



Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:	Collective Worship	DATE:	February 2023
EIA CARRIED OUT BY:	Katherine Marks	EIA APPROVED BY:	Katherine Marks

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		
Gender reassignment (transsexual)		
Marriage and civil partnership		
Pregnancy and maternity		
Racial groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)	x	
Religion or belief (practices of worship, religious or cultural observance, including non-belief)	x	
Sex (male, female)		
Sexual orientation (gay, lesbian, bisexual; actual or perceived)		

Any adverse impacts are explored in a Full Impact Assessment



FRENCHAY C OF E PRIMARY SCHOOL

Collective Worship Policy

1 Rationale

- 1.1 Collective Worship supports the Aims and Values of the school. We believe that Collective Worship makes an important contribution to fulfilling the school's motto 'Believe, Belong, Become'.
- 1.2 Collective worship is consistent with the faith and principles of the Church of England. We aim for acts of worship to be inclusive. Careful planning and preparation ensure that there are clear learning intentions for pupils. It is a shared activity that aims to enable children to reflect upon their own experiences and upon the human quest for expressions of meaning. Children are encouraged to acquire an understanding and appreciation of religion and the spiritual and religious dimension of life. The school is committed to respect the integrity of the religious communities from which pupils come.

2 Legal Requirements

- 2.1 Collective Worship must be provided daily for all pupils except those withdrawn by their parents. The school expects that withdrawal will only be made following discussions with the Headteacher, followed by written confirmation of withdrawal. The school will make alternative arrangements for the supervision of the child during the period concerned. Parents do not have to explain or give reasons for this. This complies with the 1944 Education Act and was restated in the 1988 Education Reform Act.
- 2.2 Collective worship may take place at any time of the school day and be a single gathering for all pupils or separate assemblies for smaller groups.
- 2.3 Collective worship in church schools should be in accordance with the trust deed, the legal document setting out the basis on which the school was founded.

3 Aims of Collective Worship

- 3.1 At Frenchay C of E Primary School Collective Worship aims to:
- To provide an opportunity for the children to worship God;
 - To enable children to consider spiritual and moral issues;
 - To enable children to explore their own beliefs;
 - To encourage participation and response;
 - To develop in children a sense of community spirit;



Frenchay

C of E Primary School

Believe • Belong • Become

- To promote a common ethos with shared values and to reinforce positive attitudes;
- To teach children how to worship as a Christian.
- To develop standards, attitudes and values fundamental to the Christian Faith. The key values, which we will promote in Collective Worship are in compliance with the Values for Life scheme,

A visual reminder of the Values are displayed in the school hall and form part of the thematic approach to the organisation of the Collective Worship programme.

4. Structure

- 4.1 We hold a daily act of Collective Worship in our school. This forms part of each assembly, that can be whole-school, key stage or class assembly.
- 4.2 We conduct assemblies in a dignified and respectful way. We tell children that assembly time is a period of calm reflection. We regard it as a special time and expect children to behave in an appropriate way. We ask them to be quiet and thoughtful and to listen carefully to the teachings and participate in prayer and hymns. We create an appropriate atmosphere by using music and sometimes candles or other objects that act as a focal point for the attention of the children.
- 4.3 The Headteacher or other members of staff normally conduct assemblies, but sometimes they can be led by the children, local clergy or other representatives of religious groups in school or at church.
- 4.4 We take the themes of our assemblies from the traditions of the Christian faith and we often reflect the festivals and events of the Christian calendar. Sometimes the themes of our assemblies reflect and build on topics that we teach as part of the school curriculum. We plan our assemblies as part of a series of themes well in advance of the day they take place.
- 4.5 Our assemblies reflect the achievements and learning of the children. We encourage the children to participate in assemblies by sharing their work to the other children and raising issues that they have discussed in their classes. Assemblies offer an opportunity to acknowledge and reward children for their achievements both in and out of schools. They play an important part in promoting the ethos of the school, which is that all children are valued and all achievements are recognised. Frenchay C of E Primary School is a successful school and we shall celebrate the successes of all the children in assemblies.
- 4.6 We invite parents to assemblies and services and we encourage them to attend, as this promotes the community spirit of the school and is a practical demonstration of the way the home and the school work together to support the achievements of our children.

Believe - Belong - Become

Taken from Hebrews 10:24-25

'And let us consider how we may spur one another on toward love and good deeds.'



4.7 We welcome governors' attendance at our assemblies at any time

5 Planning

5.1 The following features of Anglican worship will be reflected in the annual programme planned for Collective Worship, though not necessarily present on each occasion.

- Use of the bible as a source for inspiration and learning.
- Reflecting upon Christian symbols and their use in worship.
- Observing the cycle of the Anglican year – Advent, Christmas, Lent, Easter and Pentecost.
- Using the traditional responses and prayers which express the essential beliefs of Christians
- Creating an atmosphere for worship by the use of appropriate music, visual foci and symbols

Each term's worship time is planned around each of the 6 values which underpin the school's ethos.

6 Monitoring

6.1 It is the role of the Foundation governors to monitor the policy and practice of Collective Worship. The governors concerned liaise with the Headteacher before reporting to the full governing body on religious and collective worship.

Agreed with staff:

Signed:

Date:

Review date: February 2026



Frenchay
C of E Primary School
Believe • Belong • Become

Believe - Belong - Become

Taken from Hebrews 10:24-25

'And let us consider how we may spur one another on toward love and good deeds.'