

A Greater Manchester Learning Trust Policy

GMLT

Collective Worship Policy

For

GMLT Schools

(effective from 24th January 2017)

Date of Issue: 24th January 2017
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Collective Worship

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Education Act 1944
- Education Reform Act 1988
- Education Act 1993
- Education (Special Schools) Regulations 1994

The following documentation is also related to this policy:

- Religious Education and Collective Worship (Circular Number 1/94) (DfE)

We have a legal requirement to provide religious education and daily collective worship for all our registered students but with the exception of those students who are withdrawn from these activities by their parents.

We are aware that there are some who object to any form of collective worship but until the law changes it is still a legal requirement and can be used to promote students' spiritual, moral, social and cultural awareness.

We understand collective worship to be a special act or occasion whose main purpose is to show reverence to God and involves students and teaching staff (and at times parents, governors and other visitors) coming together every day.

We will ensure that collective worship, which can take place at any time during the school day, will be of a broadly Christian character reflecting the broad traditions of Christian belief without being connected to any particular Christian denomination, and will be built about the values of inclusion, respect, tolerance, care, celebration, community, creativity and achievement.

We are aware that when we are planning collective worship we must by law take in to account the ages of the students, their aptitudes and their family and religious backgrounds.

We acknowledge that parents have the right to withdraw their child from collective worship and we will, therefore, agree to any such requests. Alternative supervised arrangements will be made for all students excused collective worship.

We believe that in our daily collective worship when all members of the school come together, we try to create an occasion which produces a variety of responses, including contemplation, reflection and worship.

We believe that we must conduct our assemblies in a manner that is sensitive to the individual faith and beliefs of all members of the school. Therefore, throughout the academic year we will hold collective worship that reflects other world religions as we want all children to feel included whatever their beliefs or background.

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We would like everyone to take an active part in our collective worship but we are aware that teachers have the right to withdraw from the religious element of collective worship. We acknowledge the right of parents to withdraw their children from collective worship.

We work closely with our student voice committees to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We acknowledge that children's entitlement to acts of collective worship should not be affected by gender, culture, race or special needs. We will ensure that there are no barriers to this equality of opportunity.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To ensure that all students take part in a daily act of worship of a broadly Christian character.
- To provide all students with an opportunity to worship God.
- To show students how to worship by participating and responding.
- To enable children to consider spiritual and moral issues and to explore their own beliefs.
- To promote and embed a common ethos with shared values and positive attitudes.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- delegated powers and responsibilities to the Headteacher to ensure collective worship takes place in the school;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- delegated powers and responsibilities to the Headteacher to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- make effective use of relevant research and information to improve this policy;

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- responsibility for celebrating the effort, success achievements of students and school personnel;
- responsibility for the effective implementation, monitoring and evaluation of this policy.

Role of the Headteacher and Senior Leadership Team (SLT)

The Headteacher and the SLT will:

- ensure all school personnel, students and parents are aware of and comply with this policy;
- ensure that collective worship will:
 - be well planned
 - be of a high quality
 - take place as a whole school, phase group or a year group
 - be broadly Christian
 - incorporate reflection
 - take in to account the ages of the students, their aptitudes and their family and religious backgrounds
 - be sensitive to the individual faith and beliefs of all members of the school
 - promote a sense of community
 - be a special time in the school day
 - be educational
 - promote spiritual, moral, social and cultural development
- nominate a member of staff to be responsible for the organisation and development of this policy but is aware that teachers cannot be directed to conduct collective worship;
- provide leadership and vision in respect of equality;
- make effective use of relevant research and information to improve this policy;
- provide guidance, support and training to all staff;
- annually report to the Governing Body on the success and development of this policy.

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

Role of Students

Students will:

- be aware of and comply with this policy;
- during assembly time students be:
 - dignified and respectful
 - calm and reflective
 - able to behave in an appropriate manner
 - quiet, thoughtful and will listen carefully

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- listen carefully to all instructions given by the teacher;
- ask for guidance and support if they do not understand;
- treat themselves, others and their environment with respect;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- liaise with the student voice committees;
- take part in questionnaires and surveys

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;
- be aware of their right of withdrawing their children from collective worship;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school

Organisation

The Education Reform Act states that collective worship need no longer be at the start of the school day, and worship may take place in a single act of worship or separate acts of worship in different age groups.

There will be occasions when worship, because of unforeseen circumstances, will take place in individual classrooms and be conducted by class teachers.

Composition

Year group assemblies will follow a pre-determined theme and will be delivered by internal/external guest speakers. These themed presentations will follow a presentation by the Head of Learning who will provide updates on attendance, behaviour, achievements and any messages pertinent to that year group.

A short period of 'quiet reflection' on the key messages of the assembly presentation will conclude the year group assembly.

Planning the Year

When planning the year the coordinator will think carefully about the inclusion of the following :-

- Religious festivals
- World Faiths
- Nationally recognised events / designated days
- World Events

Involvement of Local Religious Groups

We believe that the involvement of local religious groups can enhance the learning experience of our students. Therefore, speakers from local religious groups may be invited to speak to our students when we celebrate collective worship.

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Involvement of Others

We actively encourage the involvement of outside speakers such as the local emergency services, careers advisers, multi-agency professionals, charity representatives etc. who will be invited to take an active part in our collective worship on a set theme.

Celebration Assemblies

At the end of each term, each year group will celebrate the academic and social successes and achievements of individual students and teams within that year group. Awards and prizes will be awarded in recognition to those students nominated for their achievements. Each week, year assemblies will celebrate and distribute rewards for effort, attendance, the accumulation of reward points and recognition for academic or sporting excellence.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

Training

All school personnel:

- have equal chances of training, career development and promotion
- receive training on induction which specifically covers:
 - All aspects of this policy
 - Ethos
 - Spiritual, Moral, Social & Cultural Development
 - Celebrating Success
 - Curriculum
 - Health and Safety
 - Risk Assessments
 - Equal opportunities
 - Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

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Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any student and it helps to promote equality at this school.

Monitoring the Implementation and Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator and the Headteacher.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

Linked Policies

▪ Curriculum	▪ Health and Safety
▪ Risk Assessments	▪ Spiritual, Moral, Social & Cultural Development
▪ Celebrating Success	▪ Ethos