

DIOCESE OF  
**ST ALBANS**  
MULTI-ACADEMY TRUST

# Collective Worship Policy

<b>Policy type</b>	Trust Core Policy
<b>Adopted by the Trust Board</b>	9 <sup>th</sup> May 2017
<b>For review</b>	May 2019
<b>Person responsible</b>	Chief Education Officer

This policy is a mandatory policy for all DSAMAT Academies and must be implemented with no amendments.

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## 1. Roles and Accountabilities

- 1.1 The Diocese of St Albans Multi-Academy Trust (DSAMAT) is accountable for policies across its Academies. All policies whether relating to an individual Academy or the whole Trust will be written and implemented in line with our ethos of being distinctively Christian, community focussed and serving the common good. We are committed to the provision of high quality education in our academies where, aspirations are high, diversity is embraced and all individuals are valued and enabled to flourish.
- 1.2 A Scheme of Delegation for each Academy sets out the responsibilities of the Regional Academy Executive Board/Local Academy Council and Head Teacher. The Head Teacher of each Academy is responsible for the local implementation of policies of the Academy Trust.
- 1.3 All employees of the DSAMAT are subject to the Trust's policies.

## 2. Policy Statement

- 2.1 As a Church of England Academy, Collective Worship is an affirmation and celebration of our Christian ethos. It is a time where children have the opportunity to learn, reflect and grow in their understanding of God and of themselves. Collective Worship in our Academy is not simply a statutory duty but an opportunity to join together as a school community to Live God's Love through prayer, reflection, singing, sharing and communicating feelings.
- 2.2 We believe that at its heart, Collective Worship enables pupils and staff to gather together to respond to the presence, power and peace of God. It is a time where ethical and moral questions can be considered and reflected upon as school community.
- 2.3 Worship should enable participants to develop an understanding of Jesus Christ and God as Father, Son and Holy Spirit.

## 3. The Legal Requirements

- 3.1 We seek to comply with the School Standards and Framework Act 1998 (Section 70 and Schedule 20) which requires that:
  - all registered pupils (apart from those whose parents exercise the right to withdrawal) must on each academy day take part in an act of Collective Worship
  - the daily act of Collective Worship should be conducted in accordance with the provisions of the Trust Deeds of the academy and the ethos statement in the Instrument of Government, and should be consistent with the beliefs and practices of the Church of England
  - all acts of Collective Worship in Church schools/academies must be Christian in character. Pupils can be grouped in various ways for worship such as the whole school, year groups, tutor groups, classes, or other combinations.
  - acts of worship must be appropriate for the pupils in that they should take account of the pupils' age, aptitude and family backgrounds

- the daily act of Collective Worship will normally take place on the academy premises but all academies are able to hold their Act of Collective Worship elsewhere (e.g. the local Parish Church)
- responsibility for the arrangement of Collective Worship in a Church of England academy rests with the Regional Academy Executive Board/ Local Academy Council in consultation with the Headteacher. Trust appointed members have a particular responsibility because they are appointed to promote and uphold the ethos and values of the Diocese of St Albans Multi-Academy Trust. The Headteacher has a responsibility to ensure that all arrangements for Collective Worship are secured. They act as the Collective Worship coordinator.

## 4. Anglican Faith and Practice

4.1 In addition to the above, we seek to provide acts of Collective Worship that reflect the faith and practice of the Church of England, therefore:

- we use the Bible as a sourcebook for inspiration and learning and make pupils familiar with the Lord's Prayer, psalms and other verses of scripture. We also introduce them to a variety of well-known prayers, many of which express the central beliefs of Christians throughout the ages.
- we use aspects of Anglican liturgy to create a framework for worship. We use Christian symbols as a focus for reflection and provide opportunities to discover the value of meditation and silence. We observe the cycle of the Anglican year including celebrations of the major Christian festivals.
- in [Academy Name], we aim to provide a worship space which is attractive and well prepared with appropriate thought having been given to colour, space, seating, ambience and music.
- we foster links with [insert name] Church, involving the Reverend [insert name] in leading collective worship and providing coherence between worship in church and academy and visit at least four times per year as part of the Christian calendar.

## 5. Connections with other Christian denominations and faiths

5.1 The Anglican Communion sees itself as part of a global church and promotes ecumenism. At [Academy Name], we work to promote links with other local churches and Christian organisations and welcome their clergy and leaders as contributors to acts of collective worship. We recognise that while some of our pupils and families belong to Anglican churches, many worship regularly at churches of other Christian denominations, while others come from different faith backgrounds or none. We endeavour to provide a setting in which the integrity of those present is not compromised, where everyone finds something positive for themselves and there is no pressure to participate inappropriately or to believe.

## 6. Rights and Responsibilities

6.1 As established by the 1944 Act and reinforced through this policy, parents have the right to

withdraw their children from Collective Worship. However, having chosen to send their children to [Academy Name], it is hoped that no one will exercise this right. Should such a situation arise, appropriate arrangements would be made in keeping with the requirements of the Act.

## 7. Aims and Purpose

7.1 The aims and purpose of Collective Worship as defined by the Education Reform Act 1988 are as follows:

- To provide an opportunity for the children to worship God
- To enable children to consider spiritual and moral issues
- To enable children to explore their own beliefs
- To encourage participation and response
- To develop in children a sense of community spirit
- To promote a common ethos with shared values and to reinforce positive attitudes

## 8. Planning

8.1 Plans follow the cycle of the Anglican year, [insert any relevant academy specific information eg Social Emotional Aspects of Learning (SEAL) and underpinned by Values for Life which is based upon Christian Values]. The Headteacher ensures that leaders and visiting speakers receive copies of the plans. Individuals and groups are responsible for using the plans as a basis for developing their own short term plans for individual acts of worship.

## 9. Organisation

9.1 An act of Collective Worship is held daily. This may involve the whole Academy or smaller class or key stage groups. Where collective worship forms part of an assembly, we ensure that there is a clear distinction between the two elements of gathering.

9.2 The Headteacher, other members of staff, members of the local community together with groups of children take turns to conduct Collective Worship. The local vicar, Reverend [insert name] takes an [insert specific arrangements].

9.3 We conduct Collective Worship in a dignified and respectful way expecting children to behave appropriately. We create a suitable atmosphere by using music, pictures or other artefacts to act as a focal point.

[Add in any academy specific approaches – examples below:

We use Friday morning Good Work Assemblies as an opportunity to share children's work and to celebrate their successes. These culminate in an act of Collective Worship and play an important role in promoting the ethos of the academy.

We invite parents to our Friday morning assemblies to see their children receive their awards. Governors are also welcome to attend acts of worship at any time.]

## **10. Resources**

- 10.1 The budget for Collective Worship is distinct from the budget for Religious Education. There is a wide selection of assembly books and artefacts which we regularly update and improve. We have a collection of CDs which are used to provide suitable music as children enter and leave the hall as well as to accompany singing.

## **11. Contribution to Spiritual, Moral, Social and Cultural Development**

- 11.1 We recognise that although SMSC development should be fostered across the whole curriculum, acts of Collective Worship provide a multitude of opportunities in this area. For example, children will be encouraged to reflect on and celebrate the deeper meanings of life, consider their own behaviour and recognise the need for forgiveness, appreciate the contributions of others and respond to their needs, value their own culture and the cultures of others.

## **12. Monitoring and Evaluation**

- 12.1 We aim to develop the monitoring and evaluation of Collective Worship by continuing to keep records of Collective Worship and surveying adults and children as to their views on its effectiveness. We intend to make the criteria for successful worship available to all those who plan and lead it before asking them to submit short term plans. The coordinator and others will routinely observe and monitor acts of Collective Worship in line with these criteria.

## **13. Inclusion**

- 13.1 We are committed to equality of opportunity regardless of race, gender, cultural background, ability or any physical or sensory disability. We therefore aim to make Collective Worship accessible to all and accommodate ourselves to individual needs when appropriate. As when teachers prepare lessons, worship leaders take account of different learning styles and aim to present materials using multi-sensory approaches.

## **14. Implementation**

- 14.1 The Headteacher as Collective Worship Coordinator is responsible for this policy which will be reviewed every two years. Its implementation is the responsibility of all those planning and leading Collective Worship.

## **15. Monitoring and Review**

- 15.1 The Trust has delegated to the Standards Committee the responsibility for reviewing the implementation and effectiveness of this policy. The Trust will approve all major changes to this policy. The policy will be promoted and published throughout the Trust.
- 15.2 This policy will be reviewed every two years.