



The Northumberland Church of England Academy

Collective Worship Policy

Responsibility:	Chaplain
Date of origin:	September 2009
Latest review:	June 2017
Review:	Annually (The Chaplain)
Approved by Governors:	Ethos Committee / Executive Director
Statutory requirement:	NO



The Northumberland Church of England Academy

Collective Worship Policy

1. Links to Mission, Aims and Values

Inspiring Achievement – Encouraging Compassion

1.1 The Northumberland Church of England Academy seeks to inculcate a culture of learning, success, high expectations, aspiration, challenge and inclusion in all aspects of Academy life and through that to encourage life-long aspiration. This is reflected through the curriculum, the leadership and daily practices of pupils and staff, aspiring to be compassionate global citizens with a sense of community and social responsibility.

1.2 Values Statement

Let your light so shine...’ [Matthew 5:16]

The Northumberland Church of England Academy strives to:

- Provide a distinctively Christian inclusive and diverse learning environment which honours God. Every learner, adult and child, is enabled, nurtured and challenged to be the best they can be.
- Encourage staff and pupils to aspire to fullness of life [John 10:10] that they may achieve their full potential.
- Promote the spiritual, moral, social, cultural, personal and physical development of individuals within a Christian framework.
- Sustain a community in which everyone is respected and valued.

In so doing we hope to enable all within our extended community to let their LIGHT shine and to ensure that the NCEA’s values of LOVE, INCLUSIVITY, GOODNESS, HOPE and TRUTH, are well served by all the work we do.

1.4 This policy, and its associated procedures and protocols, is based on these key principles.

1.5 The Northumberland Church of England Academy strives to encourage staff and learners to aspire to fullness of life that they may achieve their potential.

1.6 In order to achieve the best for each child we are fully committed to developing with them through learning, community and leadership. The RE and Collective Worship policies make an invaluable contribution to this by:

- Providing space and opportunity to stretch the mind, enrich the imagination, nourish the spirit and encourage the will to do good and open the heart to others,
- Instilling respect amongst learners for themselves and others;
- Promoting the moral, personal, physical, social and spiritual development of individuals within a Christian framework

2. Collective Worship

2.1 All maintained schools are required to provide daily collective worship for all registered learners, apart from those withdrawn from this by parents in accordance with the Education Act 1996, Section 385 although the form and style of Collective Worship can vary for the different groups of pupils in response to the practical consequences of space.

- 2.2 In accordance with the Education Reform Act 1988 and the objectives of the sponsors, Collective Worship will be mainly of a Christian character. However, The Northumberland Church of England Academy, in welcoming learners of all faiths and none, will ensure that the beliefs and practices of those of other faiths and no faith will be respected.
- 2.3 The Academy and its governors are committed to providing a daily act of Collective Worship for all pupils in the belief that Collective Worship has a key role in the spiritual, moral, social and cultural development of young people and that it makes a significant contribution to the ethos of the Academy.
- 2.4 The aim of the Collective Worship policy is to produce opportunities to inspire members of the Academy community by fostering a thought-provoking atmosphere that allows for spiritual reflections and responses. This aim is achieved by:
- providing a sense of occasion different from other Academy activities, including assemblies;
 - fostering a sense of community and shared experience;
 - Acts of Collective Worship that are challenging and enjoyable and that extend learners' understanding and imagination;
 - fostering a thought provoking atmosphere for spiritual reflection and response;
 - providing opportunities for learners to respond to specific aspects of Christian and other faiths' experience and to engage in, or observe, religious activities;
 - being respectful of pupil and staff integrity;
 - encouraging pupil participation and enabling them to practise skills such as being still or listening as well as performance skills;
 - taking into account learners' family backgrounds, ages and aptitudes.

3. Right of Withdrawal

- 3.1 The Education Act (1993) affirms parents' rights to withdraw learners wholly or partly from Collective Worship if they so wish. Where parents choose to withdraw their child, the Academy will endeavour to provide a suitable alternative activity and to ensure that the learner still feels included within the community of the Academy. The Campus Leaders and Key Stage Managers will be responsible for developing an appropriate alternative activity and ensuring that pupils can work in a suitable environment. The fact that a learner has been withdrawn in this way will be recorded on their learner profile.

4. Implementation

- 4.1 The Academy will ensure that Collective Worship takes place in an environment which is conducive to worship and reflection and is led by staff or visiting speakers who are able to create and sustain an atmosphere supportive of spiritual development.
- 4.2 Collective worship may take place in assembly or tutor time. The time allocated for Collective Worship can allow for assembly 'notices and talks' but a distinction will be made between the two. Due to the size of the main hall on the secondary campus it is not possible to have a communal daily act of collective worship for all learners together. Collective worship will therefore take place in tutor time and may include a 'thought for the day'. It will at all times be acceptable to the whole community, staff and learners. Acts of Collective Worship will be of a broadly Christian Character reflecting the traditions of Christian belief. However, they will also reflect key aspects of other faiths particularly those with significant representation in the Academy and the surrounding area.
- 4.3 Collective Worship will play a central role within the life of the Academy and a senior member of staff will be responsible for its management as a distinct and separate aspect of the Academy's life. However, the Academy recognises that although all teachers and other staff play a critical role in the spiritual and moral development of learners no teacher or other member of staff can be required to lead or attend an act of Collective Worship.
- 4.4 The Academy will endeavour to support the specific requirements of faith groups in terms of diet, prayer rooms and any other reasonable considerations.

5. Monitoring and evaluation

5.1 Monitoring and evaluation will include quality of provision and impact in relation of:

- Views of pupils;
- Views of parents/carers;
- Views of stakeholders/partner schools/community groups;
- Views of hard to reach groups;
- Experiences of learning beyond the Academy;
- Involvement/engagement with community groups;
- SMSC development;
- British values: Tolerance, Democracy, The Rule of Law, Individual Liberty;
- Religious intolerance;
- Emotional literacy;
- Self-esteem.

5.2 The Collective Worship policy and practice will be reviewed annually.

6. Links with other policy areas

6.1 This policy relates directly to other key Academy policies, namely:

- Assessment and Marking
- Curriculum
- Religious Education
- Teaching and Learning