set up a statutory conference to review the Agreed Syllabus if, in the opinion of the SACRE, this becomes necessary.

## **MEMBERSHIP (see appendix B)**

1. The Council will consist of the members appointed by the LA to represent respectively: -
  - Group A: Such Christian and other religious denominations as, in the opinion of the authority, will appropriately reflect the principal religious traditions in the area.
  - Group B: The Church of England.
  - Group C: Associations representing teachers.
  - Group D: The Authority.
2. The length of service as determined by the Local Authority is three years. Any member of the council may be removed if in the opinion of the local Authority he/she ceases to be represented of the denomination or association he/she was appointed to represent or the Authority.
3. A quorate SACRE meeting will appoint a chairperson on an annual basis.
4. Additional members may be co-opted by SACRE or by a group within it. Co-opted members will have no voting rights.



## CONSTITUTION AND PROCEDURES

5. On statutory matters, each group will have one vote as determined by DES regulations sub-section 6 or Annex B circular 3/89. The Chair does not have a casting vote except where SACRE legislation overrides the standing orders.
6. Meetings of the full SACRE will be open to members of the public except for those parts when items of a confidential nature are to be discussed.

## PROCEEDINGS

7. Council Standing Orders shall be adopted for the conduct of meetings.
8. SACRE will meet as a full body at least once each term. It will be for SACRE to decide whether further meetings of the SACRE, or sub-committee, are required.

Group A Representatives from 2 different faith groups  
Group B 2 representatives from the Church of England group  
Group C Representatives from 2 different teacher association groups  
Group D 1 Councillor and LA Officer

9. The quorum for each meeting will be 8 persons, so long as:
  - each group is represented
  - and at least three faith groups are represented.
10. Members of Group A – C may arrange for substitutes to attend meetings and have full voting rights. Groups D may only substitute other elected members. Substitutes should be named and have papers.
11. SACRE will be serviced by a Clerk and will be advised by the Director of Children's Services or his representatives.
12. Within each group representative shall be entitled to one vote, with the exception of the Chair who will also have the casting vote in the event of a tie
13. The dates of meetings will be decided in advance and draft minutes of meetings circulated to members within one month of the meeting taking place.
14. Items for the Agenda must be sent to the Clerk 21 days before the date of the meeting.

## CO-OPTIONS

15. Members of SACRE or a representative group should consider the following when co-options are decided. Candidates should:
  - have some experience as religious educators

## CONSTITUTION AND PROCEDURES

- have a balanced view of the aims of religious education
- where possible be representative of specific education phases, to provide a balanced spread across various phases

16. SACRE will decide co-options following nominations from members of SACRE or representative groups

### **AGREED SYLLABUS COMMITTEE**

17. SACRE may convene a Conference to review and determine the locally Agreed Syllabus. This conference will be similar in composition to SACRE and will meet the procedural requirements set by the DfES regulations in paragraphs 26-30 of Annex E circular 3/89.

## **Appendix A**

### **APPLICATION TO SACRE REGARDING ALTERNATIVE COLLECTIVE WORSHIP**

18. In Tower Hamlets an application by a Maintained School to SACRE for a determination to lift or modify the requirement of ERA, with respect to collective worship and circular 3/89 paragraphs 34 and 35, should adopt the procedures outlined in appendix 1
19. REVIEW OF DETERMINATION - A determination will be granted for a maximum of four years and will be reviewed by SACRE not later than the end of this period. It may be reviewed at any time by SACRE on an application made by the headteacher of the school after consultation with the governing body.

### **PROCEDURE FOR APPLICATION TO SACRE REGARDING ALTERNATIVE COLLECTIVE WORSHIP**

#### **PROCESS FOR SEEKING A DETERMINATION**

1. Complete details on type of institution including phase and pupil roll.
2. Briefly indicate the family background of pupils at the school, paying attention to ethnic and faith aspects.
3. Where the determination refers to a group of pupils and not the whole school, give the actual number of pupils.
4. Identify the group(s) of pupils for which the determination is being sought, (being careful not to confuse race and religious faith groups).
5. Indicate why the current content and structure of provision is inappropriate to the family background of pupils concerned in this application.

## EVIDENCE OF CONSULTATION

6. Who has been consulted about this proposed modification?
7. Details of the consultation process should be included, with relevant documentation, for example,
  - minutes of governors' meetings
  - data from parent and
  - data from staff consultations.

## AGREED SYLLABUS COMMITTEE

8. Outline your proposed structure for collective worship, indicating provision for acts of worship of a broadly Christian character and or other forms of collective worship. Attach a copy of your proposed outline plan of collective worship for one term indicating:
  - a. Content
  - b. whether there are sufficient teachers in the school willing to lead this collective worship
  - c. other people who may be leading the activity

## GENERAL REQUIREMENTS

9. Please confirm that your proposal conforms with the requirements of the Education Reform Act in the following way:
  - a. Collective worship will 'not be distinctive of any particular Christian or other religious denomination' (that is, it may be distinctive of a particular faith, but may not be distinctive of a denomination within that faith).

## APPLICATION

As SACRE are able only to accept or reject an application without modification, you are recommended to discuss the issues and any proposed application with Ms Parmjeet Sehmi, SDA with responsibility for SACRE.

Completed application forms should be sent to the Clerk to SACRE.

You will be informed in writing whether your application has been granted and the date on which the determination begins.

**Application to modify or waive the legal requirements for Acts of Worship to be wholly or mainly of a broadly Christian character. (Guidance notes attached)**

1. Name of School:

Type of Institution: Primary/Secondary/FE

2. Please indicate the number of pupils of the various faiths in your school.

Buddhist	Jewish
Muslim	Christian
Sikh	Hindu
Other	Not known

3. Is the determination being sought for the whole school?

4. If no, for which group or groups, of pupils is the determination being sought?

5. Reasons for seeking a determination.

6. Details of consultation with School Governors (e.g. dates of meetings at which Collective Worship was discussed). Please enclose copies of any documents.

## CONSTITUTION AND PROCEDURES

7. Result of consultation with School Governors (please enclose a copy of the appropriate minute).
  
8. Information on consultation with parents and documentation. Please give full details.
  
9. Information on consultation with teaching staff. How many are willing to participate in Collective Worship?
  
10. Details of proposed alternative arrangements to be accompanied with outline plan of worship for next terms, for an academic year.

## **Appendix B**

### **Membership of SACRE**

#### **Committee A**

Muslim (6)  
Hindu (1)  
Roman Catholic (3)  
Jewish (1)  
African Caribbean Pentecostal Churches (1)  
Buddhist (1)  
Sikh (1)  
Free Church (1)  
Society of Friends (1)

#### **Committee B**

Church of England (6)

#### **Committee C**

Teacher Associations (across phases of education)

2 x Headteachers (1 Primary, 1 Secondary)  
2 x Primary  
2 x Secondary  
1 x Post 16

#### **Committee D**

Elected members and officers

3 Elected members (1 minority, 2 majority)  
RE Adviser/Inspector  
Chief Education Officer (or representative)

Co-options

Humanist Representative

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**Ms Hania Franek  
Head of School Governance & Information  
Children's Services Directorate  
Tower Hamlets Borough Council  
Mulberry Place  
5 Clove Crescent  
London E14 2BG**

**17/10/15**

**Dear Hania,**

**Re: Membership of the Tower Hamlets SACRE**

**Many thanks for your letter explaining the process that is to be undertaken for constitutional change in Tower Hamlets SACRE membership which I trust will eventually lead to the BHA being a full member of SACRE, the situation which now exists on the Hammersmith and Fulham SACRE where I also have the privilege of being the BHA representative. I do understand that there are stages in any such process and that they take time to be achieved. I am pleased that this development is now underway.**

**Although the matter of membership is important, the issue that takes precedence for me must be the inclusion in the Tower Hamlets Agreed Syllabus of content relating to Humanism as a non-religious worldview and ethical lifestance. Many other Agreed Syllabus documents include Humanism alongside the religions at every stage (Hammersmith and Fulham AS being a good example), but the current Tower Hamlets RE Syllabus totally fails in this regard.**

**The imperative to teach and learn about both religious and non-religious worldviews is recognized by many of today's leading educational and political figures such as Charles Clark and Linda Woodhead who repeatedly emphasize the need to include Humanism in programmes of Religious Education in their report *A New Settlement: Religion and Belief in Schools*. Indeed, they consider that Religious Education should move "towards a situation in which RE has to cover a wider range of religion and belief ... including the study of (H)umanism" (page 39).**

**Acknowledgement of the pluralist nature of British society has lately become a driving force in RE which is now responding to demands for an approach more appropriate to multicultural school populations – microcosms of the larger British public. Tower Hamlets has, without doubt, a richly multicultural population so students need and deserve RE programmes that reflect and serve this increasing diversity. A narrowly restricted curriculum sells the students short by being blind to the realities of the lives, attitudes and values of many of them. As a growing number of students are non-religious, their needs can best be recognized and served if RE programmes are inclusive of, and fair and objective about, non-religious perspectives and systems of belief such as Humanism.**

**For these reasons I place the inclusion of Humanism in the Tower Hamlets Agreed Syllabus as my major concern at this time. It is regard for the broad and balanced education of the students that makes it so; and my motivation for attempting to lift the status of BHA membership on the SACRE is in order to promote this. I am acutely aware that time is running out for the next review and much needed revision of the current Agreed Syllabus and I trust that all SACRE**

**members want to deliver the best RE syllabus possible for the future. It seems to me that we must start immediately if we are to have a fit-for-purpose Agreed Syllabus in schools by the end of 2017.**

**Given that SACRE meets only three times per year and the process of review and revision is time consuming, the next meeting of SACRE on Monday 19<sup>th</sup> October is a crucial opportunity to begin the work of establishing the Agreed Syllabus Conference. A resolution to this effect should be enough to start with. Having experience of this work, I would be willing to serve on this committee as I did on the Hammersmith and Fulham ASC.**

**As I intend to raise the matter again at Monday's meeting, I am sure that an expression of support for the start of this review and revision from you would be of immense value in this regard.**

**Thank you again for your letter and your attention to these important matters.**

**Yours sincerely,**

**Zelda Bailey.  
BHA representative on Tower Hamlets SACRE**

## Table QS210EW

### 2011 Census: Religion (Detailed), local authorities in England and Wales

#### England and Wales

Constituent Countries; Regions, counties, London boroughs, unitary authorities and districts in England; unitary authorities in Wales

#### All usual residents

Area code	Area name	Christian	Buddhist
		Persons	Persons
		Number	Number
<b>(scroll down for percentages)</b>			
<b>E12000007</b>	<b>LONDON</b>	<b>3,957,984</b>	<b>82,026</b>
<b>E13000001</b>	<b>Inner London</b>	<b>1,466,035</b>	<b>36,860</b>
E09000007	Camden	74,821	2,789
E09000001	City of London	3,344	92
E09000012	Hackney	95,131	3,075
E09000013	Hammersmith and Fulham	98,808	2,060
E09000014	Haringey	114,659	2,829
E09000019	Islington	82,879	2,117
E09000020	Kensington and Chelsea	86,005	2,447
E09000022	Lambeth	160,944	2,963
E09000023	Lewisham	145,588	3,664
E09000025	Newham	123,119	2,446
E09000028	Southwark	151,462	3,884
<b>E09000030</b>	<b>Tower Hamlets</b>	<b>68,808</b>	<b>2,726</b>
E09000032	Wandsworth	162,590	2,574
E09000033	Westminster	97,877	3,194
<b>E13000002</b>	<b>Outer London</b>	<b>2,491,949</b>	<b>45,166</b>
E09000002	Barking and Dagenham	104,101	842
E09000003	Barnet	146,866	4,521
E09000004	Bexley	144,093	1,377
E09000005	Brent	129,080	4,300
E09000006	Bromley	187,656	1,580
E09000008	Croydon	205,022	2,381
E09000009	Ealing	148,055	4,228
E09000010	Enfield	167,417	1,824
E09000011	Greenwich	134,632	4,223
E09000015	Harrow	89,181	2,700
E09000016	Havering	155,597	760
E09000017	Hillingdon	134,813	2,386
E09000018	Hounslow	106,660	3,617

E09000021	Kingston upon Thames	84,684	1,771
E09000024	Merton	111,993	1,884
E09000026	Redbridge	102,755	1,840
E09000027	Richmond upon Thames	103,319	1,577
E09000029	Sutton	111,086	1,368
E09000031	Waltham Forest	124,939	1,987

Area code      Area name

Christian      Buddhist

Persons      Persons  
Percentage      Percentage

**E12000007 LONDON**

**48.4      1.0**

**E13000001**

**Inner London**

**45.4      1.1**

E09000007	Camden	34.0	1.3
E09000001	City of London	45.3	1.2
E09000012	Hackney	38.6	1.2
E09000013	Hammersmith and Fulham	54.1	1.1
E09000014	Haringey	45.0	1.1
E09000019	Islington	40.2	1.0
E09000020	Kensington and Chelsea	54.2	1.5
E09000022	Lambeth	53.1	1.0
E09000023	Lewisham	52.8	1.3
E09000025	Newham	40.0	0.8
E09000028	Southwark	52.5	1.3
<b>E09000030</b>	<b>Tower Hamlets</b>	<b>27.1</b>	<b>1.1</b>
E09000032	Wandsworth	53.0	0.8
E09000033	Westminster	44.6	1.5

**E13000002**

**Outer London**

**50.4      0.9**

E09000002	Barking and Dagenham	56.0	0.5
E09000003	Barnet	41.2	1.3
E09000004	Bexley	62.1	0.6
E09000005	Brent	41.5	1.4
E09000006	Bromley	60.7	0.5
E09000008	Croydon	56.4	0.7
E09000009	Ealing	43.7	1.2
E09000010	Enfield	53.6	0.6
E09000011	Greenwich	52.9	1.7
E09000015	Harrow	37.3	1.1
E09000016	Havering	65.6	0.3
E09000017	Hillingdon	49.2	0.9
E09000018	Hounslow	42.0	1.4
E09000021	Kingston upon Thames	52.9	1.1
E09000024	Merton	56.1	0.9
E09000026	Redbridge	36.8	0.7

E09000027	Richmond upon Thames	55.3	0.8
E09000029	Sutton	58.4	0.7
E09000031	Waltham Forest	48.4	0.8

Hindu	Jewish	Muslim (Islam)	Sikh	Other religion: Total	Other religion: Animism	Other religion: Baha'i
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>411,291</b>	<b>148,602</b>	<b>1,012,823</b>	<b>126,134</b>	<b>47,970</b>	<b>92</b>	<b>1,229</b>
<b>70,178</b>	<b>52,767</b>	<b>466,265</b>	<b>14,631</b>	<b>15,499</b>	<b>65</b>	<b>575</b>
3,141	9,823	26,643	465	1,267	9	74
145	166	409	18	28	0	0
1,577	15,477	34,727	1,872	1,311	7	16
2,097	1,161	18,242	442	857	5	55
4,539	7,643	36,130	808	1,303	7	41
2,108	1,915	19,521	569	967	5	25
1,386	3,320	15,812	263	778	3	80
3,119	1,134	21,500	440	1,682	6	22
6,562	643	17,759	531	1,478	4	25
26,962	342	98,456	6,421	1,090	1	32
3,668	1,006	24,551	653	1,350	7	38
<b>4,200</b>	<b>1,283</b>	<b>87,696</b>	<b>821</b>	<b>825</b>	<b>3</b>	<b>24</b>
6,496	1,617	24,746	832	1,283	4	55
4,178	7,237	40,073	496	1,280	4	88
<b>341,113</b>	<b>95,835</b>	<b>546,558</b>	<b>111,503</b>	<b>32,471</b>	<b>27</b>	<b>654</b>
4,464	425	25,520	2,952	533	1	20
21,924	54,084	36,744	1,269	3,764	6	104
3,547	234	5,645	4,156	724	0	11
55,449	4,357	58,036	1,709	3,768	0	47
4,987	957	7,841	736	1,138	0	26
21,739	709	29,513	1,450	2,153	0	24
28,915	1,131	53,198	26,778	1,987	1	50
10,927	4,412	52,141	1,078	1,950	1	30
9,087	492	17,349	3,490	1,013	3	33
60,407	10,538	29,881	2,752	5,945	2	51
2,963	1,159	4,829	1,928	648	1	24
22,033	1,753	29,065	18,230	1,669	1	30
26,261	651	35,666	22,749	1,540	1	33

7,502	775	9,474	1,236	802	2	39
12,203	791	16,262	498	810	0	33
31,699	10,213	64,999	17,377	1,348	1	21
3,051	1,409	6,128	1,581	890	2	39
8,038	486	7,726	325	796	2	21
5,917	1,259	56,541	1,209	993	3	18

Hindu	Jewish	Muslim (Islam)	Sikh	Other religion: Total	Other religion: Animism	Other religion: Baha'i
Persons	Persons	Persons	Persons	Persons	Persons	Persons
Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>5.0</b>	<b>1.8</b>	<b>12.4</b>	<b>1.5</b>	<b>0.6</b>	<b>0.0</b>	<b>0.0</b>
<b>2.2</b>	<b>1.6</b>	<b>14.4</b>	<b>0.5</b>	<b>0.5</b>	<b>0.0</b>	<b>0.0</b>
1.4	4.5	12.1	0.2	0.6	0.0	0.0
2.0	2.3	5.5	0.2	0.4	0.0	0.0
0.6	6.3	14.1	0.8	0.5	0.0	0.0
1.1	0.6	10.0	0.2	0.5	0.0	0.0
1.8	3.0	14.2	0.3	0.5	0.0	0.0
1.0	0.9	9.5	0.3	0.5	0.0	0.0
0.9	2.1	10.0	0.2	0.5	0.0	0.1
1.0	0.4	7.1	0.1	0.6	0.0	0.0
2.4	0.2	6.4	0.2	0.5	0.0	0.0
8.8	0.1	32.0	2.1	0.4	0.0	0.0
1.3	0.3	8.5	0.2	0.5	0.0	0.0
<b>1.7</b>	<b>0.5</b>	<b>34.5</b>	<b>0.3</b>	<b>0.3</b>	<b>0.0</b>	<b>0.0</b>
2.1	0.5	8.1	0.3	0.4	0.0	0.0
1.9	3.3	18.3	0.2	0.6	0.0	0.0
<b>6.9</b>	<b>1.9</b>	<b>11.1</b>	<b>2.3</b>	<b>0.7</b>	<b>0.0</b>	<b>0.0</b>
2.4	0.2	13.7	1.6	0.3	0.0	0.0
6.2	15.2	10.3	0.4	1.1	0.0	0.0
1.5	0.1	2.4	1.8	0.3	0.0	0.0
17.8	1.4	18.6	0.5	1.2	0.0	0.0
1.6	0.3	2.5	0.2	0.4	0.0	0.0
6.0	0.2	8.1	0.4	0.6	0.0	0.0
8.5	0.3	15.7	7.9	0.6	0.0	0.0
3.5	1.4	16.7	0.3	0.6	0.0	0.0
3.6	0.2	6.8	1.4	0.4	0.0	0.0
25.3	4.4	12.5	1.2	2.5	0.0	0.0
1.2	0.5	2.0	0.8	0.3	0.0	0.0
8.0	0.6	10.6	6.7	0.6	0.0	0.0
10.3	0.3	14.0	9.0	0.6	0.0	0.0
4.7	0.5	5.9	0.8	0.5	0.0	0.0
6.1	0.4	8.1	0.2	0.4	0.0	0.0
11.4	3.7	23.3	6.2	0.5	0.0	0.0

1.6	0.8	3.3	0.8	0.5	0.0	0.0
4.2	0.3	4.1	0.2	0.4	0.0	0.0
2.3	0.5	21.9	0.5	0.4	0.0	0.0



Other religion: Believe in God	Other religion: Brahma Kumari	Other religion: Chinese Religion	Other religion: Church of All Religion	Other religion: Confucianist	Other religion: Deist	Other religion: Druid
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>966</b>	<b>194</b>	<b>68</b>	<b>103</b>	<b>33</b>	<b>244</b>	<b>361</b>
<b>481</b>	<b>24</b>	<b>42</b>	<b>54</b>	<b>22</b>	<b>128</b>	<b>144</b>
46	4	3	1	2	18	9
0	0	0	0	1	0	1
60	1	14	4	0	8	12
25	1	0	3	0	7	9
39	2	4	0	1	8	11
35	0	2	5	2	12	5
20	6	4	6	0	7	13
56	2	0	11	2	8	24
33	3	7	3	4	5	17
28	0	1	2	0	4	6
39	1	3	5	2	13	13
<b>19</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>16</b>	<b>6</b>
27	4	1	4	0	11	9
54	0	1	7	7	11	9
<b>485</b>	<b>170</b>	<b>26</b>	<b>49</b>	<b>11</b>	<b>116</b>	<b>217</b>
20	0	0	0	0	4	6
56	15	2	1	2	10	13
33	0	0	0	1	4	7
42	88	2	9	0	7	12
27	2	0	3	1	10	22
42	0	2	3	0	7	30
29	19	3	5	0	12	12
63	1	1	7	0	7	20
29	2	2	4	2	5	10
15	22	1	0	1	2	6
4	7	0	1	1	4	5
20	3	0	3	0	2	6
23	3	3	5	0	5	9



0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0

Other religion: Druze	Other religion: Eckankar	Other religion: Heathen	Other religion: Jain	Other religion: Mixed Religion	Other religion: Mysticism	Other religion: Native American Church
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>397</b>	<b>156</b>	<b>202</b>	<b>15,020</b>	<b>3,139</b>	<b>53</b>	<b>8</b>
<b>169</b>	<b>63</b>	<b>75</b>	<b>1,068</b>	<b>1,310</b>	<b>46</b>	<b>5</b>
13	2	6	167	147	1	0
0	0	0	3	0	0	0
3	12	3	21	121	12	1
11	1	1	48	93	2	0
5	5	7	139	132	1	0
15	1	4	70	82	2	1
23	4	2	36	90	0	0
0	7	12	73	124	6	0
5	8	12	12	121	4	2
0	9	4	112	42	0	0
1	10	7	64	84	2	0
<b>2</b>	<b>0</b>	<b>7</b>	<b>74</b>	<b>39</b>	<b>3</b>	<b>1</b>
10	3	5	72	137	5	0
81	1	5	177	98	8	0
<b>228</b>	<b>93</b>	<b>127</b>	<b>13,952</b>	<b>1,829</b>	<b>7</b>	<b>3</b>
5	3	2	20	32	0	0
9	19	12	2,266	191	1	0
0	0	8	26	47	0	0
57	15	6	2,462	122	1	0
0	3	13	49	131	0	0
1	14	8	746	140	0	0
68	2	3	311	124	1	0
4	2	8	881	87	0	0
1	9	13	22	81	0	0
1	5	5	5,188	88	0	0
0	1	3	50	33	0	1
16	3	6	487	106	0	0
35	4	5	495	114	0	0

12	1	1	134	67	0	1
3	3	7	74	82	0	1
5	3	6	545	78	0	0
4	3	7	89	140	3	0
5	0	10	73	68	0	0
2	3	4	34	98	1	0

Other religion: Druze	Other religion: Eckankar	Other religion: Heathen	Other religion: Jain	Other religion: Mixed Religion	Other religion: Mysticism	Other religion: Native American Church
Persons	Persons	Persons	Persons	Persons	Persons	Persons
Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.2</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
0.0	0.0	0.0	0.1	0.1	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.1	0.0	0.0
0.0	0.0	0.0	0.1	0.1	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.1	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.6	0.1	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.8	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.2	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.3	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	2.2	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.2	0.0	0.0	0.0
0.0	0.0	0.0	0.2	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.2	0.0	0.0	0.0

0.0	0.0	0.0	0.0	0.1	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0

Other religion: New Age	Other religion: Occult	Other religion: Own Belief System	Other religion: Pagan	Other religion: Pantheism	Other religion: Rastafarian	Other religion: Ravidassia
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>126</b>	<b>77</b>	<b>331</b>	<b>4,943</b>	<b>348</b>	<b>2,629</b>	<b>1,575</b>
<b>72</b>	<b>45</b>	<b>176</b>	<b>1,999</b>	<b>220</b>	<b>1,599</b>	<b>296</b>
5	2	13	143	26	70	1
0	0	1	3	2	3	0
3	3	12	209	19	227	15
7	1	13	79	20	64	0
3	5	14	201	14	144	4
7	3	9	150	18	66	1
12	1	7	45	2	46	0
7	3	13	228	33	316	2
8	7	21	259	20	172	6
3	0	5	118	10	118	248
5	10	18	179	16	170	6
<b>1</b>	<b>5</b>	<b>12</b>	<b>137</b>	<b>12</b>	<b>63</b>	<b>13</b>
5	2	23	158	18	90	0
6	3	15	90	10	50	0
<b>54</b>	<b>32</b>	<b>155</b>	<b>2,944</b>	<b>128</b>	<b>1,030</b>	<b>1,279</b>
2	2	3	135	1	20	34
3	1	12	181	11	48	1
1	3	3	187	1	11	49
4	6	8	80	7	178	22
2	1	14	238	6	56	0
7	3	26	251	9	153	8
4	0	11	142	11	61	525
7	2	5	172	12	91	1
1	2	3	249	10	76	4
3	0	3	76	1	20	14
2	0	3	175	7	10	20
4	1	4	152	7	30	342
5	0	6	124	5	34	137

1	1	6	111	4	16	0
1	0	10	103	6	32	1
2	1	5	101	1	32	99
2	3	15	119	12	15	10
1	3	8	148	7	15	4
2	3	10	200	10	132	8

Other religion: New Age	Other religion: Occult	Other religion: Own Belief System	Other religion: Pagan	Other religion: Pantheism	Other religion: Rastafarian	Other religion: Ravidassia
Persons	Persons	Persons	Persons	Persons	Persons	Persons
Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.1	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.1	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.1	0.0
0.0	0.0	0.0	0.1	0.0	0.1	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.1
0.0	0.0	0.0	0.1	0.0	0.1	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.1	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.2
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.1
0.0	0.0	0.0	0.0	0.0	0.0	0.1
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0



0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.0	0.0
0.0	0.0	0.0	0.1	0.0	0.1	0.0

Other religion: Reconstructi onist	Other religion: Satanism	Other religion: Scientology	Other religion: Shamanism	Other religion: Shintoism	Other religion: Spiritual	Other religion: Spiritualist
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>54</b>	<b>232</b>	<b>321</b>	<b>88</b>	<b>408</b>	<b>2,813</b>	<b>3,242</b>
<b>21</b>	<b>116</b>	<b>171</b>	<b>39</b>	<b>208</b>	<b>1,530</b>	<b>1,100</b>
0	6	15	2	32	126	78
0	0	1	0	2	2	2
4	18	17	1	11	122	63
1	6	25	0	15	91	70
2	9	16	8	16	107	70
2	10	14	2	20	111	58
1	3	2	1	18	88	37
1	12	14	3	13	170	141
2	9	7	7	17	137	153
0	4	13	1	1	59	66
2	9	14	5	14	154	119
<b>3</b>	<b>12</b>	<b>12</b>	<b>3</b>	<b>10</b>	<b>87</b>	<b>66</b>
1	15	11	2	12	165	107
2	3	10	4	27	111	70
<b>33</b>	<b>116</b>	<b>150</b>	<b>49</b>	<b>200</b>	<b>1,283</b>	<b>2,142</b>
1	8	3	0	2	28	92
2	4	13	5	52	113	111
1	8	6	2	2	44	142
4	0	7	1	10	102	71
3	4	7	4	10	81	165
6	14	7	6	9	105	192
1	11	27	5	16	95	97
2	6	8	2	4	68	110
2	7	8	8	7	76	151
0	0	5	2	8	39	53
0	1	2	2	6	35	121
0	6	5	5	6	60	138
1	8	4	0	3	61	109



0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.1
0.0	0.0	0.0	0.0	0.0	0.0	0.0

Other religion: Taoist	Other religion: Theism	Other religion: Thelemite	Other religion: Traditional African Religion	Other religion: Unification Church	Other religion: Universalist	Other religion: Vodun
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>783</b>	<b>187</b>	<b>36</b>	<b>252</b>	<b>243</b>	<b>161</b>	<b>52</b>
<b>437</b>	<b>84</b>	<b>20</b>	<b>160</b>	<b>77</b>	<b>67</b>	<b>31</b>
32	4	2	7	0	10	2
2	0	0	1	0	0	0
42	14	5	12	0	5	2
8	6	0	7	1	1	3
41	10	0	11	0	5	0
30	10	2	3	0	4	0
28	3	0	4	0	8	0
55	6	5	15	19	4	8
34	5	2	25	33	6	5
14	4	1	16	0	5	0
47	7	0	32	4	7	3
<b>35</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>1</b>
42	8	0	15	6	4	4
27	1	2	5	14	6	3
<b>346</b>	<b>103</b>	<b>16</b>	<b>92</b>	<b>166</b>	<b>94</b>	<b>21</b>
7	0	0	4	0	2	0
39	5	0	4	12	9	2
11	5	0	2	0	4	1
25	8	0	16	19	10	8
14	8	2	2	20	1	0
16	8	2	7	31	8	2
25	13	3	1	12	10	1
22	3	2	19	5	10	0
18	6	3	1	1	7	0
15	3	0	1	34	4	2
14	5	0	1	0	3	0
14	4	1	6	0	1	0
13	2	0	6	0	2	1



0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0

Other religion: Wicca	Other religion: Witchcraft	Other religion: Zoroastrian	Other religion: Other religions	No religion: Total	No religion: No religion	No religion: Agnostic
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>1,023</b>	<b>120</b>	<b>2,235</b>	<b>3,426</b>	<b>1,694,372</b>	<b>1,658,839</b>	<b>5,678</b>
<b>373</b>	<b>47</b>	<b>623</b>	<b>1,717</b>	<b>772,717</b>	<b>755,152</b>	<b>3,121</b>
23	2	53	111	56,113	54,759	264
0	0	3	1	2,522	2,474	1
34	9	27	142	69,454	67,912	278
20	1	56	101	43,487	42,558	162
37	4	33	147	64,202	62,660	269
29	6	31	115	61,911	60,526	249
6	0	78	94	32,669	31,996	134
34	5	27	195	84,803	82,793	353
62	4	25	187	75,155	73,582	251
17	0	36	110	29,373	28,745	105
41	5	39	155	77,098	75,404	279
<b>23</b>	<b>1</b>	<b>19</b>	<b>94</b>	<b>48,648</b>	<b>47,447</b>	<b>222</b>
30	3	82	133	82,740	80,749	354
17	7	114	132	44,542	43,547	200
<b>650</b>	<b>73</b>	<b>1,612</b>	<b>1,709</b>	<b>921,655</b>	<b>903,687</b>	<b>2,557</b>
22	7	6	41	35,106	34,697	43
41	1	269	118	57,297	56,050	205
48	3	14	39	55,995	55,094	87
13	1	152	146	33,054	32,267	151
54	9	67	83	80,303	78,884	199
72	9	45	140	72,654	71,372	168
24	3	123	126	50,848	49,663	213
43	2	77	165	48,522	47,627	146
41	11	21	84	65,034	63,912	156
21	0	178	76	22,871	22,283	66
33	4	16	53	53,549	52,685	83
29	2	109	60	46,492	45,613	95
34	2	140	108	40,351	39,508	118



27	6	69	57	41,183	40,254	137
25	4	74	83	41,231	40,324	131
21	1	96	116	30,691	30,054	102
23	0	90	49	53,195	52,059	181
49	4	54	56	46,817	45,859	100
30	4	12	109	46,462	45,482	176

Other religion: Wicca	Other religion: Witchcraft	Other religion: Zoroastrian	Other religion: Other religions	No religion: Total	No religion: No religion	No religion: Agnostic
Persons	Persons	Persons	Persons	Persons	Persons	Persons
Percentage	Percentage	Percentage	Percentage	Percentage	Percentage	Percentage
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>20.7</b>	<b>20.3</b>	<b>0.1</b>
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>23.9</b>	<b>23.4</b>	<b>0.1</b>
0.0	0.0	0.0	0.1	25.5	24.9	0.1
0.0	0.0	0.0	0.0	34.2	33.5	0.0
0.0	0.0	0.0	0.1	28.2	27.6	0.1
0.0	0.0	0.0	0.1	23.8	23.3	0.1
0.0	0.0	0.0	0.1	25.2	24.6	0.1
0.0	0.0	0.0	0.1	30.0	29.4	0.1
0.0	0.0	0.0	0.1	20.6	20.2	0.1
0.0	0.0	0.0	0.1	28.0	27.3	0.1
0.0	0.0	0.0	0.1	27.2	26.7	0.1
0.0	0.0	0.0	0.0	9.5	9.3	0.0
0.0	0.0	0.0	0.1	26.7	26.2	0.1
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>19.1</b>	<b>18.7</b>	<b>0.1</b>
0.0	0.0	0.0	0.0	27.0	26.3	0.1
0.0	0.0	0.1	0.1	20.3	19.8	0.1
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>18.6</b>	<b>18.3</b>	<b>0.1</b>
0.0	0.0	0.0	0.0	18.9	18.7	0.0
0.0	0.0	0.1	0.0	16.1	15.7	0.1
0.0	0.0	0.0	0.0	24.1	23.7	0.0
0.0	0.0	0.0	0.0	10.6	10.4	0.0
0.0	0.0	0.0	0.0	26.0	25.5	0.1
0.0	0.0	0.0	0.0	20.0	19.6	0.0
0.0	0.0	0.0	0.0	15.0	14.7	0.1
0.0	0.0	0.0	0.1	15.5	15.2	0.0
0.0	0.0	0.0	0.0	25.5	25.1	0.1
0.0	0.0	0.1	0.0	9.6	9.3	0.0
0.0	0.0	0.0	0.0	22.6	22.2	0.0
0.0	0.0	0.0	0.0	17.0	16.7	0.0
0.0	0.0	0.1	0.0	15.9	15.6	0.0
0.0	0.0	0.0	0.0	25.7	25.1	0.1
0.0	0.0	0.0	0.0	20.6	20.2	0.1
0.0	0.0	0.0	0.0	11.0	10.8	0.0

0.0	0.0	0.0	0.0	28.4	27.8	0.1
0.0	0.0	0.0	0.0	24.6	24.1	0.1
0.0	0.0	0.0	0.0	18.0	17.6	0.1

No religion: Atheist	No religion: Free Thinker	No religion: Heavy Metal	No religion: Humanist	No religion: Jedi Knight	No religion: Realist	Religion not stated
Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number	Persons Number
<b>5,439</b>	<b>77</b>	<b>732</b>	<b>2,235</b>	<b>21,337</b>	<b>35</b>	<b>692,739</b>
<b>3,147</b>	<b>36</b>	<b>346</b>	<b>1,092</b>	<b>9,807</b>	<b>16</b>	<b>336,949</b>
269	2	18	96	704	1	45,276
8	0	1	4	34	0	651
355	0	21	81	805	2	23,646
145	4	17	54	544	3	15,339
301	3	48	112	806	3	22,813
278	2	43	104	707	2	34,138
111	1	17	64	346	0	15,969
332	4	51	122	1,146	2	26,501
219	3	14	126	959	1	24,505
77	5	18	29	394	0	19,775
357	8	37	95	917	1	24,611
<b>212</b>	<b>2</b>	<b>15</b>	<b>48</b>	<b>702</b>	<b>0</b>	<b>39,089</b>
307	0	25	91	1,213	1	24,117
176	2	21	66	530	0	20,519
<b>2,292</b>	<b>41</b>	<b>386</b>	<b>1,143</b>	<b>11,530</b>	<b>19</b>	<b>355,790</b>
48	2	18	9	288	1	11,968
186	3	27	88	738	0	29,917
68	1	22	43	680	0	16,226
116	5	14	40	460	1	21,462
137	2	40	87	952	2	24,194
147	7	22	85	847	6	27,757
169	4	21	91	685	2	23,309
126	2	15	54	552	0	24,195
164	0	34	69	698	1	19,237
70	0	12	64	376	0	14,781
88	3	24	31	635	0	15,799
93	3	16	50	621	1	17,495
120	2	23	50	529	1	16,462


109	0	17	58	608	0	12,633
121	2	14	67	571	1	14,021
97	0	9	45	383	1	18,048
167	2	19	99	666	2	15,840
95	0	21	43	699	0	13,504
171	3	18	70	542	0	18,942

No religion: Atheist	No religion: Free Thinker	No religion: Heavy Metal	No religion: Humanist	No religion: Jedi Knight	No religion: Realist	Religion not stated
Persons Percentage	Persons Percentage	Persons Percentage	Persons Percentage	Persons Percentage	Persons Percentage	Persons Percentage
<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>	<b>8.5</b>
<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>	<b>10.4</b>
0.1	0.0	0.0	0.0	0.3	0.0	20.5
0.1	0.0	0.0	0.1	0.5	0.0	8.8
0.1	0.0	0.0	0.0	0.3	0.0	9.6
0.1	0.0	0.0	0.0	0.3	0.0	8.4
0.1	0.0	0.0	0.0	0.3	0.0	8.9
0.1	0.0	0.0	0.1	0.3	0.0	16.6
0.1	0.0	0.0	0.0	0.2	0.0	10.1
0.1	0.0	0.0	0.0	0.4	0.0	8.7
0.1	0.0	0.0	0.0	0.3	0.0	8.9
0.0	0.0	0.0	0.0	0.1	0.0	6.4
0.1	0.0	0.0	0.0	0.3	0.0	8.5
<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>	<b>15.4</b>
0.1	0.0	0.0	0.0	0.4	0.0	7.9
0.1	0.0	0.0	0.0	0.2	0.0	9.4
<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.2</b>	<b>0.0</b>	<b>7.2</b>
0.0	0.0	0.0	0.0	0.2	0.0	6.4
0.1	0.0	0.0	0.0	0.2	0.0	8.4
0.0	0.0	0.0	0.0	0.3	0.0	7.0
0.0	0.0	0.0	0.0	0.1	0.0	6.9
0.0	0.0	0.0	0.0	0.3	0.0	7.8
0.0	0.0	0.0	0.0	0.2	0.0	7.6
0.0	0.0	0.0	0.0	0.2	0.0	6.9
0.0	0.0	0.0	0.0	0.2	0.0	7.7
0.1	0.0	0.0	0.0	0.3	0.0	7.6
0.0	0.0	0.0	0.0	0.2	0.0	6.2
0.0	0.0	0.0	0.0	0.3	0.0	6.7
0.0	0.0	0.0	0.0	0.2	0.0	6.4
0.0	0.0	0.0	0.0	0.2	0.0	6.5
0.1	0.0	0.0	0.0	0.4	0.0	7.9
0.1	0.0	0.0	0.0	0.3	0.0	7.0
0.0	0.0	0.0	0.0	0.1	0.0	6.5

0.1	0.0	0.0	0.1	0.4	0.0	8.5
0.0	0.0	0.0	0.0	0.4	0.0	7.1
0.1	0.0	0.0	0.0	0.2	0.0	7.3

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# Agenda Item 3.3

Non-Executive Report of the: <b>General Purposes Committee</b> 16 March 2016	 <b>TOWER HAMLETS</b>
<b>Report of:</b> Debbie Jones, Interim Corporate Director (Children's Services)	<b>Classification:</b> [Unrestricted or Exempt]
<b>Local Authority Governor Application</b>	

<b>Originating Officer</b>	Hania Franek
<b>Wards affected</b>	All

## Summary

This report sets out for Members details of applicants who have applied to be nominated as the local authority governor at Tower Hamlets maintained schools.

## Recommendation:

The General Purposes Committee is recommended to:

1. Consider the applications and agree to nominate the applicants to the positions that are available for local authority governors at maintained schools in Tower Hamlets.

## **1. LOCAL AUTHORITY GOVERNOR NOMINATIONS AND APPOINTMENTS**

- 1.1 The General Purposes Committee is responsible for the nomination and revocation of local authority school governors.
- 1.2 The School Governance (Constitution) (England) Regulations 2012 set out the process for the appointment of local authority governors to maintained schools. The Regulations allow for the local authority to nominate a person to fill the position of local authority governor. It is for the governing body to appoint that person if the governing body considers the person meets any eligibility criteria that it has set.
- 1.3 Applications to be nominated as the local authority governor to five schools are attached as Appendices to this report in the restricted area of the agenda.

## **2. APPLICATIONS**

### **Application for re-appointment**

- 2.1 Rob Crothers has completed three terms of office and has applied to continue serving as the LA governor at Morpeth School. The Chair of governors has commented that during his current period Mr Crothers has contributed greatly to a number of important issues including the transition between Head teachers at Morpeth and the successful development of a 6<sup>th</sup> Form at the school. In addition as the Chair of the Finance Committee, he has shown leadership and acumen in ensuring that Morpeth is managed on a competent and solid financial basis. Accordingly, he strongly recommends that Rob Crothers is nominated for appointment as the LA governor. Mr Crothers has attended all twelve full governing body meetings over the last two years and every meeting of the finance committee in the same period, which he chairs. His application is provided at Appendix 1.
- 2.2 Darren Milgate has been the local authority governor at Cyril Jackson school for four years and is applying for a further term of office. The clerk to the governing body has advised that at the last meeting, the governing body supported his re-application to serve as he brings a business perspective and hands-on assistance to the school. Since the spring term 2014, Mr Milgate has attended ten out of 13 governors' meetings. He serves on the Finance, Personnel & Premises Committee and is the link governor for SEN & Inclusion and Computing. The application form is provided at Appendix 2.

### **New applications**

- 2.3 Mr Mohammed Abdur Rahman has applied to be the LA governor at Bow School. Mr Rahman has visited the school to meet the Chair of Governors and Headteacher. He has also attended a governing body meeting and Business Committee as an observer. The governing body has asked the local



authority for a potential governor with finance skills who would be willing to join the Business Committee. Mr Rahman has the required skills and as a local resident is very keen to contribute to the future success of the school. He has been working for LBTH but will be moving to a post in the Department of Business, Innovation & Skills at Westminster during March. He is also an associate member of the governing body of Old Palace school and has attended induction training for new governors. Mr Rahman's application is attached at Appendix 3.

- 2.4 Catherine Fisher is applying for the LA governor vacancy at Harry Gosling School. She has been to the school to meet the Chair of governors and Headteacher. The Chair has advised that Ms Fisher expressed a strong desire to become a school governor and her ethos and aspirations for making a valuable contribution to the school and the children was very much in line with the ethos of the governing body. Ms Fisher is very familiar with the local area having previously studied in the borough where she now works. In his view, she brings a wealth of skills and experience from the legal and financial sector and he feels that she will be a valuable addition to the governing body. The Chair described her as polite and professional, eager to learn and make a difference and added that she has the full support from her employer to undertake voluntary/community work. Both the Head Teacher and the Chair would be extremely happy, without reservation, to welcome Ms Fisher to the governing body at Harry Gosling.

The Head has commented that Katy Fisher is a highly suitable candidate for the following reasons:

- She has a background in law and finance. These are skills which are needed within the governing body.
  - She is resident in the borough and would like to contribute to the local community.
  - She empathises with many of the families and children in the school, having arrived in the UK as a teenager from another country.
  - She shares the values of the school, and, in conversation with the Head and the Chair, clearly has high expectations of all pupils, and of schools to ensure they remove barriers for children's achievements. The application is at Appendix 4.
- 2.5 Alexandra Ploussard has been an associate member on the governing body of St Agnes school since September 2015. She has been appointed to the Resources Committee, Pay Committee and Admissions Committee and has attended all seven meetings to date. The clerk has advised that Ms Ploussard brings an outside perspective to the governing body which has a majority number of parishioners and parents. Her HR skills have already been very useful and she also brings French language skills. Ms Ploussard has so far proved to be an enthusiastic associate making a positive contribution to the governing body, which supports her application to be nominated to the LA governor vacancy. Her application is at Appendix 5.

#### **4. COMMENTS OF THE CHIEF FINANCE OFFICER**

- 4.1 There are no financial implications arising from the recommendations in this report.

#### **5. LEGAL COMMENTS**

5.1 Section 19 of the Education Act 2002 requires each maintained school to have a governing body, which is a body corporate constituted in accordance with the Regulations. Each maintained school is required to have an instrument of government, which specifies the membership of the governing body. Regulations require a governing body to include person appointed as a local authority governor and for a number of associated matters.

5.2 The 2012 Regulations detail the composition of the governing body and the appointment of governors, including local authority governors. The 2012 Regulations provide that there can be only one local authority nominated governor. A local authority governor is a person who is nominated by the local authority and is appointed by the governing body after being satisfied that the person meets any eligibility criteria set by the governing body. The Regulations, as amended, provide an explicit requirement that all appointed governors have the skills required to contribute to the effective governance and the success of the school and it is for the governing body to decide whether the Local Authority nominee has those required skills and meets any eligibility criteria they have set. If the governing body has set eligibility criteria, then these should be notified at the meeting, so the Committee can consider them before making a nomination.

5.3 Schedule 4 to the 2012 Regulations set out the circumstances in which a person is qualified or disqualified from holding or continuing in office as a governor, details of which are as follows –

- A person who is a registered pupil at a school is disqualified from holding office as a governor of the school.
- A person must be aged 18 or over at the date of appointment to be qualified to be a governor.
- A person cannot hold more than one governor post at the same school at the same time.
- A governor who fails to attend meetings for six months without the consent of the governing body becomes disqualified from continuing to hold office.
- A person is disqualified from holding or continuing in office if: (1) his or her estate is sequestered (under bankruptcy) or the person is subject to a bankruptcy restrictions order or an interim order; (2) he or she is, broadly speaking, disqualified from being a company director; (3) he or she has been removed from office as trustee of a charity; (4) he or she has a criminal conviction of a specified kind within a specified time period; (5) he or she is subject to a specified prohibition or restriction on employment, such as being barred from 'regulated activity' relating to children under the Safeguarding of Vulnerable Groups Act 2006; or

(6) he or she refuses to apply for a criminal records certificate when requested to do so by the clerk to the governing body.

- A person is disqualified from appointment as a local authority governor if he or she is eligible to be a staff governor.

5.4 Once appointed, a governor will hold office for a fixed period of four years from the date of appointment, except in a limited number of circumstances. This does not prevent a governor from being elected for a further term. A governor may resign, be removed or be disqualified from holding office in the circumstances specified in the relevant Regulations.

5.5 In determining whether to appoint an authority governor, the Council must have due regard to the need to eliminate unlawful conduct under the Equality Act 2010, the need to advance equality of opportunity and the need to foster good relations between persons who share a protected characteristic and those who don't. The Committee will wish to be satisfied that the process of selection is fair, open and consistent with furtherance of these equality objectives.

5.6 The Council's Constitution gives the General Purposes Committee responsibility for appointment of local authority school governors.

## **6. ONE TOWER HAMLETS CONSIDERATIONS**

6.1 Local Authority Governors are drawn from all sectors of the community. There is a mechanism in place to ensure, as far as possible, that the composition of governing bodies reflects the makeup of the school and wider community.

## **7. BEST VALUE (BV) IMPLICATIONS**

7.1 There are no best value implications arising from the report.

## **8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT**

8.1 There are no SAGE implications in the report.

## **9. RISK MANAGEMENT IMPLICATIONS**

9.1 Governors have a crucial strategic role in promoting school improvement and supporting Headteachers and staff in their work. Their statutory responsibilities and duties require a range of skills. There is a risk that the local authority will not be able to meet governing body requirements for particular skills. The LA engages in a number of activities to ensure a range of applications from the community and local business.

## **10. CRIME AND DISORDER REDUCTION IMPLICATIONS**

10.1 The proposals in the report do not have an impact in relation to the reduction of crime and disorder.

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## **Linked Reports, Appendices and Background Documents**

### **Linked Report**

- NONE.

### **Appendices**

- Appendices 1 – 5 [EXEMPT]. LA Governor Application Forms

### **Local Government Act, 1972 Section 100D (As amended) List of “Background Papers” used in the preparation of this report**

- NONE.

### **Officer contact details for documents:**

- Hania Franek

# Agenda Item 5

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A of the Local Government Act 1972.

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