



'Believe you can'

12th March 2021

Re: Parental Consultation regarding the statutory teaching of Relationships & Health Education (RHE) from Summer term 2021

Dear Parents and Carers,

Asalaamalaykum,

A big 'thank you' to those parents and carers who have completed the online survey regarding the teaching of RHE under Phase 1 of our consultation.

The survey has now closed and we have analysed the results in order to act on the parental feedback received (wherever possible) and to update the draft policy to reflect this.

The details that follow are intended to disseminate information amongst parents and to invite further feedback under Phase 2 of the consultation, so that this can be reviewed by our trustees and formalised into policy and practice in readiness for the Summer term.

As well as the information accompanying this letter, we have created a dedicated webpage on our school website ([here](#)) which contains useful information, including parental guides about RHE in a number of languages. In due course we will also update our website to reflect the content of the Relationships Education scheme of work which has been written by The Association of Muslims Schools (AMSUK) for use by schools such as ours, with an Islamic ethos.

The final version of our RHE policy will be shared with parents once this has been approved by our trustees on 31st March 2021. However, the draft version has been uploaded to the RHE page of the school website in light of parental feedback.

As we now move into Phase 2 of the consultation, please review the content of this document. Should you wish to make any additional comments or ask questions about the teaching of RHE, please email these to the address below, marked for the attention of Mrs. R. Ahmed (RHE Subject Lead):

RHE@theolivetreeprimary.com by **26th March 2021**

Finally, just a reminder: We have sent you an email invite for a RHE webinar which is scheduled to take place on Thursday 18th March 2021 at 10am till approximately 12pm. Should you wish to attend, please use the link below **on the day:**

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Join Zoom Meeting

<https://zoom.us/j/96652556892?pwd=NDNmVEs4TGdDSElXY0pSb0dvYmxNZz09>

Meeting ID: 966 5255 6892

Passcode: pP39ju

Please don't worry if you can't attend as the webinar will be recorded and uploaded to the school website so that you can access it at your own convenience.

I hope this information is useful to you.

Yours sincerely,



Mr. H. Asghar

Principal

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Relationships and Health Education Consultation – Phase 1

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1. Foreword

Under the Children and Social Work Act 2017 the government committed to making Relationships and Health Education (RHE) statutory in **all** primary schools, including local authority maintained schools, academies, free schools and independent schools from September 2020. This includes The Olive Tree primary school.

Due to COVID-19, the government has allowed schools to delay this until the Summer term of this academic year (2021) in order for schools to liaise with parents through a parental consultation.

Although our initial intentions were to conduct a face-to-face consultation, the prevalence of COVID-19 has meant that this is simply not possible. We have therefore been forced to conduct the consultation remotely.

Whilst The Olive Tree is wholly mindful of its legal obligations in terms of the requirement for all schools to teach RHE, we are also mindful of the faith background of our pupils and the requirement for the teaching of RHE to be age appropriate.

As such, The Olive Tree has sought to source a scheme of work that will ensure the content and delivery of RHE meets statutory requirements whilst ensuring adherence to Islamic ethos and age appropriateness – as outlined in RHE policy and scheme of work.

Given the complex nature of the subject matter and the sensitivities around it (notwithstanding the in-depth subject matter!) we have created an executive summary to bring together key points relating to the teaching of RHE. For full details of the teaching of RHE, we recommend parents read the full policy.

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2. Executive Summary:

1. The teaching of Relationships and Health Education (RHE) became statutory in **all** primary schools, including local authority-maintained schools, academies, free schools and independent schools from September 2020. This includes The Olive Tree Primary School.
2. Due to COVID-19, the government has allowed schools to delay the teaching of RHE until the Summer term of this academic year (2021) in order for schools to liaise with parents through a parental consultation.
3. RHE is split into two main topics: 'Relationships Education' and 'Health Education'.
4. Relationships Education comprises of the following sub-topics: Families and People Who Care for Me, Caring friendships, Respectful Relationships, Online Relationships and Being Safe (see Appendices 1 and 2 of the RHE Policy for a more detailed breakdown). This also includes the teaching of same sex / LGBT relationships in Year 6.
5. Health Education comprises of the following sub-topics: Mental wellbeing, Internet safety and harms, Physical Health and Fitness, Healthy Eating, Drugs, Alcohol and Tobacco, Health and Prevention, Basic First Aid and the Changing Adolescent Body. (See Appendices 1 and 2 of the RHE Policy for a more detailed breakdown.)
6. The Department for Education's statutory guidance states: "*Pupils should receive teaching on LGBT content during their school years. Teaching children about the society that we live in and the different types of loving, healthy relationships that exist can be done in a way that respects everyone. Primary schools are strongly encouraged and enabled to cover LGBT content when teaching about different types of families.*" The guidance goes on to say: "...we expect all pupils to have been taught LGBT content at a timely point as part of this area of the curriculum."
7. We consider the teaching of content relating to the adolescent body and puberty to be timely and appropriate when children reach the age of 9 to 11 years – towards upper KS2 (Years 5 and 6).
8. We consider the teaching of content relating to LGBT relationships / same-sex marriages to be timely and appropriate when children have reached a level of maturity that will enable them to start to make sense of such matters – towards the end of KS2 (Year 6).
9. Teaching strategies employed by staff will be mindful of both age appropriateness and the school's Islamic ethos at all times.
10. Parents will be consulted at every stage of the development of the RHE programme, as well as during the process of monitoring, review, and evaluation. They will be able to view the resources used by the school in the RHE programme through the school website at all times.
11. As per the statutory guidance from the Department for Education, parents cannot withdraw their child(ren) from Relationships Education because it is considered important that all children receive this content.
12. Parents are unable to veto the teaching of RHE by law.
13. The RHE scheme of work we have purchased places an emphasis on Islamic perspectives and is intended to ensure the content matter gives recognition to children's faith backgrounds – including the fact that these may differ with

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the legal perspective. As such, it will enable the Islamic perspective to be presented rather than debated whilst ensuring the school meets its statutory duty regarding British Values and mutual respect. (Further consultation on this will be conducted as the scheme of work develops.)

14. Due to equalities / employment legislation, we are unable to designate a person to teach RHE based upon their own faith. Instead, all staff will be trained about the ongoing expectation to support the school's Islamic ethos whilst ensuring the teaching of the content is also age-appropriate and representative of other faiths.
15. The teaching of RHE will be centred around the school's designated scheme of work and as such, the use of all teaching resources will also be restricted to the scheme. Before using / introducing any new resources / content to the teaching of RHE, approval will be sought through the school's Senior Leadership Team.
16. Where external speakers are invited, parents will be communicated this beforehand.
17. The 'Relationship Education' aspect of the curriculum covers two lessons per year group per term.
18. The 'Health Education' aspects of the curriculum will be developed separately by the school, however the main area of sensitivity within the Health Education aspect is that of puberty and adolescence – which is already taught sensitively and in line with the school's Islamic ethos by the school towards the end of KS2.
19. The school's leadership team will ensure the termly monitoring of the teaching of RHE to ensure its content and delivery meets statutory requirements whilst ensuring adherence to Islamic ethos and age appropriateness – as outlined in RHE policy and scheme of work.

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3. Summary of feedback from parental consultation survey

During the period 16/02/21 until 01/03/21 an online parental survey was conducted in order to establish parents' understanding of the statutory requirement for schools to deliver RHE and to provide an opportunity for them to ask questions and make suggestions regarding the teaching of RHE in schools. From the completed surveys, the initial findings are as follows:

- 90% of parents (completing the survey) confirmed they had reviewed the draft RHE policy before completing the survey. This is encouraging as the RHE policy will be the main source of guidance to inform practice (teaching) at The Olive Tree once it has been approved by our trustees.
- 70% of parents confirmed they had viewed the parental webinar which was shared in order to provide further information about the statutory nature of RHE, parental rights and the considerations made by the Association of Muslim Schools (AMSUK) when creating the RHE scheme of work.
- 67% of parents stated they felt reassured, having read the draft RHE policy with 25% stating they felt partially reassured. Through increased partnership work with parents, the school will continue to work towards reassuring parents about any sensitivities associated with the teaching of RHE.
- 92.5% of parents stated they are aware of the content that the new statutory RHE curriculum will cover in primary schools and are satisfied that the school's adopted scheme of work for RHE will cover the statutory content of the curriculum. Despite this however, a large number of parents (82.5%) also stated they would like to know more about what content the school will be teaching under the subject of RHE at each key stage. Furthermore, 100% of parents stated that they feel it would be beneficial for parents to have access to a workshop about RHE. This is extremely encouraging as it shows a heightened desire amongst our parental community to remain informed about their children's learning – which the school is more than happy to support.
- 80% of parents stated they are pleased that their child(ren) will be learning about the various aspects of relationships covered under RHE and 90% of parents stated that they are pleased that their child(ren) will be learning about the various aspects of health education covered under RHE. That said, 20% of parents expressed their dissatisfaction at their children learning about the aspect of relationships, with a smaller amount (10%) expressing their dissatisfaction at their children learning about the aspects of health education covered by RHE.
- Encouragingly, a greater proportion of parents responded to say they believe the school's policy demonstrates an effort towards delivering the RHE curriculum in an age-appropriate way (92.5%), with a larger proportion (95%) stating they believe the school's policy demonstrates an effort towards delivering the RHE curriculum whilst taking account the faith background of my child.
- 95% of parents responded to say they were mostly or totally confident about answering their child(ren)'s questions linked to relationships and growing up.
- 92.5% stated that they would like to know when their children are going to be participating in RHE lessons and have the opportunity to view the resources that will be used. Additionally, 52.5% of parents stated they would like to know

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about further reading, websites and books that they can read or share with their children at home, linked to RHE.

- 82.5% of parents stated they understand that when and how RHE content is taught is ultimately a decision for the school, and consultation does not provide a parental veto on curriculum content.

Whilst the statutory nature of the teaching of RHE in all schools does not allow parents the right to veto or withdraw their children from RHE by law, it is incumbent on the school to ensure the teaching of RHE is representative of the Islamic faith ethos of its pupils and their families and consideration is given to ensuring the subject matter is delivered in a manner that is age appropriate. As stated in the policy, this is something the school has, and remains committed to; the engagement of parents as the primary carers of their children is fundamental to their children's learning.

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4. Proposed response / actions to be taken in light of feedback from parents, trustees and staff working group:

Through the parental consultation survey and discussions with trustees and the RHE working group, a number of suggestions were made in order to ensure the implementation of RHE fulfils statutory obligations whilst ensuring parents remain informed about RHE and its teaching remains age appropriate and in line with pupils' faith backgrounds (predominantly Islam). A proposed response to these suggestions has been provided in the table below. Feedback in points 7 onwards have been quoted verbatim, as communicated by parents.

Suggestion:		Proposed response / Action to be taken (subject to the completion of Phase 2 of the RHE consultation and trustees' approval):
1)	Encourage all parents to watch the provided webinars about: a) The statutory requirements related to the teaching of RHE; b) The release of the RHE – scheme of work: summer term planning.	Make the webinars more accessible by embedding them within the RHE page of the school website. Issue another reminder to parents, signposting them to the webinars.
2)	Enable parents to know more about what content the school will be teaching under the subject of RHE at each key stage.	Make available (via the school website) samples of lesson planning resources that will be used to deliver RHE across school as the RHE scheme develops. Include, within the half-termly curriculum newsletters on the school website (Class Pages), information about the RHE topics that will be taught during that half term.
3)	To make available a workshop for parents regarding the teaching of RHE so that parents continue to feel informed and reassured.	Expand upon the webinars outlined in point 1, above, by delivering a workshop during / following Phase 2 of the parental consultation. Upload to the school website so that parents can access this at their own convenience.
4)	To continue to address parental concerns regarding the teaching of RHE so that parents feel reassured that the teaching of RHE fulfils the statutory requirements whilst remaining: a) Conscious of pupils' faith backgrounds, and b) Age appropriate.	Allocate a point of contact – RHE lead – to address parental queries concerns and to keep parents informed about RHE related matters. Keep available the designated email address (RHE@theolivetreeprimary.com) and the dedicated page on the school website (http://www.theolivetreeprimary.com/relationships--health-education.html) so that parents can access both at their own convenience.

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5)	Enable parents to know more about what content the school will be teaching under the subject of RHE at each key stage.	See answer to point 12.
6)	Provide access to further reading, websites and books that parents can read or share with their children at home, linked to RHE.	As the RHE curriculum develops, make available a suggested reading / websites list of RHE resources on the school's website (http://www.theolivetreeprimary.com/relationships--health-education.html) so that parents can access these at their own convenience. Ensure any such list is age appropriate and considerate of pupils' faith backgrounds.
7)	<i>"The Islamic perspective should be emphasised and be the core and forefront in all topics covered"</i>	The scheme of work we have purchased from AMSUK covers the statutory content of RHE whilst also making reference to the Islamic perspective in this regard. As an example, please view the sample lesson plan provided at the end of the draft RHE policy.
8)	<i>"It would be good to write up an Executive Summary to make it more accessible to parents and carers."</i>	This has been done. Please see page 4.
9)	<i>"The website appears to be a series of large blocks of text and it was difficult to navigate to the relevant information. In fact, it was difficult to even find the link to this survey! Please consult website design specialists, in order to make the website functional as appealing."</i>	We are currently in discussion with a web-design company about the prospect of redesigning the school website to make it more appealing and accessible to users. In the meantime, we have reviewed the RHE page to add section-breaks to the text and will continue to act upon the feedback provided to make the links more accessible. Thank you for your patience.
10)	<i>"The topics should be taught by Muslim teachers."</i> <i>"I feel the content should be taught by a designated Muslim teacher. This will ensure consistency and will be more in line with the school's Islamic ethos. As a minimum you should consider this for the sensitive topics."</i>	The Olive Tree has a legal duty to ensure its employment / selection processes fulfil its statutory duties with regard to Equality and Diversity / the Equality Act 2010. Consequently, we are unable to seek to appoint a person based upon their own faith but rather upon their understanding of the subject matter, their competence to fulfil a role and ability / commitment to support the school's Islamic ethos. The school's workforce is familiar with the requirement to support the school's Islamic ethos and will always endeavour to do this whilst maintaining its statutory obligations.

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	<p><i>"I believe it is essential that the RHE be taught by a Muslim teacher."</i></p> <p><i>"It should be delivered by Muslim teachers."</i></p> <p><i>"I would prefer a Muslim teacher to deliver RHE, so it is in line with the school's Islamic ethos."</i></p>	<p>In order to ensure the teaching of RHE is in keeping with this, all staff will be trained about the ongoing expectation to support the school's Islamic ethos whilst ensuring the teaching of the content is also age-appropriate. By enhancing the understanding of the school's staff team about religious and cultural sensitivities, there is an added benefit that the same level of sensitivity can be applied to other curriculum areas too.</p> <p>In addition, the policy makes clear that the teaching of RHE must be centred around the school's designated scheme of work and as such, the use of all teaching resources will also be restricted to the scheme. Before using / introducing any new resources / content to the teaching of RHE, the policy will make clear that approval must first be sought through the school's RHE lead and Senior Leadership Team.</p>
11)	<p><i>"I will want to be informed before external speakers come to speak our children."</i></p> <p><i>"Which external speakers do you propose to invite and why. I would want to be informed before an external speaker comes to speak to my child's class."</i></p>	<p>The main use of external speakers is for the purpose of enhancing pupils' learning experiences about the subject matter being taught. This works particularly well to support subject matters that require specialised knowledge (such as health-related issues, drugs etc). In recruiting external speakers, they are reminded of the school's Islamic ethos and of age appropriateness. An example of this was the NSPCC speaker that visited last year to deliver an assembly on the subject of 'abuse'. A brief was provided beforehand to ensure the subject content was delivered sensitively.</p> <p>Moving forward, the school will endeavour to ensure any decision to use external speakers is communicated beforehand and its visitors' policy is reviewed by trustees to highlight the aspect of external speakers adhering to the school's expectations of Islamic ethos and of age appropriateness.</p>
12)	<p><i>"I would like to see all videos or resources before they are shown to our children."</i></p> <p><i>"Our main concern is the Relationship topic (LGBT) and how this will be delivered and what resources will be used?"</i></p>	<p>The AMSUK RHE scheme of work is currently in the developmental phase with the first part (summer term plans) becoming available on 12th March (carried forward from the initial launch date of 5th March). Once received, it will be uploaded to the school's website on the RHE page for parents to view: http://www.theolivetreeprimary.com/relationships--health-education.html</p> <p>As the remainder of the scheme of work is released (hopefully by June 2021 – subject to confirmation by</p>

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	<p><i>"Would like to see final draft of the teaching materials and content."</i></p> <p><i>"I would like to know exactly what my child will be taught."</i></p> <p><i>"Just need clarification on certain aspects as to what exactly will be said to the children."</i></p> <p><i>"Will parents be able to access all the information given to the students during these sessions?"</i></p> <p><i>"Will there be a timeline of events published which allow parents and carers adequate time to review taught material, just so we are aware of what is being taught?"</i></p>	<p>AMSUK) this will also be uploaded to the school website, as indicated above.</p> <p>The more sensitive subject matter related to adolescence (puberty) has been scheduled for delivery in years 5 and 6 as this is typically the age when it mostly begins to affect primary pupils. Content related to same sex relationships has been scheduled for delivery in year 6.</p> <p>In addition, the policy makes clear that the teaching of RHE must be centred around the school's designated scheme of work and as such, the use of all teaching resources will also be restricted to the scheme. Before using / introducing any new resources / content to the teaching of RHE, the policy will make clear that approval must first be sought through the school's RHE lead and Senior Leadership Team. In the event new resources are approved for use, these will be added to the web page, above.</p> <p>The class pages of the school website will continue to be updated with the curriculum content being taught / learned at the start of each half term so that parents are aware, in advance, the topics to be covered. As and when the more sensitive topics have been covered, parents will be sent a message to enable them to review the materials and discuss their child's learning with them.</p>
13)	<p><i>"Would like to know exactly when the "controversial" subjects related to LGBT and same sex marriages will be done in advance."</i></p> <p><i>"How many times a week will this lesson be?"</i></p> <p><i>"How in depth is this for and for how long and what days?"</i></p>	<p>See answer to point 12.</p> <p>The Department for Education has not specified a particular amount of time for the duration of delivery of the RHE curriculum.</p> <p>Currently the school timetable allows for the assembly slots (Monday to Thursday) to be used as needed to deliver 'softer subjects' related to the school's Islamic ethos (collective worship) and children's personal, social, health and emotional (PSHE) aspects of learning. Additionally, we allow for 1-2 short sessions of PSHE per week. We intend to continue using the timetable in this manner to support children's learning and development.</p> <p>In terms of the AMSUK scheme of work, this covers the 'Relationship Education' aspect of the curriculum and covers two lessons per year group per term. (The Health Education aspects will be developed separately by the school, however the main area of</p>

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		sensitivity within the Health Education aspect is that of puberty and adolescence – which is already taught sensitively and in line with the school's Islamic ethos by the school towards the end of KS2.)
14)	<p><i>"I also believe that Islamic viewpoints are commands of Allah and not up for debate therefore if need be other matters should be debated but not Quranic rulings."</i></p> <p><i>"Just like to add I'm not happy about them debating the Islamic view points on certain sensitive topics as they are too young and this could lead to brain Washing the child."</i></p> <p><i>"Where it said you will be debating certain contentious issues, does this mean the Islamic viewpoint will be debated by young children?"</i></p>	<p>The RHE scheme of work we have purchased is not intended to cause children to question or become confused with the Islamic viewpoints they or their families adhere to. Rather, the scheme's emphasis on Islamic perspectives is intended to ensure the content matter gives recognition to children's faith backgrounds – including the fact that these may differ with the legal perspective. A good example of this is the sample lesson plan regarding same sex relationships which is provided at the end of the draft RHE policy.</p> <p>That said, we will make further efforts to ensure the policy is considerate of this important piece of parental feedback and thus enables the Islamic perspective to be presented (rather than debated).</p> <p>Further consultation regarding this will take place once the scheme of work is released.</p>
15)	<p><i>"From the draft policy it seems as though the school has taken on board all the schemes of work etc from AMS. Will this change after phase 1? Or will the school be changing/adding to this?"</i></p> <p><i>"What published material (of which the school has no control in terms of content) will be used during the RHE lessons?"</i></p>	See answer to point 12.
16)	<i>"We believe that you will consider the age and faith way when you deliver the lessons."</i>	Yes. The draft policy makes clear that the teaching of RHE must be both age appropriate and considerate of children's faith backgrounds – as is required by law.
17)	<p><i>"I don't agree with it."</i></p> <p><i>"As a Muslim family many things highly contradict so</i></p>	Under the Children and Social Work Act 2017 the government committed to making Relationships and Health Education (RHE) statutory in all primary schools, including local authority maintained schools, academies, free schools and independent schools

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	<p><i>I'm totally against the learning of this for my child."</i></p> <p><i>"In my opinion the RHE policy is a plain example of STATE TERROR / DICTATORSHIP."</i></p> <p><i>"Let children be children."</i></p>	<p>from September 2020. This includes The Olive Tree primary school.</p> <p>In responding to this legal requirement, the school is committed to ensuring the teaching of RHE will be both age appropriate and considerate of children's faith backgrounds – as is required by law.</p>
18)	<p><i>"I would like to know more specifically what will be taught through science."</i></p> <p><i>"What exactly will be covered via science? I would like clarity on this."</i></p>	<p>The school teaches the science curriculum – as outlined in the Primary National Curriculum. Full details of this can be found here.</p>
19)	<p><i>"We would have preferred an online parents' meeting directly with the headteacher for phase 1."</i></p>	<p>Prior to lockdown, we had scheduled face-to-face parental workshops but unfortunately these had to be postponed due to COVID-19 restrictions – hence the decision to conduct the consultation remotely.</p> <p>During lockdown, our efforts have been – and still remain – concentrated on the safety and wellbeing of our staff and pupils under the challenging circumstances. That said, the online survey was made available for all parents to complete at their convenience, and a designated mailbox was created and shared so that parents can continue to ask questions / concerns about RHE during and after the consultation ends (RHE@theolivetreeprimary.com).</p> <p>Parental webinars have also been made available through the school's website.</p> <p>The details of all of the above have been communicated via text message, email and through the school website and the email inbox remains open for parents to use.</p> <p>Given the complex nature of the subject matter and the sensitivities around it (notwithstanding the in-depth subject matter!) the Principal has scheduled a webinar for parents to take part in on Thursday 17th March. The webinar will be recorded for parents to access at a later date, should they be unable to attend.</p>
20)	<p><i>"Is there any continued effort/lobby to oppose this legislation?"</i></p>	<p>The school is not involved in any form of lobbying and is instead, focussed on fulfilling its statutory obligations</p>

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		whilst ensuring the delivery of RHE gives recognition to pupils' faith backgrounds and age appropriateness.
21)	<i>"Why can't this not wait until they reach high school, when they can understand things more?"</i>	See answer to point 17.
22)	<i>"If I do not want my children in the class can I withdraw them? If I don't want them in the sex education class can I withdraw them?"</i>	<p>The statutory nature of the teaching of RHE in all schools does not allow parents the right to veto or withdraw their children from RHE by law.</p> <p>That said, The Olive Tree wholly recognises the role of parents as the primary carers of pupils and as such, is committed to ensuring the teaching of RHE is representative of the faith backgrounds of its pupils (predominantly Islam) and gives consideration to ensuring the subject matter is delivered in a manner that is age appropriate.</p> <p>It is in the best interests of our pupils and their learning for parents to work in partnership with the school and vice versa at all times.</p>
23)	<i>"Will each lesson be monitored in some form?"</i>	The school's leadership team will ensure the termly monitoring of the teaching of RHE to ensure its content and delivery meet statutory requirements whilst ensuring adherence to Islamic ethos and age appropriateness – as outlined in RHE policy and scheme of work.
24)	<i>"Will the programme consider the importance of mutual respect when teaching the RHE?"</i>	The programme will enable the Islamic perspective to be presented rather than debated whilst ensuring the school meets its statutory duty regarding British Values and mutual respect. (Further consultation on this will be conducted as the scheme of work develops.)
25)	<i>"Whilst staff will be trained to support the school's islamic ethos, the training should include other faiths."</i>	Staff will be trained about the ongoing expectation to support the school's Islamic ethos whilst ensuring the teaching of the content is also age-appropriate and representative of other faiths.

For the updated draft policy (version 2) please refer to the RHE page of the school's website, or click [here](#).

5. Timeline of activity (revised in light of COVID-19)

STEP 1 INFORM	Key tasks	By when (date?)	How?
	Raise awareness of key documents relating to RHE: <ul style="list-style-type: none"> • Dfe Statutory guidance • DfE Parent summary • DfE FAQ 	End of Autumn Term 2019 Completed	Via SLT parents 'Meet and Greet' session on 19/09/19
	Launch parental consultation about RHE	Scheduled for Spring 2020 but postponed due to COVID-19 lockdown. Rescheduled for Autumn 2020 but postponed due to COVID-19 lockdown, Carried forward to Spring 2021 – to be conducted remotely	Via online survey, school website, letters to parents, webinars
	Allocate / appoint RHE lead to support implementation of RHE in line with Islamic ethos of school	Appointed Autumn 2020 but had to re-appoint in Spring 2021 due to staff member leaving. Completed	Internal appointment if possible
	Allocate RHE linked Trustee from Trust Board	By start of consultation period - Completed	Through discussion with Board
	Form RHE working group: to include staff, trustees, parent trustees and representative from Bolton Council of Mosques (B.COM)	By start of consultation	Remotely due to COVID-19

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		period - Completed	
	Attend AMSUK RHE workshop for primary schools	December 2020 Completed	Webinar
STEP 2 CONSULT	Key tasks	By when (date?)	How?
	Launch parental consultation activity (Phase 1) regarding draft RHE policy, long / medium / short term plans taken from AMSUK scheme of work	By end of first half of Spring 2021 Completed	Via online survey, school website, letters to parents, webinars, draft policy, sample lesson plan(s)
	RHE lead analyses and collates outcomes of parent/trustee consultation activity and applies feedback / suggestions to draft policy	02/03/21 – 05/03/21 Completed	Written report, updated policy
	RHE lead to share outcome of consultation with parents/trustees/working group and seek further feedback regarding updated draft policy, long / medium / short term plans through Phase 2 of consultation.	Week beginning 12/03/21 – 26/03/21 Ongoing	Via live webinar, letter to parents, recorded webinar uploaded to school website
	Upload AMSUK RHE scheme of work (Summer lesson plans) to school website, RHE page.	12/03/21 Ongoing	Lesson plans uploaded to school website
	Conduct staff consultation regarding CPD needs / draft policy	By end of second half of Spring 2021 Ongoing	Through staff meeting / needs analysis
	RHE lead analyses and collates outcomes of Phase 2 parent/trustee/staff/ consultation activity and presents to trustees / working group. Trustees approve policy.	24/03/21 Ongoing	Written report, updated policy
	Share approved RHE policy with all stakeholders	By end of second half of Spring 2021 Ongoing	Via school website
	Upload AMSUK RHE scheme of work (Autumn / Spring lesson plans) to school website, RHE page.	By end of June 2021 - date to be confirmed	Lesson plans uploaded to school website

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STEP 3 SUPPORT	Key tasks	By when (date?)	How?
	Attend AMSUK RHE workshop for primary schools	March 11 th 2021 Completed	Webinar
	Provide staff with access to DfE sponsored training and webinars regarding the statutory requirement to deliver RHE	Ongoing Spring 2021 – Summer 2022	During weekly staff meetings
	Provide staff access to AMSUK webinar / CPD regarding teaching RHE with an Islamic ethos using AMSUK scheme of work	23/03/21 – Pending	During weekly staff meeting
	Commence teaching of RHE using AMSUK scheme of work	19/04/21 onwards – Pending	In-class teaching using
	Provide parental workshop opportunities to further review RHE policy and curriculum materials	Summer and Autumn terms 2021- Dates to be confirmed	Webinars or face-to-face if COVID-19 restrictions are lifted
	RHE working group review implementation of RHE curriculum / scheme of work to ensure content and delivery meet statutory requirements whilst ensuring adherence to Islamic ethos and age appropriateness – as outlined in RHE policy and scheme of work	Termly – Dates to be confirmed	Termly meetings
	Termly monitoring of teaching of RHE to ensure content and delivery meet statutory requirements whilst ensuring adherence to Islamic ethos and age appropriateness – as outlined in RHE policy and scheme of work	Termly – dates to be confirmed	Termly monitoring activity by Senior Leadership Team

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