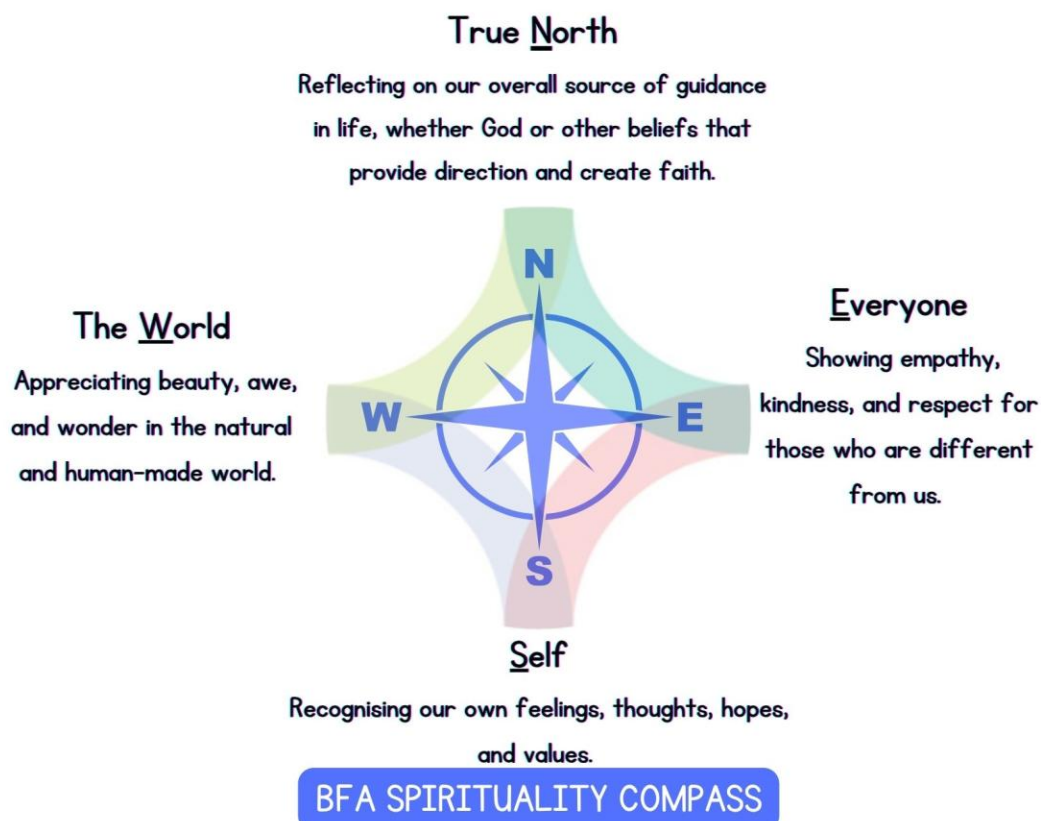


# Bradford Forster Academy Collective Worship Policy

Bradford Forster Academy strives to provide inspirational education for all students irrespective of their background or experience. Through exposure to outstanding teaching, the expectation of exemplary behaviour, and a consistent focus on building resilience, we aim to prepare all students with the skills and characteristics required to thrive personally, professionally and within society.

We strive to reflect our academy Christian values of Respect, Growth and Community whilst following our belief that 'Everything is possible for one who believes' (Mark 9:23).

At Bradford Forster Academy, we nurture students who are confident, compassionate, and spiritually aware. Through creativity, worship, reflection, relationships, and rich experiences, we support all pupils—whatever their background or beliefs—in developing character, deep understanding, and a strong sense of purpose. This approach is rooted in the four points of the BFA Spiritual Compass.



Bradford Forster Academy is a faithful, collaborative, inclusive, aspirational, student-centred Academy. We have high ambitions for our students and strive to ensure that all our policies and practices enable the students to leave the Academy ready to embark on a successful future, fulfilling their own ambitions and making a positive and transformational contribution to society.

## **Purpose**

To promote behaviour that will contribute to maintaining the Christian ethos of the Academy and create a climate which supports outstanding learning and achievement.

## **Guidelines**

The guidelines below are for all staff, students and parents. Every member of the community has rights, but with that comes responsibilities. These outline the systems, processes and support available to students as they grow and develop the characteristics of a Bradford Forster Academy (BFA) graduate:

- Employable
- Ambitious for themselves, others and their community
- Adaptable and flexible learner
- Spiritually and emotionally intelligent
- Resilient
- Courteous
- Open minded
- Understand and believe they will make a difference

## **Aims**

### **At Bradford Forster Academy we aim to:**

- offer the whole school community the opportunity to participate in worship, ensuring that the experiences provided are relevant to the age, aptitude and family background of the children on both an individual and collective basis.
- enable children, staff and visitors to explore and celebrate difference and diversity in a safe environment where mentioning the name of God is regarded as normal practice.
- seek to widen and enhance the experience of those of faith, no faith and the curious and to allow them to make their own response.

- allow the whole school community to recognise the presence and personal nature of God.
- foster and enable a concern for the needs of others and a recognition of the vulnerability of self and of others.
- give thanks and provide members of the school community with the opportunity to praise and reach out to God.
- offer inclusive worship within the tenets of the Anglican Christian tradition recognising the presence of God as Father, Son and Holy Spirit.
- ensure that collective worship is properly resourced and professionally co-ordinated.
- use regular monitoring and evaluation of all stakeholders to review and further develop creative and meaningful acts of collective worship.

### **What Collective Worship Looks Like at Bradford Forster Academy**

Collective Worship is a central and daily part of life at Bradford Forster Academy. It is carefully structured to provide all students with regular opportunities for reflection, spiritual development, and engagement with the school's Christian vision and values. Collective Worship takes place in several forms across the week, but offers daily opportunities:

- **Year Group Collective Worship**

Students take part in a weekly act of Collective Worship as a year group. These are led by staff, the Chaplaincy team, visiting speakers, or students, and focus on key themes including the school's values of Respect, Growth, and Community, as well as wider spiritual and moral questions.

- **Class Collective Worship (CCW)**

Students also participate in Collective Worship within their tutor groups. These sessions provide a more discussion-based and reflective space, allowing students to engage more personally with themes and ideas.

- **Thought for the Week (T4TW)**

Throughout the week, students engage with a shared theme linked to the school's values. This ensures consistency and continuity in spiritual reflection across the school.

- **Daily Reflection**

Each day includes a planned opportunity for stillness and reflection. This includes a **two-minute period of silence**, during which students are invited to reflect, think, or pray in a way that is appropriate to their own beliefs. Participation in prayer is always invitational and inclusive of those of all faiths and none.

Acts of Collective Worship typically follow a shared structure:

1. **Gather** – creating a moment of calm and focus, often marked by a symbolic action such as the lighting of a candle
2. **Engage** – exploring a theme, value, or big question through a range of media and approaches
3. **Respond** – providing time for personal reflection or prayer
4. **Send** - encouraging students to live out their reflections, beyond the time of worship

This structure supports students in developing spiritually by offering opportunities to reflect on themselves, others, the world around them, and the beliefs or values that guide their lives.

### **Organisation of Collective Worship (CW)**

The Staff and Governors of Bradford Forster Academy, in accordance with the statutory requirements, place Collective Worship at the centre of the school's daily life.

The Chaplaincy, Christian Ethos lead and 'Head of House, Spirituality, Equality and Diversity' (HHSED) produce a yearly plan for collective worship, which includes the themes to be developed and the members of staff or tutor groups responsible for leading Collective Worship.

Students are responsible for helping to prepare and lead Collective Worship.

## **Responsibility for collective worship at Bradford Forster Academy**

Monitoring and review of Collective Worship will be carried out jointly by the Senior Leadership Team, relevant Governors, Heads of Year, pupils and the Chaplain.

### **Support for delivery of Collective Worship (professional development)**

Bradford Forster Academy recognises the need for professional development of staff in the review and delivery of Collective Worship and will ensure that training is offered on both an individual and whole staff basis.

## **The Nature of Collective Worship at our Academy**

### **Communal and Personal Reflection**

Collective Worship at our Academy is a time when staff and children meet together and have the opportunity to reflect on the spiritual dimensions of our lives together in the school community and as individuals. It is not regarded simply as a time to exchange information or deal with organisational issues. All staff (including office staff) are given the opportunity to attend Collective Worship; Form Tutors are expected to accompany their students to CW.

### **Praise and prayer**

We give children the opportunity to develop spiritually in the gathering together for daily worship to praise the awe and wonder of God and the beauty of the world God has created; to pray together, to learn about the teachings of both the Old and New Testament with particular emphasis on the teachings of Jesus and Anglican traditions.

### **Life Application**

Children are given opportunity to consider what is important in our lives, about beliefs and values, and application of their beliefs to practical situations in their lives. They are taught to understand and respect the beliefs of other cultures and religions.

## **Celebration & Achievement**

Worship takes place through a variety of media such as Bible teaching, video, stories, songs, poetry, drama etc. Collective Worship is often used as an opportunity to share experiences and achievements with the whole-school community. Once a year we celebrate the experiences and achievements of our students with an Academy Awards Ceremony held at Bradford Cathedral.

## **Family Community**

Through our daily Worship we aim to bring an awareness of what it means to be part of a community which cares for each other, for God and for the environment. In so doing we hope that pupils will develop the ability to explore issues for themselves, be able to reflect upon and learn from experiences and develop a sense of awe and wonder about the wider world whilst understanding their role and responsibilities to their local community.

## **Equal Opportunities**

Staff and Governors are committed to ensuring that opportunities for worship are relevant to all pupils and pay due regard to their ages, abilities, and interests. We aim to recognise the equality of each child in God's sight, whatever the child's gender, race, physical or mental ability. Pupils currently take part in collective worship and have opportunities to lead worship; however, each parent has the right to withdraw their child for religious reasons only after discussion with the Head of school and confirmation in writing.

## **Special Education Needs**

Staff and Governors attempt to ensure that materials and subject matter used in Collective Worship are appropriate for the range of abilities of all pupils in school.

## **Planning**

Collective Worship planning is outlined yearly and includes several features:

- Biblical themes
- Christian prayer
- Visitors – where appropriate and possible
- Student led Worship (in the form of Form Tutor Collective worship)

## **Monitoring and Evaluation**

Strategies staff currently use for assessing the outcomes of collective worship include:

- observation of children's reaction and participation during worship
- feedback from children in class – pupil voice interviews
- observation by Governors
- observations of the quality of worship by the Chaplaincy team and other staff members

## **Review**

This policy has been written following the updated Collective Worship guidance issued by the Diocese of Leeds in July 2016 and will be reviewed every two years.

## **Rights and Responsibilities**

The school's arrangements for Collective Worship and the rights of parents to withdraw their children should be clearly outlined in the school prospectus.

## **Parental Rights**

The rights of parents to withdraw their children from Collective Worship established in the 1944 Act remain unchanged. Parents also retain this right in the particular context of Voluntary schools. This means that:

- If the parent asks that a pupil should be wholly or partly excused from attending Collective Worship at a school, the school must comply. However, this must take place after a meeting with the parent(s) and Head of School and should then be confirmed by the parent in writing.

## **Exercise of the Right of Withdrawal**

Parents are not obliged to state their reasons for seeking withdrawal. However, a Head Teacher will find it helpful to establish with any parent wanting to exercise the right of withdrawal:

- the elements of Collective Worship in which the parent would object to the child taking part;
- the practical implications of withdrawal; and

- whether the parent will require any advanced notice of such worship, and if so, how much.

A school continues to be responsible for the supervision of any child withdrawn from Collective Worship.

### **Rights of teachers**

As with the rights of parents, the rights of teachers and head teachers to withdraw from Collective Worship as described in the 1944 Act remain unchanged. However, in Voluntary schools where head teachers and teachers have a National Society contract including the clause, “respecting the character of the foundation”, teachers will be expected to take part in Collective Worship.