



Norwich Road Academy

Collective Worship Policy

Date of policy	April 2024
Member of staff responsible	A.Huntley
Review Date	April 2026

Intent

At Norwich Road Academy, we celebrate and come together in Collective Worship with the intent that our pupils must have the foundations to become respectful adults. We motivate them to be the very best they can be confident communicators, global citizens, to take opportunities to extend their horizons and develop the resilience to overcome any obstacles in life. These values are central to our Academy vision:

Be Proud - Connect -Empower – Motivate – Aspire – Transform

We incorporate these values within assemblies, discussions and watching news programmes that inform our children about the world around us.

The aims of Collective Worship at Norwich Road Academy – in line with our curriculum intent:

Collective Worship is a valued and valuable part of academy life and is taken seriously, because it shapes our approach to others and to what we do in academy. Collective worship at Norwich Road Academy aims to provide the opportunity for pupils and staff to:

- define and promote academy values;
- celebrate together e.g. festivals, academy and individual successes;
- build a sense of community/foster corporate identity;
- develop a reflective approach to living which sometimes encourages understanding of and invitation to prayer;
- worship God or reflect on human values;
- consider spiritual and moral issues and to explore their own beliefs;
- participate and respond, through active involvement;
- feel safe and affirmed in doing any of the above Statutory requirements.

Whole academy and class Collective Worship time is distinct from curriculum time given to any subject, including Religious Education. At Norwich Road Academy, we aim to enable Collective Worship and aspects of children's classroom learning to be mutually supportive. Collective Worship provides opportunities for pupils' spiritual, moral, social and cultural (SMSC) development in line with academy policy. To achieve this, it addresses a wide variety of themes and topics, uses diverse stimuli and resources and provides pupils with opportunities to 'respond' at their own level.

Implementation

How is Collective Worship organised in this academy?

At Norwich Road, we cover a wide range of topics within collective worship. We link our assemblies to the Academy Values but also to the CIPD Inclusion Calendar to highlight key dates, festivals and celebrations.

Day	Assembly Type	Delivery
Monday	Academy Values Assembly	Values Assembly lead by the Principal. Values certificates are handed out, Daily Mile total and distance shared.
Tuesday	Singing Assembly	Whole School Assembly with a focus on singing. The singing assembly provides a way to increase a sense of community in the school, whilst helping to improve childrens' physical and mental well-being and their musicality. A range of artists and music styles are covered across the year, mapped out by the Music Lead.
Wednesday	Picture News Assembly	Picture News Assembly. It is a virtual assembly held in classrooms. The focus is current affairs and enables discussion. The assemblies have a British Values and Protected Characteristics link attached to them ensuring coverage across the year.
Thursday	Whole Academy Assembly	Led by class teachers on a rota basis. These assemblies link to wider community events, academy events, celebrations, important key dates or days and any topic deemed appropriate by the class teacher. Special visitors can also be invited in on these days.
Friday	Celebration Assembly	Led by a member of the Leadership Team. Children's individual achievements and attendance are celebrated. Birthdays and House Points are included. Golden Book certificates are handed out.

Collective Worship is organised on a rota which is created by the RE and Values lead in the Academy. Collective Worship takes place in a variety of groupings in the hall or the classroom for Picture News assembly on a Wednesday. Acts of worship usually last for approximately 15 minutes, although it is recognised that this time will be shortened or lengthened when it is appropriate. Every member of academy staff (including assistant teachers), pupils and occasional visitors will be involved in leading acts of worship at some point in the academic

year. Visitors are welcomed to lead Collective Worship and are given guidance on our Collective Worship policy. Leaders from faiths within the area help us to increase the pupils' awareness, promote respect and raise the esteem of the pupils who belong to these faiths.

Collective worship should be a special and valued experience and a key aspect of academy life. The hall should be tidy, there is a special table, with a table cloth, for handing out certificates, religious objects are handled with care and the area at the front of the hall should be free from clutter and tidy.

The Act of Collective Worship

We use a variety of styles, active and interactive methods and a range of resources in our acts of Collective Worship. The academy prayer is included at the end of each assembly. Each child is encouraged to participate within the prayer but can either join in with 'Amen' or withdraw from saying it. All attendees are expected to sit respectfully during this time. Music is played on entry and exit to the assemblies in line with a rota produced by the music lead.

EYFS

Our EYFS students will begin to attend collective worship after Christmas, this is due to a settling in period of time in the first term. In the first instance, these children will begin to attend smaller Key Stage assembly before attending the larger whole academy celebration.

Behaviour Expectations

Behaviour expectations during Collective Worship at Norwich Road Academy are as follows:

- Children and staff should arrive promptly.
- Children should enter and exit the hall quietly and should remain seated in silence until dismissed.
- Children are to remain silent and answer questions when chosen to by the member of staff delivering the assembly.
- Children are to remain seated on the floor and staff should remain vigilant to stop any unwanted assembly behaviour.
- Year 6 pupils are able to be seated on chairs and benches, providing a respectful model to younger children.

- Year 6 children will further support by setting out chairs, including those for staff, and supporting with music and slide presentations.
- If a child or children are found to have shown unwanted behaviour, the expectation should be that they apologise to the member of staff who has delivered the assembly.
- Children should be encouraged to join in with singing during Collective Worship, to promote identity, pride and cohesion amongst the school community.
- Staff in attendance are expected to model the expected behaviour from children.

Delivering Collective Worship

When delivering Collective Worship, members of staff need to make sure they are fully prepared and have a presentation ready. This needs to include a 'Value Slide', a slide that includes the academy mission statement of 'Building our Love of Learning Together'. There also should be a slide that includes the school prayer at the end of their assembly. These slides are readily available on the Staff Shared area on the server. Examples of these can be seen in Appendix 1.

Staff should also take pride when writing certificates and speaking about those individuals during assembly. Certificates should follow the academy handwriting policy and be given to the person delivering that assembly beforehand. By staff members taking their time and taking pride in writing certificates, it reflects our mission statement of 'Building our Love of Learning Together'.

Impact

External contributors

External contributors from the community, e.g. local clergy, local members/speakers from other religions and community groups etc make a valuable contribution to the Collective Worship programme, as do visits to places of worship. Their input is carefully planned and monitored so as to fit into and complement the programme. Visitors to the academy will be made welcome by the academy and looked after courteously. We aim for all our visitors to feel valued. Any visits will be managed according to current risk assessments.

Withdrawal from Collective Worship

Our policy sets out clearly our aspiration that Collective Worship will be a valuable and valued experience for all members of our academy community, whatever their backgrounds and beliefs. It is invitational and reflective in nature and never coercive or indoctrinatory. Parents have a right to withdraw their children from all or any acts of worship. We request that those who wish to exercise this right inform the Principal in writing so that academy records are accurate. We also appreciate opportunities to speak with parents and staff who have concerns about Collective Worship. We are always keen to develop our understanding of sensitivities and to overcome difficulties where possible. Those pupils who are withdrawn from worship are supervised by a member of the academy's staff; parents may provide suitable activities for children so withdrawn.

Collective Worship should be beneficial to the whole academy community. It should therefore aim to bring the school community together, in an attitude of reverence and reflection. Effective and meaningful collective worship should involve:

- the promotion of spiritual (not synonymous with religious), moral, social and cultural development;
- a recognition of the uniqueness of each individual;
- helping to lift the horizons of pupils;
- being creative;
- developing positive attitudes and hope;
- giving the children of the academy a range of experiences.

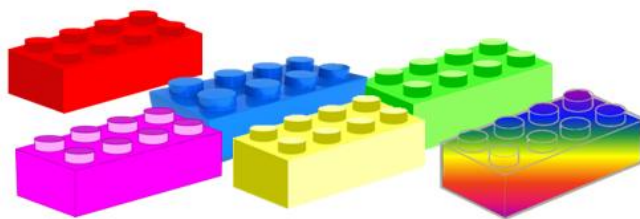
The expectation is that Collective Worship at Norwich Road Academy will be inclusive, participative, challenging and educational, drawing on a wide range of religious traditions,

cultural experiences and current affairs without compromising the religious or non-religious backgrounds of pupils and staff.

Angela Huntley is the subject lead for Collective Worship.

Our Mission Statement:

‘Building
our love of learning
together.’



Norwich Road
Academy



Our School Prayer

This is our school.
May all here live happily together.
May love dwell here amongst us every
day:
Love of one another;
Love of all people everywhere;
Love of life itself and love of God.
Let us remember that, as many hands
build a house,
So **everyone** can make Norwich Road
Academy a lovely place.

Amen

