



WEST GRANTHAM

Church of England Secondary Academy

COLLECTIVE WORSHIP POLICY

Review cycle:	Annual
Reviewed by:	Assistant Principal Quality of Education
Approved by:	Local Governing Body

VERSION	DATE	AUTHOR	CHANGES
1	14 December 2022	STH	New policy
2	21 March 2024	STH	Practice, page 2 – two paragraphs added to start of this section Arrangements, page 3 – timetable added Roles and Responsibilities, page 4 – additions to the responsibilities for external speakers added in paragraphs 1 and 2 Monitoring and Evaluation, page 4 – amended to reflect current practice

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Our Vision is to champion and rejoice in those we serve, creating an environment where excellence is achieved and potential fulfilled.

Our Mission is to:

- Deliver a world-class education that equips children for an aspirational future of life-long learning.
- Equip our students with a strong foundation built on Christian values.
- Celebrate the Christian faith through education, worship, and personal exploration.
- Place no limits on what can be achieved, ensuring opportunities are not restricted by self-belief or circumstance
- Provide knowledge, skills and experiences that enable our students to make meaningful choices.
- Develop positive and conscientious global citizens of great character, who take responsibility for their future
- Provide a safe and inclusive learning environment where all can thrive.

Our Values are:

- **Integrity:** We are honest, ensuring all our actions are guided by strong moral principles that we refuse to change, *“The integrity of the upright guides them” Proverbs 11:3*
- **Love:** We are dedicated and devoted to, serving others, achieving excellence, and celebrating success, *“Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It always protects, always trusts, always hopes, always perseveres” 1 Corinthians 13:4 & 7*
- **Ambition:** We have unlimited hopes and aspirations so all can achieve their full potential, *“I can do all things through Christ who strengthens me” Philippians 4:13*
- **Courage:** We stand up for what is right and are not afraid to learn from our mistakes as we push ourselves to be the very best that we can be, *“Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go” Joshua 1:9*
- **Belief:** We have unwavering confidence in ourselves, in others and in our capacity to succeed, *“All things are possible to him who believes” Mark 9:23*

The West Grantham Academy believes that collective worship both supports and strengthens what we aim to do in every aspect of school life. Our caring ethos and the values we place on the development of the whole child is reflected in our worship. We value this as it gives time for pupils to develop a reflective approach to life and the ability to express their reflections in traditionally religious ways or, any other appropriate manner.

It is a legal requirement that the school provides a daily act of collective worship for all pupils. The regulations are set out in The Education Act 1944 as amended by The Education Reform Act 1988.

The Act states that collective worship organised by the school is to be “wholly or mainly of a broadly Christian character”. For those acts that are broadly Christian, the main emphasis should be on the broad traditions of Christian belief. *The Education Reform Act 1988: Religious Education and Collective Worship (para. 34)*

Aims

Collective worship at The West Grantham Secondary Academy is intended to provide a caring and supportive environment for pupils to:

- Become increasingly aware of themselves, as individuals, and of others within the school and wider community
- Gain an understanding of the feelings of others
- Gain knowledge, and explore the use of language that others use to express themselves
- Deepen their sense of wonder of the world in which we live
- Respond freely to religious and/or spiritual stimulus
- Acknowledge diversity and difference
- Promote co-operative and school values

Practice

At The West Grantham Academy, all year groups meet collectively in the main hall once a week for a Collective Worship service led by a member of staff or outside guest. This is arranged in order that similar Key Stages are grouped together in the main hall but this may change due to number of students. In addition to this, time is also scheduled for KS3 students during form time to have additional time for reflection, to consider the messages expressed during Collective Worship and to put them into action, this occurs once per week. An act of daily Collective Worship is completed at the end of each form time by the form tutor in all year groups. This involves a reflection on a Biblical passage and/or piece of scripture and the reading outloud of the academy prayer.

As mentioned, members of the academy’s community including the Senior Leadership Team, the Academies’ Chaplain and other key staff lead Collective Worship in accordance with the theme of the

week which incorporates our academy's values. The academy welcomes members of our extended community into lead Collective Worship too and our relationship with local faith groups continues to grow. Pupils are also encouraged to take an active part in both planning and leading of Collective Worship with members of the Student Leadership Team and anti-bullying ambassadors taking active roles to name just a few examples.

The Academy is committed to an active and evolutionary approach to collective worship in the belief that it is a significant element in our attempts to provide a broad and balanced curriculum for all. In this context collective worship assumes its rightful importance and reflects the ethos and values of our school; this being one which is inclusive, co-operative, empathetic and aware of the needs of all. This includes taking into consideration those who may have religious affiliations, and those, who do not.

A particular act of collective worship might focus on one or more of the following objectives:

- Sharing of individual experience about living in and responding to the world
- Enriching the lives of all participants through affording the opportunity to learn about the insights, beliefs, and practices of people within the Community
- Fostering a high regard for a searching for Truth based on reason and evidence
- Encouraging a sensitivity to questions and answers which prompt reflection and enquiry to what lies beyond the visible
- Widening the emotional responses of children and deepening their ability to be sensitive to sincerely held spiritual beliefs
- Providing a means whereby pupils can begin to and continue to understand the language and nature of Worship
- Enabling children to explore their own beliefs in relation to those of others
- Exploring the developing relationship between a human being and a Supreme being
- Providing an opportunity to develop the human spirit
- Exploring and sharing in, as appropriate, the spiritual and religious experience of those who worship as members of a faith
- Providing the opportunity to celebrate the values and worth of the school community

Arrangements

The Assistant Principal and Academy Chaplin, in consultation with the Principal and Senior Leadership Team, plans the day to-day provision of collective worship.

On the following days of the week, pupils attend year group collective worship in the main hall:

Monday	Year 8 and Year 9
Tuesday	Year 10 and Year 11
Thursday	Year 7

Following Easter Holidays in the 2023/24 academic year, the structure will then change to:

Monday	Year 7 and Year 8
Tuesday	Year 9, Year 10 and Year 11

This will be reviewed once again in preparation for the 2024/25 academic year based on student numbers.

In exceptional circumstances, alternative methods of delivery may be employed. This has been planned to take account of the main hall being used for examinations and/or other events. Collective Worship may be delivered virtually to pupils in form rooms, or at home if necessary, via an on-line

App, such as Microsoft Teams. This ensures students have continuity and the social, moral, spiritual, and cultural needs of the child are met in every situation.

All parents have the right to request that their child is withdrawn from assemblies, section 71 of the Schools Standards and Framework Act (1998). We at The West Grantham Secondary Academy recognise said right and arrangements for pupils whose parents have expressed the right of withdrawal from school collective worship is organised by the Assistant Principal. We do, however, have a strong tradition of being fully inclusive, and whilst we respect parental wishes, we encourage discussion of concerns regarding collective worship to avoid pupils feeling excluded.

Roles and Responsibilities

It is the overall responsibility of the Assistant Principal to ensure acts of collective worship are effective, fit for purpose and conducted according to school policy.

It is the responsibility of the person conducting the assembly to ensure acts of collective worship and reflection are carried out and that the presentation is reflective of the assembly theme of the week, support and guidance has been offered to all. However, within the legal framework and theme suggestions, staff conducting collective worship are free to employ whatever format that is seen as appropriate. The use of music, drama, video, or visual aids may supplement the more traditional elements of talks, readings, hymns, and prayers. Imagination and careful preparation are essential if pupils are to broaden their horizons and be led to reflect on fundamental human issues.

It is the responsibility of the form tutor, or staff member escorting a form group, to accompany and remain with the tutor group throughout collective worship to assist with supervision. In the event of collective worship over-running into lesson time, which should not be a frequent occurrence, staff may leave whilst proceedings continue.

Guest speakers are a frequent and integral part of collective worship at The West Grantham Secondary Academy and, as such, should be treated with respect. All guest speakers to the academy, upon their initial delivery of Collective Worship, will be provided with a copy of the Collective Worship protocol document and asked to sign in agreement with the expectations of the protocol. This will be collated and monitored by the Academy Chaplin

It is the responsibility of the pupil to ensure that their behaviour, when in assembly, is respectful, considerate and beyond reproach. This should be supported by staff in maintaining high expectations. If there are any issues linked to behaviour, these need to be reported to the Assistant Principal who will then take a decision based upon a possible outcome.

Special days and acts of remembrance

Seasonal events are marked by special acts of collective worship for example Christmas, Eid, and Remembrance Day. Assemblies should recognise the importance of such events to the school and wider community, encouraging inclusion, cultural diversity and encouraging empathy. Imagination and careful preparation are essential if pupils are to broaden their horizons and be led to reflect on fundamental human issues.

Dissemination

The policy is shared with staff through e-mail communication. Parents are advised of school policies and have access to said documents via the schools' website. In line with school policy, we endeavour to give all staff and pupils equal opportunities regardless of gender, race, ability, age, or social background.

Monitoring and Evaluation

The Assistant Principal and Chaplin are required to monitor the delivery of Collective Worship/assemblies on a regular basis, the findings of which are tracked and recorded and shared

with staff, where appropriate, to celebrate best practice and improve delivery as and when necessary.