

## Beaver Road Primary School

### Collective Worship

Date	Review Date	Coordinator	Nominated Governor
June 2017	June 2018	Headteacher	Chair of Curriculum Committee

We believe that in collective worship when all members of the school come together, we try to create an occasion which produces a variety of responses, one of which is worship.

We acknowledge the 1988 Education Reform Act which clearly states that collective worship should be 'wholly or mainly of a broadly Christian character'.

However, we believe we must conduct our assemblies in a manner that is sensitive to the individual faith and beliefs of all members of the School. Therefore, throughout the academic year we will hold assemblies that reflect other religions as we want all children to feel included whatever their beliefs or background.

We would like everyone to take an active part in our collective worship but we are aware that teachers have the right to withdraw from the religious element of collective worship. We acknowledge the right of parents to withdraw their children from collective worship.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We acknowledge that children's entitlement to Acts of Collective Worship should not be affected by gender, culture, race or special needs. We will ensure that there are no barriers to this equality of opportunity.

We as a School community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

### Aims

- To ensure that all pupils take part in a daily act of worship of a wholly or mainly of a broadly Christian character.
- To provide all pupils with an opportunity to worship.
- To show pupils how to worship by participating and responding.
- To enable children to consider spiritual and moral issues and to explore their own beliefs.
- To promote and embed a common ethos with shared values and positive attitudes.
- To work with other schools to share good practice in order to improve this policy.

### Responsibility for the Policy and Procedure

#### Role of the Governing Body

The Governing Body has:

- delegated powers and responsibilities to the Headteacher to ensure collective worship takes place in the School;
- delegated powers and responsibilities to the Headteacher to ensure all School personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- nominated a link governor to visit the school regularly, to liaise with the Headteacher and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

#### Role of the Headteacher and Senior Leadership Team

The Headteacher and the Senior Leadership Team will:

- ensure all School personnel, pupils and parents are aware of and comply with this policy;
- ensure that requisite collective worship takes place in the school;
- work closely with the link governor;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy

#### Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Headteacher;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the School is aware of this policy;
- report to the Governing Body every term;
- annually report to the Governing Body on the success and development of this policy

## Beaver Road Primary School

### Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- implement the School's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the School community

### Role of Pupils

Pupils will:

- be aware of and comply with this policy;
- during assembly time pupils be:
  - dignified and respectful
  - calm and reflective
  - able to behave in an appropriate manner
  - quiet, thoughtful and to listen carefully
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- support the School's expectations of good behaviour to ensure the smooth running of the School;
- take part in questionnaires and surveys

### Role of Parents/Carers

Parents and carers will:

- be aware of and comply with this policy;;
- support the School's expectations of good behaviour to ensure smooth running of the School

### Organisation

The Education Reform Act states that collective worship need no longer be at the start of the School day, and worship may take place in a single act of worship or separate acts of worship in different age groups.

There will be occasions when collective worship will take place by Phase or Year Group and in individual classrooms and be conducted by class teachers.

## School Policy for Collective Worship (Statutory)

## Beaver Road Primary School

### Good News Assembly

The assembly on Friday morning is an occasion when the School meets to share together the successes and achievements of individual pupils either in or out of School.

### Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School website
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- School events
- meetings with School personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays

### Training

We ensure all School personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all School personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.

### Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

### Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

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### Links

▪ Ethos	▪ Equality Policy	▪ Parent Involvement
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<b>Headteacher:</b>	David How	<b>Date:</b>	Awaiting Governor Approval
<b>Chair of Governing Body:</b>	Paul Barker-Matthews	<b>Date:</b>	Awaiting Governor Approval

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### Initial Equality Impact Assessment

Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.

Policy Title	The aim(s) of this policy	Existing policy (✓)	New/Proposed Policy (✓)	Updated Policy (✓)
<b>Collective Worship</b>	<ul style="list-style-type: none"> <li>To enable children to consider spiritual and moral issues and to explore their own beliefs.</li> <li>To promote and embed a common ethos with shared values and positive attitudes.</li> </ul>		✓	

This policy affects or is likely to affect the following members of the school community (✓)	Pupils	School Personnel	Parents/carers	Governors	School Volunteers	School Visitors	Wider School Community
	Y	Y	Y	Y			Y

Question	Equality Groups																		Conclusion							
Does or could this policy have a negative impact on any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'yes' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS		
			✓			✓			✓			✓			✓			✓			✓			✓		
Does or could this policy help promote equality for any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS		
		✓			✓			✓			✓			✓			✓			✓			✓			
Does data collected from the equality groups have a positive impact?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS		

### School Policy for Collective Worship (Statutory)

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on this policy?	✓			✓			✓			✓			✓			✓			✓
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<b>Conclusion</b>	We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.
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<b>Preliminary EIA completed by</b>	<b>Date</b>	<b>Preliminary EIA approved by</b>	<b>Date</b>

### Policy Evaluation

Points to be considered	Yes	No	N/A	Please supply evidence
• Policy annually reviewed				
• Policy in line with current legislation				
• Coordinator in place				
• Nominated governor in place				
• Coordinator carries out role effectively				
• Headteacher, coordinator and nominated governor work closely				
• Policy endorsed by governing body				
• Policy regularly discussed at meetings of the governing body				
• School personnel aware of this policy				
• School personnel comply with this policy				
• Pupils aware of this policy				
• Parents aware of this policy				
• Visitors aware of this policy				
• Local community aware of this policy				
• Funding in place				
• Policy complies with the Equality Act				
• Equality Impact Assessment undertaken				
• Policy referred to the School Handbook				
• Policy available from the school office				
• Policy available from the school website				
• School Council involved with policy development				
• All stakeholders take part in questionnaires and surveys				

### School Policy for Collective Worship (Statutory)

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• All associated training in place				
• All outlined procedures complied with				
• Linked policies in place and up to date				
• Associated policies in place and up to date				
<b>A statement outlining the overall effectiveness of this policy</b>				