



COLLECTIVE WORSHIP POLICY

(Non-Statutory Policy)

(Standards Committee)

(Approval by Standards Committee – 3 Year Review Cycle)

Date to be implemented from:	18 th March 2021
Date to be reviewed by:	18 th March 2024
Date Reviewed by Sub Committee:	2 nd March 2021

Approved by:

Signed: (Chair – Standards Committee)

(Print Name)

Date

This Policy supersedes any previous Policy of this name or instructions that pre-date this edition.

This Policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this School.

1 Policy Statement

1.1 St Andrew's School affirms that individuals are entitled to equal rights, responsibilities and opportunities. The School strives to ensure that all individuals are equally valued and everyone is treated with respect.

1.2 St Andrew's School will meet its legal requirement to have Collective Worship and meet any other legislation or requirements to ensure a respectful environment for pupils, staff, parents/carers and visitors. This Policy outlines our commitment to Collective Worship.

1.3 The Policy will be readily accessible within the School on the Website and in hard copy upon request.



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2 Reviewing the Policy

2.1 Reviewing the Policy – St Andrew's School will assess the implementation and impact of this Policy on a continuous basis and undertake a regular review on an annual basis to ensure it is fit for purpose.

3 School Vision

3.1 Our vision is to become an outstanding School within a loving, Christian community.

3.2 Our parents/carers, children and staff will work together to enable all children to:

- achieve their potential
- learn in a safe, stimulating environment
- enjoy learning now and in the future

4 Purpose of Policy

4.1 At St Andrew's School, we believe that Worship plays an essential part in the life of the School. This Policy sets out our expectations and gives a framework for implementation.

4.2 Worship contributes to:

- the spiritual, social, moral and cultural development of each child
- reinforcing positive attitudes
- the ethos of the School
- developing one community from many faiths, beliefs and cultures at St Andrew's
- other subjects of the curriculum such as Music, English, Drama and RE
- providing pupils with an opportunity to explore their own beliefs
- providing pupils with an opportunity for personal and shared reflection
- supporting pupils in respecting individuality and celebrating diversity
- fostering a sense of enquiry and interest in a range of religious, spiritual, moral, social, cultural and wider life issues
- supporting our shared British Values



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4.3 Acts of Worship will be mainly of a broadly Christian nature reflecting the traditions of Christian belief and in accordance with the principles and practice of the Church of England.

4.4 In accordance with the 1988 Education Reform Act and 1993 Education Act, which states that Collective Worship should be 'wholly or mainly of a broadly Christian character', we base our assemblies on the teachings of Christ and traditions of the Christian Church. However, we conduct our assemblies in a way that is sensitive to individual beliefs of other faiths in our School community. Our collective worship, subject to the right of withdrawal, is intended to be appropriate for and to include all pupils attending our School.

4.5 Worship will take place on a daily basis, including whole School Worship taking place most days, class Worship once a week and occasionally Key Stage worship. Schedule 20 to the 1998 Act confirms that different practical arrangements that are allowed: "a single act of Worship for all pupils or separate acts of Worship for pupils in different age groups or in different School groups." A "School group" is defined as "any group in which pupils are taught or take part in other School activities".

4.6 The timing and organisation of our daily collective worship may be flexible.



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5 Aim of Policy

5.1 This aim of this Policy is to highlight the emphasis we place on education based on Christian values and the actions we will take to ensure that, regardless of individual's religion, every pupil will benefit from the caring culture we provide.

5.2 Our Collective Worship aims to:

- provide an opportunity for the children to worship God
- teach children how to worship
- reflect on the life and teachings of Jesus and other key religious figures and religious festivals
- celebrate diverse cultures and encourage good citizenship based on Christian values
- enable children to consider spiritual and moral issues and develop their understanding
- enable children to explore their own thoughts and beliefs
- enable children to reflect
- encourage participation and response
- promote a common ethos with shared values and reinforce positive attitudes
- develop in children a sense of community spirit
- develop an implicit and explicit sense of awe and wonder
- develop a sense of the patterns, order and purpose in the world

5.3 This Collective Worship Policy provides a framework that translates the values and aims of the School into effective procedures to enable each child to experience and learn about Christian values through the experience of daily Worship.

5.4 We do this alongside an appreciation and celebration of difference and diversity.



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6 Definitions

6.1 'Worship' is not defined in the legislation and in the absence of any such definition it should be taken to have its natural and ordinary meaning in that it must reflect something special or separate from ordinary school activities and it should be concerned with reverence or veneration paid to a divine being or power.

6.2 Collective worship and assembly are distinct activities. Although they may take place as part of the same gathering, the difference between the two should be clear.

6.3 In Church of England schools, collective worship reflects the traditions of the Church of England and develops pupils' understanding of Anglican traditions and practices.

6.4 Our Collective Worship will be broadly Christian reflecting the traditions of a global Christian belief but reflecting the principles of the Church of England. A "broadly Christian" act of Worship must contain some elements which relate to the traditions of Christian belief and which accord a special status to Jesus Christ. (*Circular 1/94*, paragraph 63).

6.5 Worship is a special act or occasion whose purpose is to show reverence to God. Collective Worship involves all members of the School coming together and joining in a worship. We expect everyone to take an active part in our collective worship and assembly.

6.6 However, the Education Act 1993 does not affect parents' rights, as established in the 1944 Act and re-enacted in the 1988 Act, to withdraw their children from religious Worship if they wish. They do not have to give any reason. If any parent/carer asks that a pupil should be wholly or partly excused from attending any Collective Worship at the School, then the School must comply. The School will make alternative arrangements for the supervision of the pupil during the period concerned.

6.7 Teachers and other staff have the right to withdraw from Collective Worship. It is hoped that the inclusive nature of our Collective Worship will allow all staff to feel able to participate and contribute to the all-embracing nature of the occasion. Collective Worship allows those with religious commitment to enter into Worship and those who have no such commitment are offered an opportunity to sense what Worship can mean and reflect personally.

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7 Recognising Good Practice

7.1 Ofsted has reported on Collective Worship and identified several elements of good practice. At St. Andrew's we incorporate all these elements:

- utilising a wide variety of stimuli including drama, music, literature, artefacts and pictures, that capture and sustain the attention of pupils of all ages
- relevant content that promotes the spiritual growth and development of the pupils
- imbuing a feeling of a sacred space for worship
- questioning that elicits thoughtful and extended responses
- providing opportunities for quiet reflection as well as prayer
- involving pupils in the planning and presentation of Worship and may be pupil-led
- using Collective Worship as a vehicle for setting standards of behaviour and relationships within the School
- Inviting visiting speakers, including local clergy, during the course of the year
- Self-evaluating and reflective on our practice

8 Procedures

In the daily life of our School, Collective Worship has a unique place in demonstrating that for the School community, making time for God matters. At St Andrew's we make provision for the wider spiritual, moral, social and cultural aspects of learning through all of our curriculum. We want pupils to feel valued as individuals, have their aspirations raised, develop a sense of belonging to a community that is loved by God. We want pupils to grow and be aware of the responsibilities, both personal and collective, that belonging to a community brings. Collective Worship is a special time for us to affirm our relationship with God.

8.1 Collective Worship will include reference to religious events and the Calendar of Religious Festivals, special days, special events in the life of the School, topics being undertaken and current news items or reports of events happening on a global, national, regional and local scale. We will recognise other festivals of differing faiths.

8.2 The **Teachers** will:

- Organise Collective Worship for individual classes and Key Stages
- Lead the whole School in Worship on a rota basis

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- Accompany their classes to assembly
- Ensure classes are ready and in the right frame of mind to engage in Collective Worship
- Help pupils reflect on the thoughts and central themes from Collective Worship
- Inform the Head if a parent/carer wishes to withdraw their child from Collective Worship

8.2 The **School Leadership** will:

Headteacher/Deputy Headteacher

- lead the School in spiritual development through acts of Collective Worship
- be responsible for Collective Worship operationally
- ensure a calendar of Collective Worship themes/events is published
- publish information regarding the ethos of the School, the arrangements for Collective Worship, including the right to withdraw pupils from Collective Worship in the school prospectus
- keep a list of those pupils withdrawn from religious Worship and ensure alternative work and supervision is provided for them
- monitor the content and ensure the quality of Collective Worship
- liaise with the Local Authority, SACRE and the Diocese on matters pertaining to Collective Worship
- ensure pupils, staff, parents/carers and Governors all understand this Policy and its implications
- monitor and evaluate this Policy at regular intervals

Governance

- Governors will consult with the Head and ensure there is a daily act of Collective Worship
- Governors will be familiar with the guidelines issued by the Diocese
- Governors will ensure that parents/carers understand the process for opting out of religious Worship
- Governors will engage with Collective Worship wherever possible (eg. Vice-Chair leads Worship on weekly basis)
- The Governor with responsibility for Religious Education and Collective Worship will liaise with the SLT in order to monitor the Policy and Practice
- Collective Worship will be on the Governor's Meeting Agenda at least once a year

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9 Sources of further information and support

Religious Education and Collective Worship in Schools – CofE

<https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/religious-education-and-collective-worship>

Information for Schools – Barnet SACRE

<https://www.barnet.gov.uk/working-children-barnet/information-schools/standing-advisory-council-religious-education-sacre>

Religious Education and Collective Worship – Circular 1/94

<https://www.gov.uk/government/publications/collective-worship-in-schools>

School assemblies for every for everyone - SPCK

<https://www.assemblies.org.uk/>

Primary Assemblies scheme

<https://simplycollectiveworship.co.uk/>