DIOCESE OF

ST ALBANS

MULTI-ACADEMY TRUST

Collective Worship Policy

Policy type	Trust Wide with local context (Tier 3)
Renewed	Every 2 years
Author/Responsible Officer	Christian Distinctiveness Lead
Approved by	DSAMAT Senior Leadership Team
Date of ratification	September 2025
Date of next review	September 2027

This policy is a mandatory policy for all DSAMAT Academies and must be implemented with localised amendments

Enabling all to flourish: Rooted in God's love

The Diocese of St Albans Multi Academy Trust is a company limited by guarantee.
Registered in England No 10449374 Registered Office**: Manshead CE Academy, Dunstable Rd, Caddington, Luton, LU1 4BB**

Our mission, vision and values

The Trust has a clear mission at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work, and rooted in our Christian foundation (John 10 v 10). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing – not shrinking out and dying. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all of its structures. Equal treatment for all pupils, staff and the wider community is a core part of enabling this long term, holistic flourishing.

We have a clear vision about creating successful schools for the benefit of their communities and we expect any school in the Trust to continuously improve. All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed values of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Our community

The Trust are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing schools with the highest levels of academic rigour and pastoral care.

Our schools are places where children and young people develop and thrive intellectually, socially, culturally and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way. Pupils will be enabled to succeed in an atmosphere of high expectation, aspiring to educational excellence with a firm foundation of values.

This policy forms part of our Trust governance and ensures that we are held to the highest standards as we carry out our duties.

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1. Roles and Accountabilities

1.1 The Diocese of St Albans Multi-Academy Trust (DSAMAT) is accountable for all policies across its Academies. All policies whether relating to an individual school or the whole Trust will be written and implemented in line with our ethos of being distinctively Christian, community focussed and serving the common good. We are committed to the provision of high-quality education in our schools where, aspirations are high, diversity is embraced, and all individuals are valued and enabled to flourish.

1.2 The DSAMAT Governance Framework (Scheme of Delegation) sets out the responsibilities of the Members, Trust Board, Senior Executives, Headteachers and Local Governing Boards. The headteacher of each school is responsible for the implementation of DSAMAT policies within their school.

1.3 All employees of the DSAMAT are subject to the Trust's policies.

2. Policy Statement

2.1 As a Church of England Academy, Collective Worship is an affirmation and celebration of our Christian ethos and expression of the school's Christian vision. It is a time where children have the opportunity to learn, reflect and grow in their understanding of God and of themselves. Collective Worship in our Academy is not simply a statutory duty but an opportunity to join together as a school community to Live God's Love through prayer, reflection, singing, sharing and communicating feelings.

2.2 We believe that at its heart, Collective Worship invites pupils and staff to gather together to respond to the presence, power and peace of God having a significant impact on spiritual development. It is a time where ethical and moral questions can be considered and reflected upon as school community as well as contributing to meaningful moments of spiritual reflection.

2.3 Worship should enable participants to develop an understanding of key Christian beliefs, such as the life and teaching of Jesus and the Trinity. Across the Trust, this is informed by/in accordance with SIAMS (2024) and the CofE Collective Worship Guidance Document (2021):

3. The Legal Requirements

3.1 We seek to comply with the School Standards and Framework Act 1998 (Section 70 and Schedule 20) which requires that:

- all registered pupils (apart from those whose parents exercise the right to withdrawal) must on each academy day take part in an act of Collective Worship
- the daily act of Collective Worship should be conducted in accordance with the provisions of the Trust Deeds of the academy and the ethos statement in the Governance Framework, and should be consistent with the beliefs and practices of the Church of England
- all acts of Collective Worship in Church schools/academies must be Christian in character. Pupils can be grouped in various ways for worship such as the whole school, year groups, tutor groups, classes, or other combinations.

- acts of worship must be appropriate for the pupils in that they should take account of the pupils' age, aptitude and family backgrounds

- the daily act of Collective Worship will normally take place on the academy premises, but all academies are able to hold their Act of Collective Worship elsewhere (e.g. the local Parish Church)

- responsibility for the arrangement of Collective Worship in a Church of England academy rests with the CEO, delegated to the headteacher. Directors also have a particular responsibility because they are appointed to promote and uphold the ethos and values of the Diocese of St Albans Multi-Academy Trust. The headteacher has a responsibility to ensure that all arrangements for Collective Worship are secured. They act as the Collective Worship coordinator.

4. Anglican Faith and Practice

4.1 In addition to the above, we seek to provide acts of Collective Worship that reflect the faith and practice of the Church of England, therefore:

- we use the Bible as a sourcebook for inspiration and learning and make pupils familiar with the Lord's Prayer, psalms and other verses of scripture. We also introduce them to a variety of well- known prayers, many of which express the central beliefs of Christians throughout the ages.

- we use aspects of Anglican liturgy to create a framework for worship. We use Christian symbols as a focus for reflection and provide opportunities to discover the value of meditation and silence. We observe the cycle of the Anglican year including celebrations of the major Christian festivals. This clear framework also helps demarcate worship from assembly.

- in Roxton CE Academy, we aim to provide a worship space which is attractive and well prepared with appropriate thought having been given to colour, space, seating, ambience and music.

- we foster links with the parish church of St Mary Magdalene, involving parish clergy in leading collective worship and providing coherence between worship in church and academy and visit at least four times per year as part of the Christian calendar.

5. Connections with other Christian denominations and faiths

5.1 The Anglican Communion sees itself as part of a global church and promotes ecumenism. At Roxton CE Academy we work to promote links with other local churches and Christian organisations and welcome their clergy and leaders as contributors to acts of collective worship. We recognise that while some of our pupils and families belong to Anglican churches, many worship regularly at churches of other Christian denominations, while others come from different faith backgrounds or none. We endeavour to provide a setting in which the integrity of those present is not compromised, where everyone finds something positive for themselves and there is no pressure to participate inappropriately or to believe.

6. Rights and Responsibilities

6.1 As established by the Education Reform Act 1988 s9(3) and reinforced through this policy, parents have

the right to withdraw their children from Collective Worship. However, having chosen to send their children to it is hoped that no one will exercise this right. Should such a situation arise, appropriate arrangements would be made in keeping with the requirements of the Act.

7. Aims and Purpose

7.1 The aims and purpose of Collective Worship as defined by the Education Reform Act 1988 are as follows:

- To provide an opportunity for the children to worship God
- To enable children to consider spiritual and moral issues
- To enable children to explore their own beliefs
- To encourage participation and response
- To develop in children a sense of community spirit
- To promote a common ethos with shared values and to reinforce positive attitudes

8. Planning

8.1 Plans follow the cycle of the Anglican year, underpinned by Values for Life which is based upon Christian Values. The headteacher ensures that leaders and visiting speakers receive copies of the plans. Individuals and groups are responsible for using the plans as a basis for developing their own short-term plans for individual acts of worship.

9. Organisation

9.1 An act of Collective Worship is held daily for all pupils. This may involve the whole Academy or smaller class or key stage groups. Where collective worship forms part of an assembly, we ensure that there is a clear distinction between the two elements of gathering.

9.2 The headteacher, other members of staff, members of the local community together with groups of children take turns to conduct Collective Worship. The parish clergy takes an active role, attending school for Collective Worship and joining us for worship in the church at key times of the church calendar and to celebrate the end of term.

9.3 We conduct Collective Worship in a dignified and respectful way expecting children to behave appropriately. We create a suitable atmosphere by using music, pictures or other artefacts to act as a focal point.
We use Celebration Worship as an opportunity to share children's work and to celebrate their successes. These culminate in an act of Collective Worship and play an important role in promoting the ethos of the academy.
Governors are welcome to attend acts of worship at any time.

10. Resources

10.1 The budget for Collective Worship is distinct from the budget for Religious Education. There is a wide selection of assembly books and artefacts which we regularly update and improve. We have a collection of CDs which are used to provide suitable music as children enter and leave

the hall as well as to accompany singing. There are regular opportunities for professional development, especially for those new to leading worship.

11. Contribution to Spiritual, Moral, Social and Cultural Development

11.1 We recognise that although SMSC development should be fostered across the whole curriculum, acts of Collective Worship provide a multitude of opportunities in this area. For example, children will be encouraged to reflect on and celebrate the deeper meanings of life, consider their own behaviour and recognise the need for forgiveness, appreciate the contributions of others and respond to their needs, value their own culture and the cultures of others.

12. Monitoring and Evaluation

12.1 We aim to develop the monitoring and evaluation of Collective Worship by continuing to keep records of Collective Worship and surveying adults and children as to their views on its effectiveness. We intend to make the criteria for successful worship available to all those who plan and lead it before asking them to submit short term plans. The coordinator and others will routinely observe, monitor and evaluate acts of Collective Worship in line with these criteria.

13. Inclusion

13.1 We are committed to equality of opportunity regardless of race, gender, cultural background, ability or any physical or sensory disability. We therefore aim to make Collective Worship accessible to all and accommodate ourselves to individual needs when appropriate. As when teachers prepare lessons, worship leaders take account of different spiritual styles and accessibility needs.

14. Implementation

14.1 The Christian Distinctiveness Lead is responsible for this policy which will be reviewed every two years. Its implementation is the responsibility of all those planning and leading Collective Worship.

15. Monitoring and Review

15.1 The Trust has delegated to the Education Director the responsibility for reviewing the implementation and effectiveness of this policy. The Trust will approve all major changes to this policy. The policy will be promoted and published throughout the Trust.

15.2 This policy will be reviewed every two years.