



Diocese of Norwich
St Benet's
Multi Academy Trust

**The Harleston Federation
(Harleston Primary Academy and
Archbishop Sancroft High School)**

Collective worship Policy

Policy Type:	Trust Core Policy
Approved By:	Trust Board (Standards Committee)
Approval Date:	14/12/2020
Date Adopted by LGB:	08/12/2021
Review Date:	September 2023
Person Responsible:	Director of School Improvement

Summary of Changes

The model policy has been revised to reflect these changes to the statutory guidance as outlined below.

Page Ref.	Section	Amendment	Date of Change
4	Anglican Faith and Practice	Wording regarding engagement with the wider Christian church updated in consultation with diocesan Distinctiveness and Standards Manager.	September 2020
3	Policy Statement	Addition of paragraph 2 to better reflect the diversity of the school communities and the inclusivity of St Benet's MAT.	December 2020

Roles and Accountabilities

The Diocese of Norwich St Benet's Multi Academy Trust is accountable for all policies across its academies. All policies whether relating to an individual academy or the whole Trust are written and implemented in line with our vision, ethos and values as articulated in our prospectus.

We are committed to the provision of high-quality education for pupils of all faiths and none within the context of the Christian values of service, thankfulness, and humility and where individuals are valued, aspirations are high, hope is nurtured, and talents released.

The Scheme of Delegation for each academy sets out the responsibilities of the Local Governing Body (LGB) and headteacher. The headteacher of each academy is responsible for the implementation of all policies of the academy trust.

All employees of the Diocese of Norwich St Benet's Multi Academy Trust are subject to the Trust's policies.

Policy Statement

As an academy in a Diocesan MAT, collective worship at The Harleston Federation is an affirmation and celebration of our Christian ethos. Through our collective worship, adults and children have the opportunity to learn, collective worship and grow in their understanding of God and of themselves. It is therefore the 'heartbeat' of everything that we do and an expression of our academy's Christian vision and values.

Collective Worship is a gathering of a 'collection' of people of diverse religious, agnostic and non-religious backgrounds and does not pre-suppose any particular religious commitment. It is educational and inclusive in its nature, rather than being a gathering of believers. The school community is a collection of people from different backgrounds and if school collective worship is to be meaningful, it must be sensitive to this. The use of the term collective is important in that it recognises that pupils and staff will subscribe to a range of beliefs, and that there is a need to provide opportunities for all to share in Collective Worship in a way which make sense to them and is appropriate to their stage of development. Visitors to Collective Worship are a valued and important part of what a church school provides for its pupils. It enriches pupils understanding of a diversity of beliefs and responses to the world around them.

We believe that we and our children are made in the image of God and that collective worship is a vital factor in this image becoming more real and meaningful. It also enables participants to develop an understanding of the nature of Jesus Christ and the trinity of God as Father, Son and Holy Spirit.

Collective worship in our academy is not simply a statutory duty although the legal requirements provide a framework for practice.

The Legal Requirements

We adhere to 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 collective worship such as the whole school, year groups, tutor groups, classes, or other combinations.
- Acts of collective 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) on special occasions.
- Responsibility for the arrangement of collective worship in a Church of England academy rests with the Local Governing Body in consultation with the headteacher. Trust appointed Governors have a particular responsibility because they are appointed to promote and uphold the ethos and values of the Trust. The headteacher has a responsibility to ensure that all arrangements for collective worship are secured. They act as the collective worship coordinator or have designated this activity to an alternate member of staff.

Anglican Faith and Practice

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.

At The Harleston Federation, we provide a worship space which is attractive and well prepared with appropriate thought having been given to colour, space, seating, ambience and music.

We actively seek to develop church partnerships to enhance our provision for collective worship. This includes the local Anglican church and other Christian denominations. We view our academy as part of the global church and aim to provide opportunities for pupils to appreciate the diversity of Christianity.

Rights and Responsibilities

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 The Harleston Federation, 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.

Aims and Purpose

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 collective 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

Planning

The headteacher has overall responsibility for the planning and delivery of collective worship. This may be delegated to other members of staff and undertaken in consultation with all academy stakeholders. Plans follow the cycle of the Anglican year. The headteacher or the delegated member of staff ensures that other leaders and visiting speakers receive copies of relevant plans. Individuals and groups are responsible for using these plans as a basis for developing their own short-term plans for individual or class-based acts of collective worship. This approach is inclusive of pupils, who have regular and significant involvement in planning, leading, and evaluating collective worship.

Organisation

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, such as the celebration of pupil work, we ensure that there is a clear distinction between the two elements of the gathering.

The headteacher and other members of staff together with groups of children will take turns to conduct collective worship. Local Anglican clergy and clergy from other Christian denominations may also lead collective worship.

We conduct collective worship in a dignified and respectful way and expect everyone to behave in a dignified and respectful manner (see our behaviour policy). We create an appropriate environment by using music, pictures, or other artefacts to act as a focal point.

Resources

We are committed to developing resources for collective worship and commit funds to update resources and provide training for staff. The budget for collective worship is distinct from the budget for religious education (RE).

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. Leaders of collective worship, including clergy, have access to regular training.

Contribution to Spiritual, Moral, Social and Cultural development (SMSC)

We recognise that although the development of SMSC is fostered across the whole curriculum, acts of collective worship provide a multitude of opportunities in this area. For example, we will encourage pupils to reflect on and celebrate the deeper meanings of life. They may also consider their own behaviour and recognise the need for forgiveness, appreciate the contributions of others and respond to their needs. We will also provide opportunities for them to reflect on and value their own culture and that of others.

Monitoring and Evaluation

We monitor and evaluate our collective worship to ensure that it is of a consistent high quality and best practice is observed. Written records are made of observations. We will seek the views of adults and pupils through surveys. This will help us understand the impact of collective worship as an expression of the school's Christian vision.

Those who lead collective worship are provided with criteria so that they are better able to plan effectively. All plans are submitted before the act of collective worship takes place. The headteacher/delegated member of staff and others, including pupils, will routinely observe, monitor, and evaluate acts of collective worship in line with these criteria. The outcomes will be shared with the Ethos Committee. Members of the Local Governing Body are also responsible for monitoring the quality of provision in collective worship.

Inclusion

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

Implementation of the policy

The headteacher/delegated member of staff are responsible for the delivery of this policy which will be reviewed by the trust every three years. Its implementation is the responsibility of all those planning and leading collective worship.

Review

This policy will be reviewed every three years.

Links to Other Policies:

- Religious education (RE) Policy
- Behaviour policy
- PSHE Policy
- Academy vision statement
- School vision and values
- *Spirituality policy (optional)*