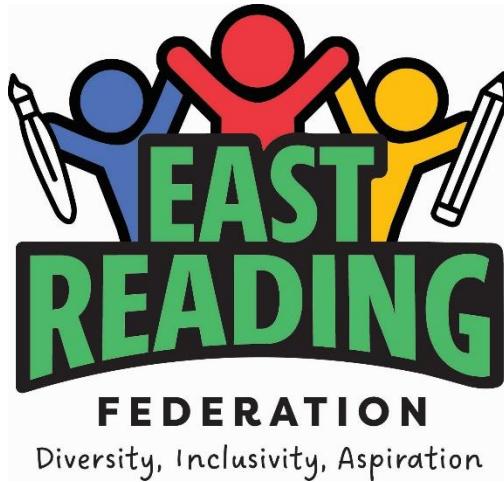




Collective Worship Policy

POLICY OWNER

Laura Kerr
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DELEGATION

Full Governing Board

DATE OF APPROVAL

November 2025

DATE OF NEXT REVIEW

November 2028

REVIEW CYCLE

Triennially

PUBLISHED ON WEBSITE

Yes

Collective Acts of Worship Policy

The Collective Worship Policy for the East Reading Federation pays due regard to statutory requirements and takes account of guidance offered by the Local Authority and its Standing Advisory Council for Religious Education (SACRE).

In line with the 1988 Education Reform Act and subsequent legislation, collective worship should be *“wholly or mainly of a broadly Christian character.”*

As a federation that values diversity and inclusivity, our approach reflects the multi-faith, multi-cultural context of our schools. Assemblies and acts of collective reflection draw on values and themes shared by major world faiths and by those of no faith, promoting shared moral and ethical principles such as kindness, respect, compassion and aspiration.

This policy applies equally to both schools within the Federation, while allowing for contextual flexibility in how collective worship is organised to meet the needs of each community.

Principles

Families across our Federation represent a rich range of ethnicities, faiths and worldviews. We therefore recognise that collective worship must be inclusive and invitational, not coercive. It is not our practice to preach or seek to convert. The faith background of all pupils, families and staff is respected at all times.

Collective Worship at both Redlands and Alfred Sutton supports our Federation vision to develop children who are curious, respectful and reflective learners who contribute positively to their communities.

Definition of Collective Worship

Collective Worship is a time when the whole school, or groups within the school, meet together to reflect on shared values, community themes, or moral questions. It offers all pupils the opportunity to pause, reflect, and engage in experiences that contribute to their spiritual, moral, social and cultural development.

Aims of Collective Worship

For the Federation

Collective Worship aims to:

- Strengthen the shared ethos and values of the Federation: Diversity, Inclusivity and Aspiration.
- Celebrate achievement and special events across both schools.
- Promote understanding, empathy and a sense of belonging within a diverse community.
- Encourage reflection on moral and spiritual questions that unite us as human beings.

For the Pupils

Collective Worship enables pupils to:

- Reflect on what is meaningful and worthy.
- Consider spiritual and moral issues.
- Explore their own beliefs and values.
- Develop a sense of gratitude, empathy and purpose.
- Celebrate diversity and the achievements of others.
- Reflect on their place within the school, the local community and the wider world.

The Contribution of Collective Worship to aspects of the Curriculum

Collective Worship time is distinct from curriculum time. However, across the Federation, Collective Worship will at times feature aspects of the curriculum, which will enhance the experiences of pupils by reflecting on the work completed in class.

Additionally, it 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 Organisation of Collective Worship

Each school within the Federation organises Collective Worship in a way that reflects its size, structure and context, while maintaining a consistent approach to purpose and tone.

Typical structures include:

- **Weekly assemblies** led by senior leaders, focusing on school values or current themes.
- **Music or singing assemblies** exploring themes through song and rhythm.
- **Celebration assemblies** recognising pupil achievements and Federation values in action.
- **Reflection opportunities** within classrooms at the end of the week or linked to PSHE/RE learning.
- **Special assemblies** marking significant events, festivals, and national or international days.

Where parents are invited to attend, assemblies serve to strengthen the link between home and school, promoting our shared values.

Leadership

Acts of collective worship are led by a range of people, including:

- The Headteachers or Deputy Headteachers
- Teaching and support staff,
- Visitors and community representatives, where appropriate.

Leadership of collective worship will always reflect the inclusive, invitational ethos of the Federation.

Planning Acts of Collective Worship

Collective Worship across the Federation follows a shared framework of themes linked to the Federation values, key festivals and calendar events. Each half term includes a focus value or word, introduced through a whole-school assembly and reinforced through classroom reflection, music assemblies and PSHE links.

Assemblies are planned to be inclusive, age-appropriate and responsive to local, national or global events.

While the content may occasionally reference Christian or other faith stories, all are presented in a way that encourages curiosity, respect and shared reflection.

As part of our inclusive ethos, worship may take the form of reflection, story, music, or silence. Prayers are not used, but moments of stillness and gratitude are encouraged.

Style and Content

A variety of approaches are used, such as:

- Storytelling, drama or poetry
- Music and art
- Visual or multimedia resources
- Shared reflection or discussion

The tone is invitational: pupils may choose to participate or reflect quietly. Where announcements or notices are made, they are kept distinct from the reflective element.

Withdrawal

Parents have the right to withdraw their child from Collective Worship in accordance with statutory requirements.

However, our inclusive approach means that assemblies are designed so that all children can participate comfortably, regardless of faith or belief.

Parents wishing to discuss withdrawal should meet with the Headteacher to explore how the child's spiritual and moral development can continue to be supported.

Monitoring and Review

The Headteachers will monitor the impact and inclusivity of Collective Worship across both schools.

Feedback from pupils, staff and parents will inform annual review and development.