



**RAWLINS**  
A CHURCH OF ENGLAND ACADEMY

**Act wisely and make the most of every opportunity**  
Colossians 4:5

# Rawlins

## Collective Worship and Spirituality Policy

Rawlins, as a Church of England Academy, has at its heart a distinctive Christian ethos. Based on our Christian foundation and values we seek to promote a culture of developing every person to support them to flourish. Every school policy is written from this perspective with a commitment to learning and maturing in the context of the school vision, laying particular emphasis on *acting wisely and making the most of every opportunity to develop trust, inspire hope, build success and shape the future.*

Approved	March 2026
Next Review	March 2029
Approval By	Governors
Review Frequency	Three years or sooner if guidance changes

## **Purpose of Collective Worship**

Collective Worship plays a central role in a church school and has a vital role to play in allowing a space for the whole school community to come together, to be still and have an opportunity to explore the Christian faith in an invitational, inclusive and inspirational way. Collective Worship models our school's Christian vision, to *act wisely and make the most of every opportunity* (Colossians 4:5) and values of *developing trust, inspiring hope, building success and shaping the future*.

As a result of the important role Collective Worship plays in our school community, it should:

- have a recognised place in key school documents such as the Statement of Aims, SEF and/or SIP
- be well organised, planned, resourced, delivered and evaluated
- be special and different from ordinary classroom activities, offering a sense of occasion
- be inclusive and unifying, recognising the personal integrity of all members of the school community
- be genuine worship with invitational opportunities to engage in reflection, prayer and the arts.

Collective Worship aims to achieve the specific points below which are drawn from the SIAMS framework (September 2025) and the Church of England guidance on Collective Worship:

- Explore the school's vision and how that underpins shared values and virtues. In doing so, it will reflect on moral values such as compassion, gratitude, justice, humility, forgiveness and reconciliation; and develop virtues such as resilience, determination and creativity that develop character and contribute to academic progress.
- Help students and adults to appreciate the relevance of faith in today's world by encountering the teachings of Jesus and the Bible and developing understanding of the Christian belief.
- Offer the opportunity, without compulsion, to all students and adults to grow spiritually through experiences of prayer, stillness, worship and reflection.
- Enable all students and adults to appreciate that Christians worship in different ways, for example using music, silence, story, prayer, reflection, as well as through the varied liturgical and other traditions of Anglican worship.
- Enable students to develop skills through engaging in the planning, leading and evaluation of collective worship in ways that lead to improving practice.
- Plan and lead Collective Worship in an invitational, inclusive and inspirational way that enables spiritual flourishing in students and adults.

## **Legal Requirements of Collective Worship**

Under the School Standards and Framework Act 1998 and Education Act 1996, all maintained schools and academies in England and Wales must provide a daily act of collective worship for all students. This must be "wholly or mainly of a broadly Christian character".

The key aspects of the law include:

- **Daily Obligation:** A daily act of worship for all registered students, including those in academies.
- **Broadly Christian:** The majority of acts of worship over a term should be "wholly or mainly of a broadly Christian character," meaning they reflect the traditions of Christian belief.
- **Inclusivity:** Worship should be suitable for all, including those with other religious backgrounds or none.
- **Flexibility:** It does not have to take place in an assembly, but must be on school premises unless a special occasion (e.g. at a local church).
- **Responsibility:** The headteacher, in consultation with the governing body, is responsible for ensuring the law is followed
- **Withdrawal:** Parents have the right to withdraw their children from acts of collective worship. Sixth Form Students can opt out of collective worship themselves. This is stated on the school website.

## **Collective Worship and Spiritual Flourishing**

### **Collective Worship Governance and Flourishing Leadership**

To provide strategic direction, monitoring and assurance, all members of the Rawlins Local Governing Committee (LGC) were involved in the shaping and creation of the schools' vision and values in 2020 alongside the Senior Leadership and Headteacher. Since then all LGC decisions, meetings and activities, keep these in head, hand and heart to live out the vision and value in carrying out their respective duties to support all members of the Rawlins community to flourish.

Additionally, the LGC always comprises of, at least one, Foundation Link Governor. This person takes the lead in linking with the Rawlins SIAMS and Collective Worship leads to monitor and evaluate the impact of ongoing approaches and developments, providing feedback to the LGC to enhance the strategic decision making of the Governors and Headteacher.

### **Collective Worship**

#### *Collective Worship Themes*

Rawlins Collective Worship model has three key parts:

- Rawlins' school values – Developing Trust, Inspiring Hope, Building Success and Shaping the Future
- The Fruits of the Spirit – 'But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things!' (Galatians 5:22-23)
- Key Christian events – Christmas and Easter

Across all areas of the school, Collective Worship is based on the principles of 'Looking up', 'Looking out' and 'Looking in'.

- Looking Up - exploring things above ourselves including who God is and the teachings of Jesus.
- Looking Out – considering the world around us, to see what students and staff can learn from our world and how we can impact our world in a positive way.
- Looking in – reflecting on our thoughts and actions, so that students and staff can make connections to their beliefs, ideas and actions, to empower them to identify aspects that help them to flourish.

To explore these principles, Daily Collective Worship at Rawlins includes the following elements:

- Acts of Collective Worship
- Spiritual Reflection
- Self-Reflection
- Connection
- Belonging

*Acts of Collective Worship* – Rawlins name for an 'Assembly'. Each year group has an Act of Collective Worship one morning per week which form the 'looking up' element of Collective Worship. Each Act of Collective Worship includes a Bible verse for the students and staff to reflect on, as well as application points to apply to people's lives whether or not they have a Christian faith, another faith or no faith at all.

At the end of each Act of Collective Worship, an invitational prayer is said which allows students and staff to 'look up' and connect with God if they wish to. Each prayer links to the school vision and values as well as focusing on the theme of the Act of Collective Worship.

In addition to the weekly Acts of Collective Worship, students and staff visit the local church three times per year for a Christmas service, an Easter service as well as an end of year celebration service. Some students also visit the church for a Harvest service. These services regularly include leaders and members

of local churches who come to speak with students and staff to give a deeper understanding of key Christian events throughout the year and their importance.

*Spiritual Reflection* - This takes place once per week for each year group with two key elements:

- Reflection Questions which are reflected on each week.
- Reflection Activity which encourages students to explore the deeper meaning of each theme while providing opportunities for students and staff to listen to and reflect on Christian worship music.

*Self-Reflection* - This takes place once per week for each year group. The start of each term focuses on target setting before each weekly session alternates between reflecting on attendance and behaviour. The final session of each half-term is then an evaluation of progress towards targets.

These sessions also give students the opportunity to reflect on the decisions they have made during the week and encourage them to think about which decisions were positive and which choices could have been better.

*Connection* - Connection sessions take place once per week for each year group. The purpose of these sessions is to give students the opportunity to develop connection with their peers, as well as with their tutor through targeted check-ins focused on wellbeing, attendance and behaviour. During these sessions, students reflect on the school's vision by thinking about the question 'How will you act wisely and make the most of every opportunity this week?'

*Belonging* - Belonging sessions take place once per week for each year group. The purpose of these sessions is to create opportunities for students to develop their sense of belonging to their tutor group, house or year group through activities and competitions. Students are encouraged to reflect on a 'thought of the day' which links to the collective worship theme, before engaging in the activity which is planned for them. This includes activities such as inter-tutor and inter-house competitions and quizzes, among others.

### **Year 7-11 Collective Worship**

Collective Worship in Year 7-11 is delivered according to the following sequence:

	<b>Year 11</b>	<b>Year 10</b>	<b>Year 9</b>	<b>Year 8</b>	<b>Year 7</b>
<b>Monday</b>	Act of Collective Worship	Connection	Connection	Connection	Self-Reflection
<b>Tuesday</b>	Connection	Act of Collective Worship	Self-Reflection	Spiritual Reflection	Spiritual Reflection
<b>Wednesday</b>	Spiritual Reflection	Spiritual Reflection	Act of Collective Worship	Self-Reflection	Connection
<b>Thursday</b>	Belonging	Belonging	Spiritual Reflection	Act of Collective Worship	Belonging
<b>Friday</b>	Self-Reflection	Self-Reflection	Belonging	Belonging	Act of Collective Worship

### **Post-16 Collective Worship**

Collective Worship in Post-16 follows the pattern below:

**Monday: Connection** - This provides tutors and students with an opportunity to develop connection with one another and build a sense of belonging and community; to their tutor group, the school, the local area or global issues. These sessions give students the opportunity to 'look out', encouraging them to reflect on how they can *act wisely and make the most of every opportunity* that week.

**Tuesday: Awareness Sessions** – During these sessions, spiritual reflection tasks encourage students to reflect on their own thoughts, ideals and beliefs, alongside scripture or key Christian values which link to

the theme. This gives students the opportunity to 'look in'. In addition, throughout the liturgical year these sessions also allow students to explore other religious denominations, by exploring events such as Eid, Ramadan and Diwali.

Wednesday: *Futures* – These sessions are focused on preparing students to flourish beyond school, considering how they will *act wisely and make the most of their future opportunities*. Often having links to future studies and careers, as well as the character development and skills needed to get there. These sessions are designed to support students in living life in all its fullness by exploring what they would like their future to look like and what steps they can take to make this future a reality.

Thursday: *Act of Collective Worship* - Each Act of Collective Worship explores a different theme or event and gives students the chance to reflect on that theme or event, while also allowing the opportunity for prayer at the end of the Act of Collective Worship to give the opportunity to 'look up'.

Friday: *Belonging* – This session, on a Friday, incorporates a quiz focused on current affairs, encouraging students to 'look out' and explore what is happening locally and globally in the world around them. These quizzes give students purpose, developing a sense of service and the opportunity to build connections with the people around them and a collective place to belong within the school community.

### **End of Term - Church Services**

Rawlins has been helping to care for and educate the children in the local area for over 300 years.

1691-1864: Originally established in Woodhouse by Thomas Rawlins.

1892-1897: The trust was revived, starting in Quorn village hall in 1892 before moving to the current site on Loughborough Road in 1897.

1898: The school admitted girls, becoming the first co-educational secondary school south of the River Trent.

1927: The school crest changed from the original tortoise (Rawlins' seal) to the two crescents of the Farnham family.

1948-1967: Following the 1944 Education Act, it operated as a girls-only grammar school.

1967: Became a comprehensive community college (14-19 age range).

2013: Officially became Rawlins Academy (11-18 age range)

2020: The Rawlins logo was updated to reflect its Church of England status and honour the original tortoise logo (Rawlins' seal)

2023: Rawlins joined the Embrace Multi Academy Trust, a predominantly faith-based trust operating CoE schools across the Leicestershire DBE.

Rawlins has now been based in its current location for over 125 years, and as such has developed a close working partnership with the 875 year old Church of St Bartholomew and its congregation. Whilst the Church no longer has a full-time Vicar, the school-church partnership enables students to have the opportunity to attend year group, end of term, church services at Harvest, Christmas, Easter and Summer. These services include celebration of the students contributions inline with the schools CoE vision and values, music and a Christian message from a guest minister or lay minister from the church congregation.

### **Collective Worship Monitoring & Evaluation**

Collective Worship monitoring and evaluation takes place by the Heads of Year visiting each tutor group at least once per half term. The monitoring and evaluation using a five-point scale to assess both the routines and organisation as well as the impact of the collective worship activity. All QA visits are recorded in a centralised document.

Acts of collective worship are monitored by SLT who ensure that each act of collective worship has a Bible verse and application as well as an invitational prayer. These responses are also collected in a centralised document.

As per the guidance of the DBE, Rawlins focuses its Collective Worship quality assurance around one inquiry question per half term.

### **Spiritual Flourishing and Spirituality at Rawlins**

Rawlins understands spiritual development as relating to the four concepts below and develops these concepts with the following activities.

- Ourselves (looking in) – Opportunities are given for students and adults to express their spirituality in different ways such as singing, reflection and prayer.
- Others (looking out) – Students and adults are encouraged to reflect and discuss together as a school community.
- Nature / beauty of the wider world (looking out) – Students and adults are encouraged to engage with a Christian worldview as well as local/national/global events and the natural world.
- and offering the invitation to relate to God or something beyond ourselves through prayer, being still, singing and reflection (looking up).

Rawlins supports the spiritual flourishing of students and staff by providing the following opportunities:

- Reflection on key themes such as the ‘Fruits of the Spirit’
- Asking ‘Big Questions’
- Discussion and opportunities to share personal views and differing perspectives
- Listening to and reflecting on music, both Christian and secular

Rawlins uses the following definition to express the four concepts above:

*Spirituality - Growing through the exploration of deeper meaning, connection and purpose to the world, by looking within and beyond ourselves.*

### **Spirituality in Practice**

Rawlins has embedded spirituality by focusing on the three elements of our spirituality definition; deeper meaning, connection and purpose. These three elements are used in lessons during ‘Spirituality weeks’ which take place each half term. Through a growing number of ‘Spirituality weeks’, every student has opportunities to reflect on questions or activities which link to these defined elements of spirituality.

### **Spirituality Monitoring & Evaluation**

In line with the monitoring and evaluation of Collective Worship, a mixture of learning walks, drop-ins, staff voice and student voice enables leaders and governors to assess the impact of our work on spirituality.

### **Links to further Information and support**

<https://www.churchofengland.org/more/education-and-schools>

<http://www.christianvalues4schools.co.uk>

## **Collective Worship and Spiritual Flourishing Roles & Responsibilities**

### **Rawlins aims to ensure that:**

- All academy stakeholders are aware of our Christian ethos and values;
- There is a consistent approach to spiritual reflection and collective worship;
- Students learn about Jesus Christ, the Christian faith and other faiths;
- Students explore their own beliefs and those of other people and develop respect and sensitivity;
- Students respond and react to God's World and the diversity of people in it through scripture, reason, tradition and experience;
- Students consider spiritual and moral values and develop a sense of community spirit.

### **Responsibilities**

#### **Staff:**

- Follow and actively promote the Rawlins vision and values;
- Engage in daily spiritual reflection to deliver the agreed content in line with the tutoring programme;
- Model and promote Christian like behaviour, showing care and respect for all people;
- Encourage students to take part in extra-curricular enrichment activities which encourage reflection or have a distinctly Christian aim (e.g. House activities, charities, community projects, listening lunches);
- Act upon any observation of principles or practice which do not support the above.

#### **Students**

- Engage in daily spiritual reflection, self-reflection acts of collective worship and other activities during tutor time;
- Engage in learning about religion and think about their place in the world;
- Value themselves and others;
- Participate fully in curricular and extra-curricular learning;
- Understand right and wrong and choose right, in thought, word and deed;
- Understand their rights and responsibilities and respect the rights and views of others;
- Take responsibility for their own actions;
- Report actions which do not support the above.

#### **Heads of Year**

- Lead a tutor team to ensure daily collective worship in line with the tutoring programme;
- Support tutors in promoting collective acts of worship;
- Support delivery of curriculum content where appropriate;
- Ensure the delivery of assemblies adheres to and promotes opportunity for spiritual reflection
- Use these weekly gatherings as a vehicle for collective worship and exploration of faith, SMSC and reflection.

#### **Tutors**

- Actively engage in an act of reflection on a daily basis; Model and promotion of Christian like behaviour, showing care and respect for all people;
- Deliver relevant curriculum content;
- Promote the spiritual moral and cultural development of students during tutor sessions.

#### **Parents/carers**

- Actively engage in whole school initiatives to develop SMSC, character and reflection within our community.

**Senior Leaders**

- Lead the Christian ethos and spiritual development of the academy; and lead daily collective worship;
- Ensure insightful self-evaluation and a reflective community which engages in a continuous cycle of improvement, including the quality assurance of tutor time delivery;
- Engage internal and external stakeholders and other external agencies in continuous improvement to achieve the academy's values and aims;
- Respond to changes in the law and expectations of other related external agencies;
- Recognise and capitalise on existing skills to empower colleagues to bring about effective change in relation to collective worship;

**Local Governing Committee**

- Provide strategic oversight and direction for the worshipful and spiritual flourishing of the Rawlins community
- Support the Leadership Team in implementing this guidance.
- Ensure the appropriate delivery of Religious Education.
- Review this policy every 3 years.