



Diocese of Norwich
Education and
Academies Trust

Thomas Bullock CE Primary Academy

Collective Worship Policy

Policy Type:	Trust Core Policy
Approved By:	DNEAT Trust Board (SSDC)
Approval Date:	26/04/2021
Date Adopted by LGB:	17/05/2021
Review Date:	April 2024
Person Responsible:	Academies Improvement Director

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
3	Policy Statement	Additional paragraph making reference to the expectation of the Church of England Collective National Statement for Entitlement and Expectation.	April 2021
4	Anglican Faith and Practice	Wording regarding engagement with the wider Christian church updated in consultation with diocesan Distinctiveness and Standards Manager. Additional references made to the Church of England Collective National Statement for Entitlement and Expectation.	April 2021
5	Organisation	Paragraphing re-ordered to accommodate new statements in this section (see below).	April 2021
5	Organisation	Wording added regarding worship being welcoming and exemplifying the principles of Christian hospitality.	April 2021
5	Organisation	Reference to who delivers collective worship and the development of staff expertise and knowledge.	April 2021
5	Organisation	Statement added to reflect the four-part model to structure Collective Worship	April 2021
6	SMSC	Wording added to reflect the three principles of growing faith from the Church of England Collective National Statement for Entitlement and Expectation	April 2021
7	Links to other policies	Reference to the SMSC Policy	April 2021
3	Para 4	Final sentence to reflect new SIAMs requirement (2018)	May 2019
5	Planning (Final sentence)	Involvement of pupils in planning and leading worship to reflect new SIAMs requirement (2018)	May 2019
5	Resources (Final sentence)	Statement to reflect training requirement (SIAMs 2018)	May 2019
6	Monitoring and evaluation (Final sentence)	Statement to reflect the involvement of pupils and the LGB Ethos Committee in evaluating Collective Worship	May 2019
6	Links to other policies	Reference to Academy Vision Statement	May 2019

Roles and Accountabilities

The Diocese of Norwich Education and Academies Trust is accountable for all 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 and values as articulated in our prospectus. We are committed to the provision of high quality education in the context of the Christian values of service, thankfulness and humility where individuals are valued, aspirations are high, hope is nurtured and talents released.

A Scheme of Delegation for each academy sets out the responsibilities of the Local Governing Body and Principal / Head Teacher. The Principal / Head Teacher of each academy is responsible for the implementation of all policies of the Academy Trust.

All employees of the Academy Trust are subject to the Trust's policies.

Policy Statement

As a Church academy, worship is an affirmation and celebration of our Christian ethos where adults and children have the opportunity to learn, 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.

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

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

Worship in our academy aligns itself with the Church of England Collective Worship National Statement for Entitlement and Expectation (March 2021). We expect our academy to offer high quality collective worship that is inclusive, invitational and inspiring.

The Legal Requirements

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) 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 Principal/Headteacher. Trust appointed Governors have a particular responsibility because they are appointed to promote and uphold the ethos and values of the Diocese of Norwich Education and Academies Trust. The Principal/Headteacher has a responsibility to ensure that all arrangements for Collective Worship are secured. They act as the Collective Worship coordinator.

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.

In Thomas Bullock CE Primary Academy (hereafter referred to as the academy), 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.

We believe as stated in the Church of England National Collective Worship Statement of Entitlement and Expectation that collective worship is the unique heartbeat of the school and is offered as part of a wider opportunity for pupils and adults to encounter faith by engaging in conversations about God, both as individuals and together.

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 academy, 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 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

Planning for Collective Worship is led by the Headteacher and is undertaken in consultation with the academy's adult community. Plans follow the cycle of the Anglican year, in addition to Roots and Fruits which is based upon Christian Values and Big Start Assemblies. 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. This approach is inclusive of pupils, who have regular involvement in planning and leading Collective Worship.

Organisation

We plan to enable pupils and staff to encounter God and the teachings of Jesus Christ through worship that is truly welcoming, inclusive and exemplifies the principles of Christian hospitality. This is an approach that seeks to meet the needs of all, wherever they may be on their journey of faith and belief.

The Headteacher and other members of staff together with groups of children take turns to conduct Collective Worship. The local vicar takes regular Collective Worship. This underpins the principles of the Church of England Collective Worship National Statement of Entitlement and Expectation – *Developing Staff Expertise and Knowledge*.

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.

We use Friday morning Celebration Assemblies as an opportunity to 'Let Children Light Shine' by sharing 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 aim to 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.

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.

We use a four-part model to structure our Collective Worship, which includes liturgical greetings and the format “Gathering, Engaging, Responding, Sending”.

Resources

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

Contribution to Spiritual, Moral, Social and Cultural development

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.

The organisation and delivery of our Collective Worship is therefore, connected through the communities of school, home and church. Each plays a crucial role in delivering worship in our academy through:

- Connected Communities: looking for meaningful community connections in the intersection between church, school and household.
- Encounters with God: encountering faith and belief by engaging in conversations about God as individuals and together.
- Imaginative practices: searching for ‘a new way of being church’ and creating new thinking and new doing in relation to children, young people and households.

Monitoring and Evaluation

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 impact and expression of the school’s Christian vision. 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. In conjunction with members of the Local Governors’ Ethos committee, pupils will also evaluate the impact of Collective Worship on themselves and the wider academy community.

Inclusion

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.

Implementation of Policy

The Principal/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.

Review

This policy will be reviewed every three years.

Links to Other Policies:

- Religious Education Policy
- PSHE Policy
- Academy vision statement
- SMSC Policy