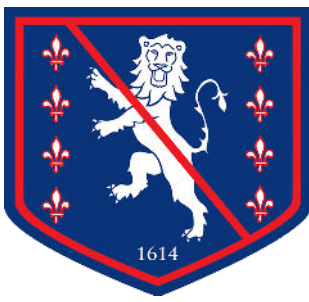




STEYNING GRAMMAR SCHOOL

COLLECTIVE WORSHIP POLICY

This policy template has been updated to reflect Diocesan expectations and the current SIAMS Evaluation Schedule (2023).

Links to other policies and documents:

SGS RSHE Policy 2023

SGS Equalities and Diversity Statement 2023

SGS Fundamental British Values Statement 2020

Church of England-Valuing All God's Children 2019

Church of England-Vision for Education-Deeply Christian, Serving the Common Good 2016

Diocese of Chichester-Collective Worship Guidance 2020

Church of England - Inclusive Invitational Inspiring - CW Guidance May 2021

The named person for ensuring implementation of this policy is the Headteacher in consultation with the Trust Local Governing Board.

As a State Boarding School with full term time residential provision for some Year 9 – 13 learners, this policy would be implemented in this context by the Director of Boarding.

Approved by: Trust Local Governing Board

Date: November 2023

Review November 2025

Author: SIAMS Lead

Policy Statement for Collective Worship

Context

Founded by Alderman William Holland in 1614, SGS is proud to be a Voluntary Controlled Church of England School for all students with a faith and no faith. In 2020, Steyning Grammar School joined Bohunt Education Trust and is the only Church of England school within this non-denominational Multi-Academy Trust. The school's Christian ethos and vision is based on John 10:10 "To live life in all its fullness and flourish as God intended" which aligns with, and is underpinned by, the Trust's vision for all students to Enjoy, Respect and Achieve.

We believe that Collective Worship supports and strengthens our vision to enable pupils and adults to flourish spiritually and is a key element of our students' Social, Moral, Spiritual and Cultural development.

Aims

Our collective worship is planned:

- to be inspiring, inclusive, invitational* and engaging, so that all participants are able to talk about the difference worship makes to their relationships and the life of the school.
- around Biblical texts and Christian teaching.
- to deepen understanding of our Christian values.
- with a strong focus on God as Father, Son, and Holy Spirit, enabling each one of us to embark on an understanding of the Trinity.
- to deepen our understanding of Anglican and other Christian traditions found in the UK and worldwide, such as The Eucharist and Holy Communion.
- to challenge everyone, regardless of background to understand and embark on their own spiritual journey
- to develop an appreciation and understanding of the value of prayer, reflection and stillness
- to develop a sense of the spiritual, creating opportunities to wonder and respond to something beyond the everyday
- to praise, celebrate and give thanks
- to acknowledge significant achievements and mark significant occasions within the school, local and international community

*Collective worship in a church school should be invitational and an experience that does not offend the integrity of the non-religious or those of different faiths. It should not pre-suppose shared beliefs.

Inclusive, Invitational, and Inspiring

We seek to deliver Collective Worship which is inclusive, invitational and inspiring meeting the needs of pupils and adults wherever they may be on their journey of faith and belief and fostering a sense of:

Dignity: Underpinning all that we do is the core belief in the ultimate worth of each person as a child of God – precious, valued and loved by God. Dignity comes from the knowledge of our ultimate worth as human beings.

Community: Having understood our value as individual human beings, we express this value through the quality of the relationships that we share with each other. Community, living well together, is of very great importance to us as a school, as is the place we each take in the wider community locally, nationally and internationally.

Wisdom: As a school we seek to foster confidence, delight and discipline in seeking wisdom, knowledge and truth. This is achieved through the nurturing of academic habits and skills, emotional intelligence, resilience and creativity across the breadth of the curriculum.

Hope: As we prepare our students for the future we look to open up horizons of hope and aspiration, encouraging our students to embrace these with confidence and sending them out to make a difference to the world in which they live.

Legal Requirements

We meet legal requirements by providing a daily act of collective worship which is in line with our Trust Deed and Anglican foundation. The governing Body holds responsibility for ensuring that the legal requirements for worship are met and that all pupils engage each day in a meaningful act of Christian worship. This may be a single act of worship or separate acts for different pupils. All acts of Collective Worship in Church Schools must be Christian in character. Acts of worship must be appropriate for the pupils in that they should take account of the pupils' age, aptitude and family backgrounds. Teachers and Support Staff have the right not to attend Collective Worship.

Principles and guidance

Guidance for Church Schools in Chichester Diocese states that Collective Worship:

- Should provide opportunities for pupils to encounter the traditions and tenets of the Anglican Church and should be explicitly Christian.
- The opportunity for Collective Worship in school is part of pupils' spiritual and

educational development as they experience varied religious and spiritual practices. The habit of setting aside a short time of stillness for careful thought / prayer is to be encouraged.

- Prayer and reflection about some area of wonder or concern taken from real life situations or subject specific parts of the curriculum can involve pupils in the spiritual dimension of human life. Within that time of quiet pupils can also be invited to pray if they find it meaningful.
- The opportunity for worship can be developed much further and this is to be encouraged.
- Active involvement of pupils in preparing and/or leading worship can enhance the experience and provide a sense of ownership such as giving readings, saying prayers or performing music where possible.
- Be implemented in a way that is consistent with the whole school Character Education values, vision and mission.

Collective Worship should:

- recognise that the community is a collection of people from a variety of cultural, faith and non-faith backgrounds reflecting the diversity of society.
- be inclusive and interpreted in a way which is meaningful and sensitive to the range of communities.
- offer quality experiences of worship which reflect the Christian foundation of the school and provide opportunities for the school community to encounter Anglican traditions.
- be separate from Religious Education teaching and learning. Collective Worship is not designated curriculum time under regulations and should not be subsumed under any part of the curriculum. Collective Worship must be distinctive and identifiable if it is to meet the legal requirements.

Withdrawal from Collective Worship

Parents have the right to withdraw their children from acts of worship. We comply with any request from a parent to withdraw their child. However, in view of the Christian ethos and distinctive Christian character of our school, we hope that all children admitted will participate in collective worship, and that anyone wishing to withdraw their child will discuss this with the Headteacher before making their decision.* Any queries about withdrawal from collective worship should be directed to the Head of Key Stage in the first instance and thereafter to the Headteacher. Following a conversation with the Headteacher parents should confirm this request in writing.

We acknowledge that teachers also have the right to withdraw from collective worship. However, as a church school/academy all members of staff are asked to support the Christian ethos of the school and therefore we expect teaching staff to attend worship. Any member of staff wishing to withdraw from worship should discuss their wishes with the Headteacher. Should a member of staff still seek to withdraw following this discussion they should provide written notice to the Headteacher and governing board. *

**Teachers have the right to withdraw from worship. Collective worship cannot be used as part of a teacher's planning, preparation and assessment (PPA) time.*

Information about withdrawal can be found on the diocesan education website which provides links to diocesan guidance and key documents and schools should refer to this guidance when writing their policy.

Equality, Diversity and Inclusion

This policy is compliant with the following legislation:

These objectives meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives These objectives are also based on Department for Education (DfE) guidance: The Equality Act 2010 and schools. These objectives also comply with our funding agreement and articles of association.

School Collective Worship recognises that the school community is a collection of people. Acts of Collective Worship should be sensitive to the particular collective character of the school, being inclusive and meaningful for the range of communities it serves. Collective worship does not presuppose shared beliefs, and should not seek uniform responses from pupils. It caters for a diversity of beliefs and points of view, allowing individuals to respond as individuals.

An assembly is a gathering together for the purpose of giving information, notices, reiterating school rules etc. Collective worship is the part of that gathering together where an act of worship takes place. 'The challenge consists in creating an experience which neither compromises belief but rather recognises the integrity and dignity of all members of the school community; which is essentially educational and stimulates the possibility of reflecting

inwardly, sharing outwardly and living upwardly'. (Angela Wood)

Collective Worship at Steyning Grammar School

As a Church of England Voluntary Controlled School, Steyning Grammar School has always been closely related with St. Andrew's Parish Church. The post of School Chaplain and Boarding Chaplain has been established for more than twenty years and is currently held in the school by Rev. Neill Stannard and in Boarding by Rev Dr Frank Okai-Sam. The School Chaplain works with a group of local clergy to share leadership of Collective Worship with Senior Staff on a rota basis. The School Chaplain is in regular contact with ministers of denominations represented in the school catchment area.

The Trust Local Governing Board are aware that the number of pupils and the lack of appropriate large spaces in the School present logistical problems in the organisation of large group assemblies. The School occupies several sites with provision being set out separately for each site. The School aims to ensure that Collective Worship is fully inclusive, inspirational and invitational and that opportunities exist for pupils to plan, lead and participate in Collective Worship. Equally, the School complies fully with the right of parents/carers to withdraw their children from Collective Worship.

Roles and Responsibilities

- It is the responsibility of the Local Governing Board to audit and review the effectiveness of Collective Worship as part of the School's SMSC education.
- It is the overall responsibility of the Head Teacher to ensure acts of collective worship are effective, fit for purpose and conducted according to school policy.
- It is the personality of the Christian Ethos Group to lead on our effectiveness and distinctiveness as a Church School.
- It is the responsibility of the Collective Worship Lead (Assistant Headteacher) to organise the Collective Worship rota to comply with the legal requirements and ensure the equity of provision across all sites and key stages.
- It is the responsibility of the School Chaplain to ensure that Collective Worship is delivered in line with the rota (delegating the delivery to The Chaplaincy Team as necessary), to quality assure the liturgical content therein and to oversee the prayer for the week, and offer a weekly Staff prayer meeting.
- It is the responsibility of the Chaplaincy Team to lead Collective Worship as delegated

by the School Chaplain and oversee weekly Christian Union groups for students.

- It is the responsibility of the Head of Year to ensure that guest speakers are suitable, checked and monitored as appropriate and follow all safeguarding procedures at all times.
- It is the responsibility of the Tutor to deliver the Thought for the Week programme and other form time activities.

KS3 Sites arrangements: (Years 7 and 8)

Rock Road

The Main Hall is used to accommodate one year group at a time to attend one act of Collective Worship each week. There is also the ability to deliver remote access Collective Worship.

The Towers

This site is a former Catholic school with a resident community of Sisters of the Blessed Sacrament, a retired ordained Priest and an onsite Chapel.

The Lecture Theatre is used to accommodate one year group at a time to attend one act of Collective Worship each week. The onsite Chapel is also used to deliver smaller acts of Collective Worship for half year groups. There is also the ability to deliver remote access Collective Worship.

KS4/5 Shooting Field site arrangements (Years 9-13)

The Drama Hall is the only suitable space to accommodate a weekly year group act of Collective Worship. There is also the ability to deliver remote access Collective Worship.

Pupils on all sites who are not attending Collective Worship have the opportunity in Tutor/Learning Mentor time to discuss and reflect on the School's "Thought for the Week" and "Prayer for the Week" or to plan fundraising events for their chosen charity.

Practice

Acts of Collective Worship should broadly follow the format of gathering, engaging, responding and sending. The use of music, drama, video, or visual aids may supplement the more traditional elements of talks, readings, hymns, and prayers. This is important to create a reflective atmosphere for students who will be invited to participate in prayer if they feel comfortable or enjoy the silent time for reflection.

The daily act of Collective Worship takes place in the following forms:

- A fortnightly formal Collective Worship led by a member of the Chaplaincy Team or Senior Leader.
- Thought for the week activities in Tutor time - 4 times per week for KS3 and 4, and twice for KS5.
- Daily reflective time in Tutor time.
- Prayer for the week.
- Scripture Starters in RE lessons at Key Stage 3 and 4.
- RSHE and PSHE curricula at KS3 and 4 and Next Steps programme at KS5.
- Other organised acts of worship in local churches such as the annual Harvest Service, Act of Remembrance, Year group and community Carol Service, Easter Service and Leavers' Services.
- Weekly (invitational) Christian Union groups on all sites.
- Annual Year 12 Sixth Form Beliefs Conference.
- Additional Services for the Boarding community.
- Outreach work with local Christian Charities such as the Steyning Downland Scheme <https://steyningdownland.org/>
- Outreach work with the Diocese of Chichester Racial Ambassadors Committee and feeder Church of England Primary Schools
- Pastoral support from The Chaplaincy Team.

The Christian Ethos Group

The Christian Ethos Group is the body responsible for leading on our effectiveness and distinctiveness as a Church School.

Group Members

- Headteacher
- Senior Deputy Headteacher
- BET Trust Representative
- School Chaplain
- SIAMS Lead
- Director of Boarding
- Learning Leader of Religious Education
- Day and Boarding School Student Leader representatives.

The Chaplaincy Team

The Team is led by the School Chaplain. The Team coordinates Christian work with staff and student groups. It is made up of staff volunteers, members of church leaders drawn from local denominations and student representatives. Student voice and staff training opportunities are important areas of the team's work.

Chaplaincy Team Members

- Rev. Neill Stannard - School Chaplain.
- Fr Mark Heather - Vicar of Steyning Parish Church of St Andrew and St Cuthman. Foundation Governor, Local Governing Board and Boarding Governor.
- Rev. Dr Frank Okai-Sam - Boarding Chaplain, Methodist Minister for Southwick and Storrington.
- Sisters of the Blessed Sacrament resident at The Towers site.
- Rev David Beasley - Ordained Minister and Christian Union Lead at The Towers.
- Mr A Storey - Chanctonbury Church. Youth Minister-Shooting Field Student Group Lead and Youth Alpha Lead.
- Mr N Peebles-Life Community Church Storrington.

Christian Community Links and Partners

- Rev. P Butchers Upper Beeding Baptist Minister.
- Rev. D Marchment- Permission to Officiate for the C of E 3 Bs Parish.
- Rev Dr Godfrey Kunai- Vicar of Southwater Parish Church and Racial Justice Officer Chichester Diocese.

Monitoring and Evaluation of Worship

We regularly evaluate our acts of collective worship and the impact they have on the school and our wider community. This involves monitoring by school leaders, the SIAMS Lead, staff, pupils and governors and takes place both informally and formally. Everyone who leads worship is asked to evaluate continuously, reflecting on how they can improve and develop their practice. Feedback is reviewed by the Senior Leadership Team to review progress and action changes where necessary which plays an integral part in developing the spiritual growth of our school community.

The Headteacher in conjunction with the SIAMS Lead and other SLT members undertake an annual review of the Section 48 SEF which informs the School Development Plan; issues relating to Collective Worship will be included in this process.

Formal monitoring and evaluation of collective acts of worship is undertaken by the Senior Leadership Team on a half termly basis. Members of the Local Governing Board (LGB) observe and evaluate collective worship once every term. The SIAMS Lead presents the annual SIAMS Action Plan to the LGB for approval. The School Chaplain produces an annual report upon the implementation and effectiveness of the spiritual life and ethos of the school.

Pupils are involved in evaluating collective worship by student voice opportunities such as the annual culture survey, PSHE and Tutor time audit and feedback forms.

The impact of our collective worship is independently inspected by law under Section 48 of the Education Act 2005.