



COLLECTIVE WORSHIP POLICY

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

Document Management	
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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
September 2025	3	1 - Updates to framework dates
September 2025	5	5 - Update to review period

Statement of Intent

OUR VISION

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

OUR VALUES

KINDNESS | RESPECT | TEAMWORK



A respectful and inclusive community, with a culture of thankfulness and appreciation, where we celebrate equality and diversity.



High quality teaching across all of our schools, in every learning session, without exception.



A broad and balanced educational offer which develops all pupils academically, practically, emotionally, socially and spiritually, leading to great outcomes.



Resilient, sustainable and ethical leadership at all levels of the organisation.

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 2024)
- 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 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 The approver of this policy and the next scheduled review date is shown on the cover page of this document.

Please refer to Localised Collective Worship Policies for individual school details

Introduction

In line with our Trust-wide **Collective Worship Policy**, localised procedures have been established to ensure that systems and procedures reflect the school/academy setting.

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

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

Should you have any concerns or questions relating to the localised procedures, in the first instance, please contact hello@hlt.academy