



TRUST IN LEARNING (ACADEMIES)

COLLECTIVE WORSHIP POLICY

Approval Date: June 2025	Version: 01	Review: 3 years
Approval By: Quality of Education Committee	Lead: Director of School Improvement	Review date: Jan 2028
As part of the review process, this policy/procedure has been subject to an Equality Impact Assessment.		



History of Policy Changes:

Date	Page	Change	Reason for Change
May 2025		New policy	New over-arching policy for the Trust

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1 Statement of Intent

At Trust In Learning (Academies), we are committed to fostering an environment where all pupils, regardless of their background, can explore and develop their spiritual, moral, social, and cultural understanding. Our collective worship policy is designed to ensure that all students have the opportunity to engage in meaningful acts of collective worship, which reflect the diverse beliefs and values within our school community. This policy aims to promote inclusivity, respect, and personal reflection, while adhering to the statutory requirements set forth by the Department for Education.

2 Values and Principles

This Trust Policy is set out with the following principles at its core:

Trust in Learning Academies is a family of schools each with a distinctive identity, collaborating to strengthen and support each other. We deliver high quality education with evidence-informed approaches to teaching, learning and the curriculum. Inclusion is at the heart of all we do. We actively listen to the voices of our pupils, staff and communities. Every school makes deliberate choices to be sustainable and globally-focused.

The Trust vision is to:

- Inspire pupils to trust in learning and achieve their full potential
- To empower pupils to have confidence in their successes to make a positive contribution to the world
- To remove barriers to learning and help transform the lives of our pupils

Any data collected, stored or managed as a result of this policy is in accordance with UK and EU law, and in line with the Trust's ethos and values.

Policy regarding collective worship is found in the School Standards and Framework Act 1998, Schedule 19, the Education Act 2002, s80, and reiterated in the National Curriculum Framework 2013, para 2.3. The law states that all maintained schools must provide religious education for all registered pupils, and promote their spiritual, moral and cultural developments. Policy for collective worship is found in the Education Reform Act 1988, with guidance taken from DfE circular 1/94 (1994) which states that all maintained schools must provide daily collective worship for all registered pupils.

3 Objectives and Scope

3.1 Objectives

Our collective worship policy aims to:

- **Promote Spiritual Growth:** Encourage pupils to reflect on their beliefs, values, and experiences, and consider the beliefs and values of others
- **Foster Community Spirit:** Build a sense of community within the school, promoting shared values and mutual respect
- **Enhance Cultural Understanding:** Provide opportunities for pupils to learn about different cultures and religions, promoting tolerance and understanding
- **Encourage Moral Development:** Help pupils to develop a sense of right and wrong, and to consider the moral implications of their actions
- **Respect Withdrawal:** Support the rights of pupils and staff to withdraw from collective worship if they wish, as outlined in legislation

3.2 Scope

This policy applies to all registered pupils across Trust In Learning (Academies), including both primary and secondary schools. It outlines the expectations for collective worship, including frequency, content, and opt-out provisions. The policy is designed to be inclusive and flexible, accommodating the diverse needs and backgrounds of our school community.

- **Safeguarding and Child Protection Policy:** To ensure the safety and well-being of all students during collective worship activities
- **SEND and Inclusion Policy:** To provide inclusive worship opportunities that meet the needs of students with special educational needs and disabilities
- **Equality Policy:** To ensure collective worship promotes respect for all individuals, regardless of background, faith, or belief
- **Curriculum Policy:** To ensure that collective worship aligns with and supports the broader educational goals and ethos of the Trust

This policy is compliant with the requirements set out in the Education Act 1996 and School Standards and Framework Act 1998, as well as the Trust's funding agreement. While collective worship is 'wholly or mainly of a broadly Christian character', our schools take an inclusive approach, reflecting the diverse beliefs of our communities. Our schools are committed to respect the integrity of the backgrounds from which students and staff come.

Trust schools are not affiliated to any religion and our approach to 'collective worship', which is a legal requirement, takes a number of forms. Our schools are secular spaces where expressions of religious and non-religious faith together with dialogue and discussions about and between different faiths and worldviews can take place. We feel that a healthy school community should include open and respectful exchanges of and about different faiths and worldviews.

We interpret Collective Worship as a shared activity where all students have time to reflect. The shared activities allow for a variety of responses and provides an opportunity for those of any religious faith or none to focus and reflect on stimuli which allow the human spirit to respond with integrity.

This policy has been drawn together from references, as follows:

- **Bristol SACRE Guidance on Collective Worship 2018**

- Interpretation of collective worship and guidance*
- **Department for Education (DfE) Circular 1/94 (1994)**
Religious Education and Collective Worship
 - **DfE: RE and collective worship in academies and free schools (2012)**
 - **Education Reform Act 1988**
Particularly Sections 6-9, which establish the requirement for collective worship in schools
 - **School Standards and Framework Act 1998**
Schedule 20 details the statutory requirements for collective worship in maintained schools
 - **Ofsted (2019). Education Inspection Framework.**
Provides guidance on how spiritual, moral, social and cultural (SMSC) development—including collective worship—is inspected in schools
 - **NATRE (National Association of Teachers of Religious Education).**
Guidance on Collective Worship in Schools.

4 Responsibilities and Accountabilities

4.1 Responsibilities of the Trust central team

- To ensure that the policy, as written, does not discriminate on any grounds, including, but not limited to, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
- To ensure the policy is well communicated to all Headteachers
- To ensure that the policy is regularly reviewed

4.2 Responsibilities of the Headteacher

- To ensure the implementation of and compliance with current policy and procedures at school level
- To monitor systems, resources, impact and actions related to the policy
- To ensure the policy is well communicated and staff understand their role in its implementation
- To handle any complaints at school level which arise through this policy

4.3 Responsibilities of school leaders

- To ensure staff are inducted into the procedures surrounding this policy and any updates
- To provide training to ensure policy compliance
- To hold sessions for staff and pupils as required, to ensure the policy is understood

4.4 Responsibilities of all staff

- To uphold the whole school approach to the policy through modelling expected standards and utilising appropriate procedures
- To keep up to date with policy changes over time
- Plan and deliver engaging and meaningful acts of worship, considering the diverse needs of their pupils
- To promote a collaborative and inclusive ethos where all pupils can thrive
- To feed back to school leaders where concerns may arise in the implementation of the policy

4.5 Responsibilities of parents

- To support the implementation of the policy with the child
- Where a parent has feedback on the implementation of the policy, to raise this directly with the school while continuing to work in partnership with the school

4.6 Responsibilities of pupils

- To uphold school rules and expectations and thereby comply with the implementation of the policy
- To feed back on the implementation of the policy through appropriate means, such as school council, to school staff

5 Policy

What constitutes collective worship:

5.1 Daily Worship Requirement

All schools within the Trust must provide daily acts of collective worship for all registered pupils, as set out in the School Standards and Framework Act 1998 Section 70. This worship should reflect the diverse religious backgrounds of the school community, in line with the Trust's commitment to inclusivity and respect for diversity.

5.2 Inclusivity and Respect

Collective worship should be designed to be inclusive and respectful of all pupils, regardless of their personal beliefs. We interpret Collective Worship as a shared activity where all students have time to reflect. The shared activities allow for a variety of responses and provides an opportunity for those of any religious faith or none to focus and reflect on stimuli which allow the human spirit to respond with integrity.

5.3 Implementation Strategies

Schools are encouraged to be creative and flexible in their approach to collective worship, utilising a variety of formats and settings, such as:

- **Whole School assemblies:** Bringing the entire school together for a shared act of worship
- **Classroom-Based reflection and discussion:** Smaller, more intimate sessions conducted within individual classrooms
- **Year or Key Stage groupings:** Grouping pupils by year or key stage for worship or reflection, allowing for age-appropriate content, reflecting the Trust's adaptive and student-centred approach.

5.4 Content and Themes

The content of collective worship should be varied and engaging, incorporating (examples):

- **Religious stories and teachings:** From world religions
- **Music and song:** Including hymns, contemporary worship songs, and music from various cultures
- **Oracy:** opportunities to share and reflect on views, through discussion and debate
- **Reflection and meditation:** Providing time for personal reflection and contemplation
- **Guest speakers:** Inviting community members or religious leaders to share their perspectives and experiences, aligning with the Trust's priority of community engagement

5.5 Monitoring and Evaluation

Schools are responsible for regularly monitoring and evaluating their collective worship practices to ensure they are meeting the needs of all pupils and adhering to legal requirements. This may include:

- **Feedback from pupils and staff:** Gathering input and suggestions for improvement
- **Review of content and themes:** Ensuring a balanced and inclusive approach
- **Observation of Worship Sessions:** Assessing the effectiveness and engagement of worship activities

5.6 Training and Support

The Trust will provide training and support to staff involved in delivering collective worship, including:

- **Resource sharing:** Providing access to a range of worship materials and ideas
- **Collaboration opportunities:** Encouraging schools to share best practices and learn from one another

5.7 Communication and Engagement

Schools should communicate openly with parents and guardians about the collective worship policy and practices, seeking their input and addressing any concerns. This may include:

- **Information Sessions:** Explaining the purpose and content of collective worship
- **Regular Updates:** Sharing worship themes and activities through newsletters or school websites
- **Opportunities for Involvement:** Inviting parents to participate in or observe worship sessions

6 Parents can withdraw their child from collective worship

6.1 Parents/Carers can request that their child be totally or partially withdrawn from collective worship under the terms of The Education Reform Act 1988 S.9 (3). A request must be submitted to the Headteacher of the school.

6.2 Every request will be respected and the individual arrangements for the child, and how the child's withdrawal can be accommodated, will be discussed with the parents/carers.

7 Aims of collective worship

7.1 We aim for children to:

- Gain insights into the ways in which they and others express themselves according to the tenets of their faith
- Increase awareness of themselves as individuals and groups within the school community.
- Promote respect and sensitivity for the beliefs and values of others
- Acknowledge diversity
- Celebrate the values and worth of their whole school community and all who belong in it, including the sharing of the gifts and talents of all children
- Understand the feelings of others in everyday situations
- Explore the language used to express feelings
- Deepen their sense of wonder about the world around them
- Grow in the confidence to express their thoughts
- Respond to spiritual stimulus

8 Reflection rooms

8.1 The Trust recognises that, if requested by children, families or staff, that it is good practice- where practicable, to provide a facility that permits worship of religions and beliefs.

8.2 Therefore, the policy of the Trust is, if requested, to take an inclusive approach towards providing, where practicable, a quiet room for use by any member of the school community. Such a room could be for prayer or personal reflection. If requested and practicable, the school will consult with pupils to ensure availability of the room in order to meet their needs.