



Sanctus, Sanctus, Sanctus
Holy, holy, holy. The Lord Almighty is holy. His glory fills the world. Isaiah 6:3
We all strive to live holy lives at All Saints through
“... love that is patient and kind” that “never gives up”
enabling us to “Go out into the world, and love the people we meet.”
(Saint Paul and Saint Teresa)

Christian Values to be found in our curriculum

Reverence	Wisdom	Thankfulness	Humility
Courage	Service	Compassion	Trust
Peace	Forgiveness	Welcome	Justice
Hope	Stewardship	Christian Fellowship	Love

All Saints Academy Policy for:

Collective Worship

Date of Policy: April 2020

Date of Review: April 2021

Designated lead teacher: Charlotte Harrison

Responsibility of: The Governing Body and staff of All Saints Inter Church Academy

The policy was approved by the Governing Body on: 9th July 2020.

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1.0 Document History

Amendments and comments	Name of member of staff reviewing	Date
Version 1	Charlotte Harrison	September 2015
Version 2 The previous Collective Worship policy has been completely reviewed and updated.	Charlotte Harrison	April 2020

2.0 Principles

All Saints is an Inter-Church Academy with a distinctive Christian ethos. We celebrate the Roman Catholic and Anglican traditions. We worship together as one family, sharing values which are built on the teachings of Christ. In the Common Declaration which took place in Rome in 1966, the words of Pope Paul VI and Archbishop Michael Ramsey reflect a communion in these shared values:

... desire that all those Christians who belong to these two Communion may be animated by these same sentiments of respect, esteem and fraternal love.

(Common declaration; 1966)

Alongside clergy from both traditions, we view our work as a means of bringing together a Christian community which can provide a shared experience of God's love. Collective Worship is vital to the well-being of our school community and all individuals within it. All Saints is a place where we are reminded that all are created and loved by God.

We are a welcoming school family responding to an ever changing society. We are proud of our Christian values and distinctiveness, cherishing each individual in their uniqueness. Our worship is invitational, offering each individual the opportunity to engage and grow in faith whilst allowing freedom for those of other faiths or none to be present with integrity. Everyone is encouraged to acknowledge, celebrate and use their God-given gifts for the good of all in our vision of living holy lives. St Paul's Letter to the Romans provides the theological concept of this:

So we are to use our different gifts in accordance with the grace that God has given us. If our gift is to speak God's message, we should do it according to the faith that we have, if it is to serve, we should serve; if it is to teach, we should teach; if it is to encourage others, we should do so.

(Romans; 11:6)

In striving to live holy lives, we are consistently mindful of trying to be the best version of ourselves, living in the light of Christ. As a school family, we are dedicated to the intellectual, emotional and spiritual needs of one another. Our Collective Worship is an integral part of this.

3.0 Commitment to Equality

At All Saints Inter Church Academy we believe that the provision of an outstanding education which develops a wide range of skills is crucial for opening up opportunities and increasing the chance of a successful life for every pupil. At All Saints, we are therefore committed to avoiding discrimination. We promote equality at all levels and recognise that by doing this, attainment and progression for all children will be improved.

The act of Collective Worship is a fundamental part in the life of our school family. It is inclusive and respects the integrity of all those taking part. It is appropriate to the ages, aptitudes and family backgrounds of all children. This means that the content and format will reflect the needs and understanding of our children. Please also refer to the **Inclusion, equal opportunities and diversity policy**.

4.0 Legal Requirements

Collective Worship is a legal requirement for all children at All Saints, and takes place daily. It is, however, a parent/carers right to withdraw their child(ren) from worship 'in accordance with the founding Church of England Trust Deed and Ethos of Statement in the Academy's Instrument of Government', without recourse or explanation. In such circumstances, appropriate supervision arrangements will be made, in consultation with the child's parent/carer. Likewise, all staff have the option of withdrawing from Collective Worship on the grounds of conscience, creed or religion, without recourse or explanation. Please also refer to the **Inclusion, equal opportunities and diversity policy**.

5.0 Aims

This policy aims to have in place clear protocol and procedure which is understood by all staff, governors, visitors and parents regarding Collective Worship at All Saints Academy.

The daily Christian act of worship is central to our ethos. It makes a significant contribution to the overall spiritual, moral, social and cultural development of the whole school community.

At All Saints Academy, Collective Worship aims to offer the opportunities of:

- coming together, celebrating as one Christian family in the presence of God.
- exploring, reflecting, responding and relating to core Christian values.
- making links between scripture and our own lives; considering how we can all live holy lives through love that is patient, kind and that never gives up.
- growing spiritually through experiences of prayer, stillness, worship and reflection.
- encountering the teachings of Jesus and the Bible and to develop understanding of the Christian belief in the Trinitarian nature of God and its language.
- celebrating and understanding the Liturgical year and key times within it, sharing the central teachings of the Christian faith.
- developing community spirit, promoting a common ethos and shared values, and reinforce positive attitudes.
- appreciating that Christians worship in different ways, for example through music, silence, story, prayer and reflection.
- reflecting upon how our love, as individuals and as a community, can impact positively upon others.
- challenging current understanding and heighten awareness of ultimate questions and realities.
- engaging all those present allowing them to be challenged, to explore, discuss and self-reflect.
- considering spiritual and moral issues and to explore personal belief in a safe and secure environment.
- appreciating the relevance of faith in today's world.

6.0 Objectives

The objectives of this policy are:

- For all those who are part of the All Saints Family to understand the importance of Collective Worship in the life of the Academy.
- To have in place a clear protocol to all staff and visitors who are to lead or are involved in Collective Worship at All Saints Academy.
- For all those who are involved in Collective Worship to feel confident, comfortable and supported in leading and taking part in Collective Worship.

7.0 The Contribution to aspects of the Curriculum

Our Collective Worship can benefit from, compliment and support other areas of the curriculum such as Religious Education, SMSC, PSHE and art. However, Collective Worship time is distinct from curriculum time. Collective Worship and Religious Education are separate areas of life at All Saints.

8.0 Management

The RE subject lead will plan Collective Worship themes with input from children, the Head teacher and clergy.

8.1 Budget

As it is integral to the life of All Saints and being valued as such, Collective Worship has a separate budget which is reviewed annually. The Collective worship budget is the responsibility of the subject lead.

8.2 The role of the Collective Worship Lead

The role of the Collective Worship lead is to:

- model quality Collective Worship across the Academy.
- support all class teachers in their confidence to lead quality Collective Worship at All Saints Academy (also refer to section 12.0 of this policy).
- plan a termly programme of themes with input from the children, the Head teacher and members of the clergy.
- plan services throughout the academic year, aiming for a balance in number between both the Roman Catholic and Anglican traditions.
- provide opportunities for children and adults linked to All Saints to share opinions and ideas regarding Collective Worship.
- respond to and monitor actions and developments in response to feedback.
- ensure effective communication between staff, the clergy, parents and anyone else concerned.
- liaise with and support governors in the monitoring of Collective Worship.
- provide written or verbal reports to the Church Liaison committee.
- provide a written report to the Full Governing Body at least annually.
- manage the Collective Worship budget.
- keep up to date with courses and identifying and responding to staff training needs.
- regular monitoring and development of resources.
- manage and organise all shared worship areas.
- ensure that all displays are in keeping with agreed themes and/or the liturgical year.

- oversee records of collective worship
- review this policy formally every year. An informal review may be necessary in the interim and will take place as and when required.

8.3 The role of The Governing Body

The Governing Body is responsible for:

- ensuring that the Foundation of All Saints Academy is honoured and that the Collective Worship policy is firmly based upon the intentions set down in the Trust Deed or in accordance with diocesan guidelines.
- ensuring that the Collective Worship Policy is put into practice and monitored. It is the particular responsibility of Foundation Governors and Collective Worship link governors to monitor the standards of Collective Worship through observations and discussion with the Collective Worship lead and Head teacher (**see section 8.4**).
- ensuring the School Development Plan includes a section on Collective Worship.
- ensuring that legal requirements are met.

8.4 Monitoring and evaluation

The monitoring and evaluation of this policy and the impact it has on those linked to All Saints and its wider community is the joint responsibility of the Head Teacher, subject lead (usually the Deputy head teacher), Foundation and Link governors (ideally one representative from both the Catholic and Anglican traditions).

The subject lead should monitor and evaluate the success of acts of Collective Worship through:

- regular discussions with staff and pupils as to the relevance and impact of acts of worship.
- observation of adult-led acts of worship
- observation of and participation in acts of worship to assess children's involvement and response and appropriateness of content and presentation.
- regular review of practice, evaluated against SIAMs and Section 48 Self Evaluation documentation.
- reviewing this policy formally every year. Informal review may be necessary in the interim and will take place as and when required.

The Head teacher, Foundation and Link Governors should monitor and evaluate the success of acts of Collective Worship through:

- ensuring that the legal requirements for Collective Worship are being met.
- monitoring the presence of a record of Collective Worship
- discussions with staff and pupils as to the relevance and impact of acts of worship.
- observation of and participation in acts of worship to assess children's involvement and response and appropriateness of content and presentation.
- liaising with the subject lead.

8.5 Record-keeping

Whole school acts of Collective Worship which take place in the hall are recorded by pupils in Year Six (Collective Worship technology team) and overseen by the Collective Worship lead. Examples of Collective Worship organised and written by children for chapel time will be held in a file located in the Chapel and/ or Deputy's office. These can then be re-used or used as a model for others to then produce further acts of worship. All acts of worship records are available for others to use in the following ways:

- to inform future planning of content.
- to provide ideas to less confident colleagues and children.
- to help ensure a variety of forms and activities.
- to provide a focus for monitoring and review of practice.
- as a record for interested outsiders such as governors, parents and inspectors.

9.0 Planning Collective Worship

Through our acts of Collective Worship we hope that all children and adults take something away to reflect upon. As such, each person leading worship is expected to plan his or her act of worship with the same degree of thoroughness as any other aspect of their teaching. We encourage a four stage structure of planning including: 'Gathering' 'engaging' 'responding' 'sending'. Staff are encouraged to follow up acts of Collective Worship at appropriate times throughout the school day/week to enable children to consider the impact of what has been experienced together.

The planning of Collective Worship should ensure a diversity of types of activity over the course of a term. All those leading worship are expected to relate their worship to the theme of the time. Worship leaders plan a balance of items such as: stories, readings, drama, music, dance, prayer and audio-visual aids. They should be inclusive in that they are appealing and accessible to all age groups and abilities.

9.1 Themes

There will be clear themes running throughout the academic year. These are published at the beginning of the term by the subject lead and distributed to all staff and visiting clergy. The themes are based around the Liturgical year, the vision or a specific shared whole school focus such as Bishop Stephen's Lent Challenge. There is flexibility in order to respond to special events, either tragic or joyful, within and beyond the school community. Several acts of worship on the same theme will be clearly sequenced. The themes chosen are broad enough for those leading worship to approach the theme from their own perspective. This will mean that by the end of the theme, the children will have had the opportunity to reflect on what has been shared from a variety of viewpoints.

9.2 The centrality of prayer and reflection prayer

All Saints Academy recognises the importance of developing personal spirituality within the school community. Prayer is viewed as a commitment to work with God to answer our own prayers and to create a better world. There are various spaces located around All Saints which encourage reflection and prayer.

Daily class prayers are carried out. Children are introduced to various prayers throughout their time at All Saints including those which are used in services. Pupils should be encouraged to share their own prayers which are in keeping with a theme or particular sentiment. A variety of different prayers, including those from both traditions, are introduced to the children both in class and during whole school worship. The theme of 'prayer' is built into the RE curriculum plan (**please refer to RE policy and RE curriculum plan**) and is intended to provide children at All Saints with a good understanding of how prayer is used. Children are taught about the structure of prayer through: TSP - THANKS SORRY PLEASE

In order to reflect the prayer life of All Saints Academy, meetings, such as staff meetings and governor meetings begin with a prayer.

9.3 Music

Music is specifically chosen to reflect themes and the Liturgical calendar. The Year Six Collective Worship technology team, consisting of a small group of children, will be trained by the subject lead. The aim is for them to understand how the music they choose reflects and compliments the worship carried out. The music lead, will also provide guidance and new ideas to support this aim.

10.0 Organisation of acts of worship

The lead Anglican and lead Catholic members of staff, usually the Head teacher and Deputy, ensure that a balance of practice from both traditions is modelled and shared with the children. This is intended to support the children in their understanding of the distinct Inter-Church nature of the Academy. The organisation of Collective Worship may vary from time to time, however, there are planned timetables for both whole school and class Collective Worship. This timetable is reviewed at least annually by the Collective Worship lead and Head teacher. Worship mainly takes place in the hall, classrooms and chapel area. However, opportunities for worship outside, in areas such as the outside classroom are encouraged. All class assemblies which are shared with parents and the weekly Achievement Assembly MUST include elements of Collective Worship.

10.1 Child involvement in supporting Collective Worship

Involvement of children at an active and appropriate level in all acts of Collective Worship is encouraged and welcomed. This may include acting as:

- “caretakers” – preparing the room for worship and clearing up afterwards.
- “technicians” – organising music and working the computer.
- “welcomers” – holding open doors and speaking opening and/or closing sentences.
- “supporters” – being called upon by adults to take part in a drama or lead songs.

Each class is timetabled to lead whole school Collective Worship at least once throughout the autumn term. Parents and carers are invited to attend. Each of these acts of worship is themed on either an Old or New Testament story. There should be a good balance and coverage of stories. These acts of worship are organised and led by the children. However, Key Stage One classes are likely to receive greater input and support from adults as and when needed.

10.2 Child- led worship - The Collective Worship Team

All Saints has a child-led Collective Worship team. This group of approximately sixteen children is split into two separate halves, each working with a named adult. **Please refer to the Visitor Policy.** It is not the duty of the adult to formulate the structure or provide specific ideas for the worship. The adult’s role may be purely to act as the adult present.

However, when introducing a new group of pupils to the role of worship leads, the initial sessions will be dedicated to learning about the importance, structure and delivery of acts of worship including prayer. Through this specific teaching, it is intended that the children gain increasing understanding and independence in their role as worship leaders. The group meets at least once per week and consists of children from across the year groups.

10.3 Adult-led worship

All staff are invited to lead Collective Worship. This may be whole school worship or leading prayer at the start of a meeting. It is the responsibility of the Collective Worship lead to ensure that staff are trained and are confident in delivering acts of worship. All Saints has regular visiting clergy from both the Roman Catholic and Anglican churches. Members of March ‘Churches Together’ are also invited to lead worship. Those leading worship should take theme into consideration (Refer to section 9.1).

10.4 Visitors

Visitors should understand the aims of Collective Worship (**Refer to section 5.0**) at All Saints and the need to avoid any proselytising. Attempts to persuade children to adopt a particular religious or non-religious belief are not appropriate. The Head teacher or Deputy should be 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. **Please refer to the Visitor Policy.**

10.5 Worship timetables

The chapel has a flexible timetable for classes, groups and individuals to access it throughout the week. However, chapel time is timetabled on Thursdays. Please refer to The Chapel notice board for the current chapel timetable.

Day	Lead	Location
Monday	Head teacher/ Deputy/ Clergy	Main hall
Tuesday	Morning hymn practice which is in keeping with the liturgical year. Afternoon whole class-led Bible Collective Worship which is presented to the rest of the school.	Main hall
Wednesday	Head teacher/ Deputy/ Clergy	Main hall
Thursday	Class teacher and or children in class	The Chapel
Friday	Celebration of achievement assembly	Main hall

Members of the clergy, when visiting All Saints to lead whole school worship, are invited to lead staff worship which takes place on the day of their visit from 8:30 to 8:50am. This will usually take place in The Chapel. Governors are also invited to attend.

11.0 Services

At All Saints we endeavour to work with clergy from both The Catholic and Anglican traditions. The services arranged follow the Liturgical year and are as close to the correct days of celebration as possible. It is the role of the subject lead to liaise with clergy in order to arrange dates of acts of worship. These are then shared with staff and with parents/carers.

An agreed order of service, written with clergy for All Saints Academy, is used. A nominated class or group of children take a lead in part. At All Saints Academy, it is the practice for the nominated year group or group of children to prepare the prayers of Confession and Intercessions. This group of children also take the lead with setting up the worship area, welcoming visitors, carrying out readings and choosing music.

A balance in the number of Catholic and Anglican services held is sought throughout the academic year. The achievement of this is dependent upon clergy availability. Through these services, the children are able to gain understanding of the Inter-Church dimension of the Academy and the importance of sacraments to the life of the Church and their own lives where appropriate. In order to plan and organise services, the subject lead will have support from a member of support staff. This member of staff will receive guidance and in-house training if appropriate. Both the subject lead and member of support staff will have access to relevant and appropriate external training, if and when required.

In the eventuality of no priest being available to lead a service, then the Deacon linked to the Academy should be called upon to deliver a service of The Word.

12.0 Staff induction

As part of their induction, new staff will be made familiar with this policy and given support and/or training if required.

13.0 Linked policies

This policy should be read in conjunction with other related policies, including:

- Inclusion, equalities and diversity policy
- Visitors policy
- RE policy

Designated lead teacher: Charlotte Harrison