This policy template has been updated to reflect Diocesan expectations and the current SIAMS Evaluation Schedule (2018).

This template is for guidance only and may be used as the basis for a school policy. It should be adapted and edited to reflect the context and vision of your own school and used in conjunction with Diocesan Collective Worship guidance and support materials which provide more in-depth explanation.

DOC/RB/CW Policy Template/Sept 2020

Policy Statement for Collective Worship

A close up of a sign

Description automatically generated

Introduction

At [insert name] collective worship strengthens and supports the Christian ethos and identity of our school and reaffirms our vision and Christian values [if appropriate you may wish to expand on your vision and values]. Our worship reflects the variety of traditions found within the Church of England and our parish and follows the Christian liturgical year. The daily act of worship is at the heart of our school and is supported by all staff and governors. It makes an important contribution to the overall spiritual, moral, social and cultural development of our school and celebrates the central role that each person has to play within our school community.

Aims

Our collective worship is planned:

* to be inspiring, inclusive, invitational\* and engaging, so that all participants are able to talk about the difference worship makes to their relationships and the life of the school
* around Biblical texts and Christian teaching
* to deepen understanding of our Christian values
* with a strong focus on God as Father, Son and Holy Spirit, enabling each one of us to embark on an understanding of the Trinity
* to deepen our understanding of Anglican and other Christian traditions found in the UK and worldwide
* to challenge everyone, regardless of background to understand and embark on their own spiritual journey
* to develop an appreciation and understanding of the value of prayer, reflection and stillness
* to develop a sense of the spiritual, creating opportunities to wonder and respond to something beyond the everyday
* to praise, celebrate and give thanks
* to acknowledge significant achievements and mark significant occasions within the school, local and international community

\*Collective worship in a church school should be invitational and an experience that does not offend the integrity of the non-religious or those of different faiths. It should not pre-suppose shared beliefs.

Legal Requirements

We meet legal requirements by providing a daily act of collective worship which is in line with our Trust Deed and Anglican foundation. The governing Body holds responsibility for ensuring that the legal requirements for worship are met and that all pupils engage each day in a meaningful act of Christian worship. Our daily worship can be whole school worship, key stage, class or group worship [insert appropriate details for your school].

Withdrawal from Collective Worship

Parents have the right to withdraw their children from acts of worship. We comply with any request from a parent to withdraw their child. However, in view of the Christian ethos and distinctive Christian character of our school, we hope that all children admitted will participate in collective worship, and that anyone wishing to withdraw their child will discuss this with the headteacher before making their decision.\* Any queries about withdrawal from collective worship should be directed to the collective worship co-ordinator in the first instance and thereafter to the Headteacher. Following a conversation with the Headteacher parents should confirm this request in writing.

[Amend as appropriate for VA school/academy] We acknowledge that teachers also have the right to withdraw from collective worship. However, as a church school/academy all members of staff are asked to support the Christian ethos of the school and therefore we expect teaching staff to attend worship. Any member of staff wishing to withdraw from worship should discuss their wishes with the Headteacher. Should a member of staff still seek to withdraw following this discussion they should provide written notice to the Headteacher and governing board. \*

Further information about the Right to Withdraw is published on our website, school handbook and prospectus. [amend as appropriate]

\*Teachers have the right to withdraw from worship. However, for teachers in VA schools with a National Society Contract, it is a condition of their employment that they attend and play a full part in the daily act of collective worship. Although that legal requirement does not apply in a controlled school, worship is an important part of the ethos of the school. Teachers are asked at recruitment to support the ethos of the school and it is therefore unlikely that teachers will ask to withdraw. Collective worship cannot be used as part of a teacher’s planning, preparation and assessment (PPA) time.

Information about withdrawal can be found on the diocesan education website which provides links to diocesan guidance and key documents and schools should refer to this guidance when writing their policy.

Inclusion and Equal Opportunities

This section should include how the policy deals with matters of inclusion and should make reference to the school’s inclusion and equal opportunities policies.

Pattern of Worship

Our pattern of worship is as follows [insert appropriate details eg. whole school worship … a week.. lead by …. Etc]

Planning Collective Worship [edit and amend this section as appropriate]

Specific time is set aside for worship and we differentiate acts of collective worship from other assembly activities. We mark this special time by …[insert details].

Individuals leading worship are expected to plan the act of worship with the same degree of thoroughness as other planning. We base our acts of worship around a structure of gathering, engaging, responding and sending.

Our worship themes follow the liturgical calendar and are planned by [insert details]. We use ….[insert details about resources if you use a planning resource to any significant degree] to support our worship.

Staff and Community Involvement in Worship

[insert names of staff, ministers, parents, friends of the school] are involved in our worship on a regular basis and enrich our worship.

We regularly invite visitors to participate in and lead our worship. We liaise with them beforehand so that they are clear about the aims of our collective worship and the need to avoid any proselytising. Attempts to persuade participants to adopt particular religious or non-religious beliefs are not appropriate. In general, the Headteacher is consulted before a visiting speaker is confirmed. [Please see our Visits and Visitor policy for further information].

Pupil Involvement in Worship

Pupils play an active part in planning and leading worship on a regular basis [ insert details]

Collective Worship Co-ordinator

Collective worship is coordinated by [insert name]. The collective worship co-ordinator is responsible for long term planning of worship, leading acts of worship, supporting staff and pupils who are planning and leading worship, monitoring the quality of worship and evaluating its impact across the school community. The collective worship co-ordinator is responsible for liaising with [insert appropriate names here of people/groups etc].

Monitoring and Evaluation of Worship [select and amend this section to reflect your school context, vision and practice]

We regularly evaluate our acts of collective worship and the impact they have on the school and our wider community. This involves monitoring by school leaders, the collective worship co-ordinator, staff, pupils and governors and takes place both informally and formally. Everyone who leads worship is asked to evaluate continuously, reflecting on how they can improve and develop their practice. We welcome the views of all those who participate in our worship, including parents and visitors, through our suggestion box and questionnaires [amend as appropriate]. These suggestions and views are shared with [insert appropriate details] and play an integral part in developing the spiritual growth of our school community.

Formal monitoring and evaluation of collective acts of worship is undertaken by [insert details] on a [insert details] basis. Foundation governors and the worship coordinator observe and evaluate worship once every [insert details]. It is the specific responsibility of the foundation governors and this evaluation is reported to the whole governing body.

Pupils are involved in evaluating collective worship by [insert details].

The impact of our collective worship is independently inspected by law under Section 48 of the Education Act 2005.

This policy has been adopted by the Governors/Directors in consultation with the senior leaders, the CW leader and teaching staff.

This policy should be read in conjunction with other policies [insert details]

Date of adopted…………………… Signed………………………………………………….

Chair of Governors

Date of review………………………. Signed………………………………………………….

Chair of Governors

A school may wish to attach the long-term collective worship plan and collective worship action plan as appendices to their policy.