



Dickleburgh C of E Primary Academy

Collective Worship Policy

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Approved By:	Trust Board (Standards Committee)
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Person Responsible:	Director of School Improvement

Living and learning together, celebrating life at its fullest

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 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 headteacher. The headteacher 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 an academy in a Diocesan MAT, collective worship at Dickleburgh C of E Primary Academy 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.

At Dickleburgh C of E Primary Academy, the daily act of collective worship is viewed as an integral and important part of school life. Through collective worship, and the general ethos of the school, we seek to promote our ethos statement:

“Living and Learning together, celebrating life at its fullest”

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 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.

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 foster links with All Saints Church, involving the Reverend Sarah Walsh 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.

Connections with other Christian denominations and faiths

The Anglican Communion sees itself as part of a global church and promotes ecumenism. At Dickleburgh Primary Academy, 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.

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 Dickleburgh Primary 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 class teachers and is undertaken in consultation with all academy stakeholders. Plans follow the cycle of the Anglican year, our agreed School Values, relevant events in the news and half termly safeguarding issues. 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

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.

The headteacher and other members of staff together with groups of children take turns to conduct Collective Worship. The local vicar, Reverend Sarah Walsh visits regularly to observe and take part in collective worship alongside our RE subject lead.

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.

Friday morning is our sharing assembly and we invite parents to celebrate their child's achievements both inside and outside of school as well as their recognition of our school values and how they have practised them in school. These culminate in an act of Collective Worship and play an important role in promoting the ethos of the academy.

Governors are also welcome and encouraged to attend acts of worship at any time.

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.

Monitoring and Evaluation

We monitor and evaluate our Collective Worship by maintaining records of the activity and surveying adults and children as to their views on its impact and expression of the school's Christian vision. We 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 Collective Worship Coordinator is responsible for 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 two years.

Links to Other Policies:

- [Religious Education Policy](#)
- [PSHE Policy](#)
- [Academy vision statement](#)