



HEARTWOOD

LEARNING TRUST

COLLECTIVE WORSHIP POLICY

THIS POLICY APPLIES TO THE HEARTWOOD LEARNING TRUST BOARD, THE CENTRAL TEAM AND ALL TRUST CHURCH SCHOOLS/ACADEMIES

Document Management	
Policy Approved	October 2024
Next Review Date	October 2025
Version	1.1
Approving Committee	Distinctiveness and Personal Development Committee

Contents

Statement of Intent	3
1. Legal Framework	4
2. Content and Structure of Collective Worship	4
3. Monitoring and Evaluation of Collective Worship	5
4. Monitoring and Review of Policy	5
Appendix A - Localised Procedures	6

Policy Updates

Date	Page	Policy Updates
November 2023	New policy	
September 2024	4	1 - Legal Framework updated with applicable guidance/policy
September 2024	4	2.1 - Collective worship definition added for clarity
September 2024	5	3.1- Responsibility for monitoring collective worship updated following staffing changes
September 2024	5	3.2 - Wording amended to reflect the accurate name for the Trust Board DPD committee
September 2024	5	5 - Monitoring and Review section added inline with other Trust policies

Statement of Intent

Our Trust Vision

To provide environments where children and young people can thrive.
Life in all its fullness - a place to thrive

Our Trust Values

Respect, Teamwork, Kindness

Our collective worship policy strengthens and supports the distinctiveness of each individual school, reaffirms the vision and associated values of each school and celebrates the central role that each child has to play in their community. The schools' vision and values are underpinned and supported by the Trust vision of "life in all its fullness" John 10:10. Our worship reflects the variety of traditions found in the Church of England, and will recognise and follow the Christian liturgical year. The daily act of collective worship is central to our ethos and is supported by all staff and governors. It makes an important contribution to the overall spiritual, moral, social and cultural development of the whole school community. In Church of England schools, collective worship is seen as more than a daily 'awe and wonder' moment. It 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.

1. Legal Framework

1.1 This policy has due regard to all relevant **legislation** and **guidance** including, but not limited to, the following:

- SIAMS Framework Church of England (September 2023)
- Diocese of York Collective Worship guidance: 'Worship Works' (September 2022)
- DfE (1994) 'Religious Education and Collective Worship'
- DfE (2010) Religious education in English schools: Non-statutory guidance
- DfE (2012) 'Religious education (RE) and collective worship in academies and free schools'
- The School Standards and Framework Act 1998 (Section 70*)
**This framework requires the Headteacher/Principal and Governing Body of every school/academy to provide a daily act of Collective Worship which is in line with the schools Trust Deed and foundation*
- **Right of Withdrawal**
Parents/carers have the right to withdraw their child(ren) from acts of worship and this right is clearly stated on the school/academy website

1.2 This policy operates in conjunction with the following **Trust** policies:

- Equality Policy and Objectives
- Social Emotional and Mental Health Policy
- Religious Education (RE) Policy

2. Content and Structure of Collective Worship

2.1 'Collective worship' reflects an act which is special or separate from ordinary school-based activities. We understand that collective worship and assembly are distinct activities, and, although they may take place as part of the same gathering, the difference between the two will be considered.

2.2 Our worship is **inclusive, inspirational and invitational**. It reflects the variety of **Anglican and Methodist traditions found in the Church of England** and will recognise and follow the **Christian liturgical year**, with varied liturgical and other traditions of Anglican worship and festivals in the UK and worldwide and, where appropriate, the Eucharist. To appreciate the relevance of faith in today's world, by encountering the teachings of Jesus and the Bible and developing understanding of the Christian belief in the Trinitarian nature of God. It includes opportunities for prayer, reading and reflecting on the Bible, liturgy, sacrament and experience of the musical and other imaginative riches of Christianity.

2.3 Collective worship helps pupils and adults to **reflect on our school's theologically underpinned Christian vision and values**.

2.4 It offers the opportunity, without compulsion, for all pupils and adults to **grow spiritually** through experiences of prayer, stillness, worship and reflection.

2.5 It is an opportunity to **celebrate and give thanks** for achievements within the school, local and international community and occasions of significance, including festivals.

2.6 **Our worship is planned and delivered by a number of different people including, staff, Trust chaplains and our pupil Collective Worship group and consists of 4 stages:**

- Gather – we welcome the school community with music, liturgy and the lighting of a candle

- Engage – we share, for example a Bible reading, followed by an activity to engage pupils with the Christian message
- Respond – pupils have the opportunity for reflection through discussion, sharing thoughts, pray if they wish, sing
- Send – we share the message of the worship again and ask the school community to reflect upon the message in their daily lives. We close with liturgy, final prayer, music and the blowing out of our special candle

3. Monitoring and Evaluation of Collective Worship

- 3.1** Monitoring and evaluation of collective acts of worship is undertaken by pupils, staff, and governors on a regular basis. All leaders of collective worship are asked to evaluate continuously, reflect after every worship, to develop and improve their practice
- 3.2** Collective Worship monitoring and evaluation is reported to the Trustees and school Governors through **Distinctiveness and Personal Development (DPD) Committee** and **Local Governing Committee (LGC)** meetings.
- 3.3** Worship is **independently inspected by law under Section 48 of the Education Act 2005** in consultation with the Diocese of York(SIAMS).

4. Monitoring and Review

- 4.1** This policy will be reviewed annually and approved by the Distinctiveness and Personal Development (DPD) committee.
- 4.2** All changes to this policy will be communicated to all Church schools and uploaded onto the respective school/academy websites.

Collective Worship Policy	
Localised School Based Procedures	
School Name:	Archbishop Sentamu Academy
Headteacher/Principal:	Louise Beasley
Implementation Date: <i>Inline with policy approval</i>	October 2024

In conjunction with our Trust wide Collective Worship Policy, localised procedures have been established to ensure that systems and procedures reflect the school/academy setting whilst preserving each school's distinctiveness.

The localised procedures for the school/academy setting focus on the following key areas: -

- Leadership of Collective Worship
- Pattern of Collective Worship
- Visiting Speakers
- Diocese, Parish and Community Involvement

Our School's Vision
To lead the best life possible
Our distinctively Christian vision is that everyone will be able to lead the best life possible, now and in the future. It's underpinned by the words of Jesus in John 10:10 which says, <i>"I have come that you may have life in all its fullness."</i>
As an academy, we commit ourselves to inspiring our students, and equipping them with the resilience and determination to unlock their unique gifts and realise their highest aspirations.
Our School's Values
The promise of life in all its fullness is lived out through our academy values of:
Respect Strong and positive relationships, where all are included and valued, and can discover their unique worth. The Golden Rule – Matthew 7:12 <i>"Treat others as you wish to be treated"</i>
Courage Where everyone can build perseverance and resilience in a culture where confidence can grow and mistakes become part of the learning process. Luke 15:32 – <i>"He was lost but now has been found"</i>
Community Positive relationships, within and beyond the academy. Serving others, in the classroom and beyond, is second nature. Our academy community is committed to serving the local and global community through

learning, advocacy, charity and broader engagement. Luke 10:27 – *“Love your neighbour as you love yourself”*

Wisdom

We want our academy to be a place where thoughtfulness, reflection and acquisition of knowledge is expected of everyone, regardless of their starting point. Matthew 7:24 – *“Build your house on solid rock”*

Leadership of Collective Worship	
Our Collective Worship leader is:	Anne Richards (Chaplain) and Sarah Hagar
Our foundation link governor for Collective Worship is:	Tim Scott

Pattern of Collective Worship	
Whole-school Worship is held:	As per the guidance from the Church of England, all pupils at all key stages take part in Collective Worship daily and daily prayer. As our Academy does not have a space large enough to gather all year groups every day for Collective Worship, we instead gather each year group collectively one day per week, for what we call Theatre-led Collective Worship, as follows: <ul style="list-style-type: none"> ● Y7: Fridays ● Y8: Thursdays ● Y9: Wednesdays ● Y10: Tuesdays ● Y11/6th form: Mondays
Whole-school worship is taken by:	Reverend Anne and our SLT team - this is part of a rota set up at the start of each academic year.
Class / Key Stage worship is held:	1 times per week (as above)
Class / Key Stage worship is taken by:	As above.

Visitors	
‘Visitors’ Include:	Local spiritual groups, such as Label of Love, The Gideons
Visitors should understand the educational aims of Collective Worship at the school/academy and the need to avoid any proselytising. Attempts to persuade pupils to adopt a particular religious or non-religious belief are not appropriate. The Headteacher/Principal is consulted before a visiting speaker is confirmed. Visitors should not speak about raising money for any particular cause(s) without the prior permission of the Headteacher/Principal.	

Diocese, Parish and wider community involvement in Collective Worship

Our school/academy works with our **link York Diocese adviser**, regarding planning, delivery and monitoring and evaluation of Collective Worship

Local parishioners involved on a regular basis with the worship programme:

We have an ongoing partnership with St Aidan's (Southcoates Lane) following on from the Eden Teamwork and their previous funding of Label of Love, who now come into school one day per week.

We also have strong links with Hull Minster, using it for our 6th Form Graduation and Christmas Carol Services.

We have strong links with the clergy colleagues at St Phillips and St Hilda's. The Lay Area Dean is on our LGC.

We are still looking to expand our Trust links to St Columba's Church, which is a local church that already works with several primary schools in the area.