



SPARKEN HILL
ACADEMY

Collective Acts of Worship Policy

Adopted: November 2016

Reviewed: March 2026

Review Date: March 2028

Introduction

The Collective Worship Policy at Sparken Hill Academy pays due regard to statutory requirements and has taken account of the guidance offered by the Nottinghamshire SACRE (Standing Advisory Council on Religious Education). As a standalone academy, the school works collaboratively with the local authority and SACRE, which has a statutory remit to advise on and support the effective provision of Collective Worship. This policy is reviewed regularly and updated in line with current DfE guidance and inspection frameworks.

As a standalone academy, Sparken Hill Academy is required by its Funding Agreement to provide daily Collective Worship. This aligns with the statutory framework established under the Education Reform Act 1988 (as reinforced by Circular 1/94 and the School Standards and Framework Act 1998), which states that Collective Worship should be 'wholly or mainly of a broadly Christian character'. Acts of Collective Worship that are broadly Christian need not contain only Christian material; universal values such as compassion, kindness, justice and respect are consistent with Christian tradition and may be explored across a range of faith and non-faith perspectives. In recognition of the diverse backgrounds of our pupils, we base our assemblies on those aspects of Christian teaching that are shared with other faiths and worldviews.

The Collective Worship Policy of Sparken Hill Academy is consistent with the philosophy and aims of the school as expressed in the school prospectus. Assemblies are conducted in a manner that is sensitive to the individual faiths and beliefs of all members of the school.

Definition of Collective Worship

Collective Worship is a time when the whole school, or groups within the school 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.

Aims of Collective Worship

For the School:

Collective Worship contributes significantly to the ethos of Sparken Hill Academy and it is our aim that it is a time when the school community can:

- share common aims and values
- celebrate achievement and special times
- explore together the world in which we live
- develop a community spirit

For the Pupils:

We also intend that Collective Worship contributes to the development of the pupil as a 'whole' person by providing opportunities to:

- worship their God
- understand other perspectives / beliefs
- reflect on that which is considered worthy

- consider spiritual and moral issues
- explore their own beliefs
- develop their own spirituality
- reflect on the direction of their lives
- reinforce positive attitudes
- participate and respond
- reflect on what it means to be human
- consider the wonders and worries of the world

The Contribution of Collective Worship to aspects of the Curriculum

Collective Worship time is distinct from curriculum time. However, in Sparken Hill Academy, Collective Worship will at times feature aspects of the curriculum, which will enhance the experiences of pupils by reflecting on the work done in classes. At times, Collective Worship will enrich classwork through its consideration of subject matter from different perspectives.

The provision of opportunities for pupils' spiritual, moral, social and cultural development is in line with school policy which informs our practice. To ensure Collective Worship provides opportunities for spiritual, moral, social and cultural development it will address a wide variety of themes and topics, use diverse stimuli and resources and provide pupils with the opportunity to 'respond' on their own level.

The Management of Collective Worship

The Senior Leadership Team will plan, monitor and evaluate acts of Collective Worship. The Principal holds overall strategic responsibility for the policy and its implementation. Day-to-day coordination of Collective Worship is delegated to a named member of the teaching staff with responsibility for RE and PSHE. The Principal will report on the quality and provision of Collective Worship to the Governing Body as part of the school's self-evaluation and quality assurance processes.

The role of the Governing Body is to ensure that there is provision for collective worship through school assemblies.

The Organisation of Collective Worship

Collective Worship is organised to provide a variety of groupings and will take place in the school hall or the classroom.

Acts of worship will usually last for approximately 20 minutes, although it is recognized that this time will be shortened or lengthened when it is appropriate.

Leadership

Most members of the teaching staff and occasional visitors will be involved in leading acts of worship at some point in the school year.

Planning Acts of Collective Worship

The content of all acts of Collective Worship will be considered carefully, to ensure relevance and suitability for the ages, aptitudes and backgrounds of all pupils.

Termly planning sheets list themes, special occasions and events, but will be flexible to allow the inclusion of current and topical issues. Together with weekly planning and recording sheets, these will ensure that there is continuity and progression, and enable the monitoring and evaluation of acts of worship to take place.

Visitors will be welcome to lead Collective Worship from time to time and will be given guidance on acts of Collective Worship at Sparken Hill Academy. Leaders from faiths and non-religious groups within the area will increase the pupils' awareness, promote respect and raise the esteem of the pupils who belong to these traditions.

The Act of Collective Worship

A variety of teaching and learning styles and active and interactive methods are appropriate in acts of Collective Worship. Any and all of the methods employed in the classroom can be used effectively in acts of Collective Worship. A variety of resources will also be used. Leaders will choose the style/method and resources which are appropriate to the content, the age, aptitude and the background of the pupils.

The content and process must be sufficiently stimulating in order to evoke a response in the individual. This may not be visual, but opportunity must be given to express this response through reflection and prayer.

If announcements are to be given at the same time as an act of worship then they will be of a positive nature, which at times may enhance the act of worship itself. Announcements will be made preceding the act of worship and a clearly defined break between them and the act of worship will be made.

Withdrawal

Our assemblies are conducted in a manner that is as sensitive and inclusive as possible, ensuring that all children feel comfortable in attendance. However, parents and carers have a statutory right to withdraw their child from any act or all acts of Collective Worship, and they are not required to give a reason for doing so. Those wishing to make such a request are encouraged to discuss with the Principal:

- (a) any particular concerns they may have and
- (b) practical arrangements for the withdrawal.

Staff Right of Withdrawal

Teaching staff also have a legal right to withdraw from leading or attending Collective Worship, under the Education Reform Act 1988. Head teachers cannot make the willingness to lead or attend Collective Worship a condition of employment. Where a teacher exercises this right, the Principal will make alternative arrangements to ensure that the statutory duty to provide Collective Worship is fulfilled, including sourcing appropriate persons from the local community where necessary.

Fundamental British Values

In accordance with the DfE guidance 'Promoting Fundamental British Values as part of SMSC in Schools' (2014), Collective Worship at Sparken Hill Academy actively promotes and embeds the following Fundamental British Values:

- Democracy – valuing every voice and the importance of shared decision-making
- The Rule of Law – understanding the importance of rules, laws and their purpose in society
- Individual Liberty – supporting pupils to make safe, responsible choices and to express themselves freely
- Mutual Respect – recognising and celebrating the worth of every individual
- Tolerance of Those of Different Faiths and Beliefs – fostering curiosity, empathy and openness towards diverse traditions and worldviews

Pupil Wellbeing and Online Safety

Collective Worship at Sparken Hill Academy provides opportunities to address themes related to pupil wellbeing, mental health, emotional resilience and healthy relationships. In line with the school's safeguarding responsibilities under Keeping Children Safe in Education 2025, acts of Collective Worship may include age-appropriate exploration of themes such as kindness, online behaviour, digital citizenship and the impact of social media. These themes support pupils in developing the knowledge, values and skills to stay safe and to be responsible members of their communities, both online and offline.

Monitoring, Evaluation and Review

The Senior Leadership Team will monitor the quality and impact of Collective Worship on an ongoing basis. Monitoring activities may include: observation of acts of Collective Worship; review of planning documentation; pupil and staff voice; and governor visits. Evaluation findings will inform future planning and be reported to the Governing Body. This policy will be reviewed every two years, or sooner in the event of significant changes to statutory guidance or the school's context.

This policy was ratified by the Governing Body of Sparken Hill Academy in March 2026.