



Khalsa Secondary Academy

KHALSA SECONDARY ACADEMY POLICIES

Collective Worship Policy (O14)

Date Approved	June 2015
Date for Review	June 2017
Approved By:	Full Governing Body

We are committed to maintaining a safe and positive environment that fosters an ethos of respect, honesty and helpfulness where students and staff of all faiths and none are valued and supported through the Academy's Sikh principles of Kirt Karna (Beyond the Academic); Nam Japna (Beyond the Individual) and Wand Chakna (Beyond Self).

The collective worship policy at Khalsa Secondary Academy reflects the school's Trust Deed, and has taken account of the guidance offered by the Jathedar of Kesgharh Sahib, Professor Manjit Singh. Collective worship reflects the mission statement and is central to the life and ethos of the school. It shapes our approach to others and to what we do in school.

1. AIMS OF COLLECTIVE WORSHIP

Collective worship in Khalsa Secondary Academy aims to provide the opportunity for pupils and staff to:

- worship God and reflect on Sikh values
- experience a variety of styles of worship
- celebrate together eg festivals, school values, individual achievements
- develop a reflective approach to living which encourages understanding of and invitation to prayer;
- look beyond the physical, material and measurable;
- consider spiritual and moral issues and to explore their own beliefs;
- build a sense of community/foster corporate identity;
- participate and respond, through active involvement in the planning, leading, presentation and evaluation of worship
- feel safe and affirmed in doing any of the above

2. STATUTORY REQUIREMENTS

By law, Collective Worship must:

- take place for every child not withdrawn by their parents (post 16 students can withdraw themselves) every day
- reflect the school's Trust Deed

This means that collective worship will reflect the traditions of worship within the Sikhism, whilst being invitational, inclusive and valuing of people from all backgrounds and positions of faith.

3. THE CONTRIBUTION OF COLLECTIVE WORSHIP TO ASPECTS OF THE CURRICULUM

Collective worship time is distinct from curriculum time given to any subject including religious education. However, in Khalsa Secondary 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 development in line with school 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.

4. THE MANAGEMENT OF COLLECTIVE WORSHIP

The governors are responsible for the provision of collective worship, supported by and in consultation with the headteacher. The following arrangements exist to co-ordinate, monitor and evaluate collective worship:

1. Principal draws up a rota for leading collective worship and themes for each week.
2. Principal, Senior Teachers and the Sikh Chaplin observes at least 6 acts of collective worship (from a range of formats) per term to ensure that they comply with school policy and the law.
3. Teacher, pupil and, where appropriate, parental views are collected annually to evaluate the quality and impact of collective worship and to identify ways in which it might be improved.

5. THE ORGANISATION OF COLLECTIVE WORSHIP

Collective worship takes place in a variety of groupings in the school hall, or one of the multi-purpose rooms, the classroom and sometimes in church. It also occurs at a variety of times in the day but is always designed to promote thinking beyond the time given to worship itself.

6. LEADERSHIP

Every member of the school staff, pupils and occasional visitors will be involved in leading acts of worship at some point in the school year.

7. PLANNING ACTS OF COLLECTIVE WORSHIP

The content of all acts of collective worship is considered carefully to ensure relevance and suitability for the ages, aptitudes and backgrounds of all pupils.

Termly planning sheets list themes, special occasions and events, but there is flexibility to allow the inclusion of current and topical issues. Weekly planning and recording sheets, enable the monitoring and evaluation of acts of worship.

Visitors are welcome to lead collective worship from time to time and are given guidance on our 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

8. THE ACT OF COLLECTIVE WORSHIP

We use a variety of styles, active and interactive methods and a range of resources (*included in an appendix*) in our acts of collective worship. Leaders make decisions about these elements according to what is most appropriate to the content, the ages, aptitudes and the backgrounds of the pupils.

Prayer is usually included in our acts of worship. It is introduced with a form of words that invites but does not coerce pupils to participate. Our prayers are addressed to Waheguru and 'God' reflecting the traditions and practices of Sikhism. We hope that pupils who prefer not to pray will use these moments to reflect on the important messages shared in our worship.

- Pupils organize and lead activities in the gurdwara, including parkash and sukhasan, performing kirtan, reading hukamnama, distributing parshad and work as attendants, ensuring correct protocol is followed. (Each year group has the opportunity to lead the Ardas, serve parshad and receive Hukamnama.)
- Each day they recite the first five pauris and final slok of the following prayers: Jap Ji Sahib and Anand Sahib, recite Mool Mantar and perform Ardas.
- In the daily act of worship pupils add a personal Ardas that they have written themselves.
- There is also an opportunity for daily meditation/reflection.
- The school song is 'Song of the Khalsa' and it is sung weekly.

Collective worship should not be confused with assembly. We often take the opportunity of pupils gathered together to share announcements and notices. Using a variety of strategies eg music, silence etc we indicate clearly to all present when worship begins and ends.

9. WITHDRAWAL

Our policy sets out clearly our aspiration that collective worship will be a valuable and valued experience for all members of our school 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 and staff also have the right to non-participation. We request that those who wish to exercise this right inform the Headteacher in writing so that school records are accurate. We also appreciate opportunities to speak with parents and staff who have concerns about collective worship, always keen to develop our understanding of sensitivities and to overcome difficulties where possible. Those pupils who are withdrawn from worship are cared for by a member of the school's staff where they are given the opportunity to take a reading from different scriptures and discuss spiritual and moral issues.