



Collective Worship Policy

September 2025

Signed (Chair of Trustees):	
Date:	September 2025
Date of Review:	September 2026

The Arbor Academy Trust reviews this policy annually. The Trustees may, however, review the policy earlier than this, if the Government introduces new regulations, or if the Trust receives recommendations on how the policy might be improved. This document is also available in other formats e.g. e-mail and enlarged print version, on request to the School Offices and is displayed on the schools' websites.

1. Introduction

The Collective Worship Policy across the Trust pays due regard to statutory requirements and has taken account of the guidance offered by the LA through its SACRE. In line with the 1988 Education Reform Act, which states that collective worship should be 'wholly or mainly of a broadly Christian character', and in recognition of the fact that the majority of our pupils are practising members of other faiths, we base our assemblies on those aspects of Christian teaching and the values that are shared with other faiths.

The Collective Worship Policy across the Trust is consistent with the philosophy and aims of the school as expressed in the school prospectus and centres around the schools' values encompassed in the 5Cs. These are co-operation, courtesy, care, commitment and consideration.

Assemblies are conducted in a manner that is sensitive to the individual faiths and beliefs of all members of the schools.

2. Definition of Collective Worship

2.1. Aims and Purpose

- a. The aims and purpose of collective worship are:
 - 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;
 - celebrate children's achievements
 - to teach children how to worship

2.2. Collective Worship

- a. Collective Worship is a time when the individual schools, or groups within the schools meet together in order to consider and reflect on common concerns, issues and interests. It offers all pupils an opportunity to worship through engaging in relevant, meaningful experiences and provides opportunities for the pupils' spiritual, moral, social and cultural development. We expect everyone to take an active part in the assembly.
- b. As our Trust is culturally rich, our assemblies celebrate and reflect the diverse community that we are part of. We believe that collective worship is a time for reflection on our beliefs and values. We hold assemblies that reflect religious traditions from all faiths that are represented in the Trust and the wider community.

2.3. Organisation of Collective Worship

- a. We hold a daily act of collective worship across the Trust. This is normally a phase assembly, singing assembly, senior leader's assembly or class assembly.
- b. We conduct assemblies in a dignified and respectful way. We tell children that assembly time is a period of calm reflection. We regard it as a special time and expect children to behave in an appropriate way. We ask them to be quiet and thoughtful and to listen carefully. We create an appropriate atmosphere and at times we use music that acts as a focal point for the attention of the children.
- c. The Headteacher/ Head of School or other members of staff normally conduct assemblies, but sometimes representatives of local religious groups or charities such as the NSPCC conduct them instead.
- d. We take the themes of our assemblies from the traditions and the festivals of different faiths represented in the school. Sometimes the themes of our assemblies reflect and build on topics that we teach as part of

the school curriculum. We plan our assemblies as part of a series of themes well in advance of the day they take place. These themes are published in the staff handbook.

- e. Our assemblies reflect the achievements and learning of the children. We encourage the children to participate in assemblies by showing their work to the other children. Assemblies offer an opportunity to acknowledge and reward children for their achievements both in and out of schools. They play an important part in promoting the ethos of the school, which is that all children are valued and all achievements are recognised. Our schools are successful school and we shall celebrate the successes of all the children in assemblies.
- f. We invite parents to performance assemblies as this promotes the community spirit of the school and is a practical demonstration of the way the home and the school work together to support the achievements of our children.
- g. We welcome governors' attendance at our assemblies at any time.

2.4. Right of withdrawal

- a. Our assemblies will be conducted in a manner as sensitive and inclusive as to ensure that all children feel comfortable to attend the assembly. However, parents/carers have the right to withdraw their child from any act or acts of Collective Worship. Those wishing to make such a request are encouraged to discuss with the Headteacher/ Head of School: (a) any particular concerns they may have and (b) practical arrangements for the withdrawal.
- b. The Headteacher/ Head of School will keep record of all children who withdraw from collective worship.
- c. We expect all members of staff to participate in assemblies.

3. Monitoring and Review

It is the role of a named school governor with responsibility for religious education and collective worship to monitor the policy and practice of collective worship. The governor concerned liaises with the Headteacher/ Head of School before reporting to the Local Governing Board on religious education and collective worship.