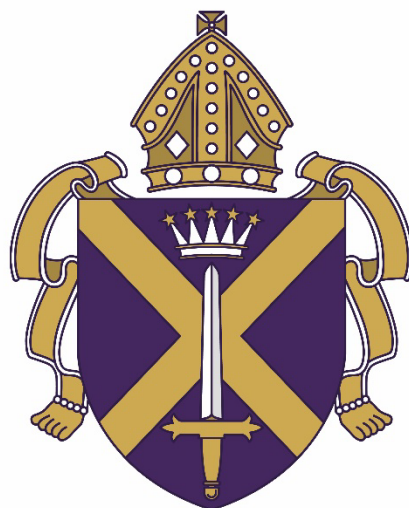




TOWNSEND

CHURCH OF ENGLAND SCHOOL

Collective Worship & Spiritual Development Policy

Last reviewed	August 2026	Next review	July 2027
Review period	Annually	Reviewed by	FGB
Headteacher Signature: Anthony Flack	<i>Anthony flack</i>	Chair of Governors Signature: Vicky Franco	

Document Control

Date modified	Description of modification	Modified by
18/08/2026	Amendments brought to sections 3-6 to reflect the use of the Chapel and other changes i.e. personnel.	HLI

1. Our Bible-based vision

At Townsend, our vision 'Achievement For All, Respect For All' is underpinned by the concept of 'Love your neighbour' from the story of the Good Samaritan, Luke 10:25-37. We value everyone, and show love and respect for ourselves and others, setting high standards and supporting each other so that we can all flourish. The concept of 'love your neighbour' is taught in three strands:

1. Love your neighbour – treat others as you would wish to be treated yourself
2. Love yourself – self-care is important, look after yourself physically, mentally and spiritually
3. Love the journey – whether academic or personal, Townsend supports everyone's journeys to enable you to flourish individually and collectively

2. Principles

As a Church of England school, our practice is distinctly Christian, and our ethos is based on Christian principles. Everyone is welcome at Townsend, whether of Christian faith, another faith or of no faith, therefore our Collective Worship is inclusive and invitational.

There are three Christian principles from the parable of the Good Samaritan (Luke 10:25 – 37) that are key to daily life at Townsend:

'Love your neighbour'

The story of the Good Samaritan depicts a man travelling on a road, helping someone at the side of the road and giving them what they need to recover and continue their own journey. 'Respect for all' is a strong ethos that is visible every day, in the corridors and in lessons; the concept of 'love your neighbour' is embodied by this story. Townsend is a fully inclusive community, where students are encouraged to be individuals, developing their own interests and paths in life. This can be seen every day in lessons, assemblies, form times and in the corridors.

'Love yourself'

Whilst looking out for your neighbour, self-care is also important. The biblical reference states to 'love your neighbour as yourself', implying you should treat yourself well. We teach implicitly this through everyday interactions with students, and explicitly through a well-developed programme of Personal, Social and Health Education. There is also a range of support systems to help staff and students so that they can all flourish.

'Love the journey'

Whilst at Townsend, staff and students are on a journey of development. Enjoyment in life is important, and we foster different ways of finding that, whether it is through improved work-life balance or through a range of opportunities, such as, trips and visits, that broaden one's experiences and develop one's perspective on life. A Year 12 student has likened the journey at school to climbing a mountain; if you don't stop to take in the view, you won't enjoy the journey.

As well as these principles, there are six values that are taught through our Collective Worship assembly programme: love, wisdom, hope, respect, stewardship, and awe and wonder.

3. Roles and Responsibilities

Every staff member is responsible for promoting the spiritual health of our students, enabling them to consider themselves in relation to themselves, others, the world around them and God. The staff and governors with responsibility for ensuring compliance with SIAMS expectations are:

SIAMS Governors:	The Very Reverend Jo Kelly-Moore
Headteacher:	Anthony Flack
Deputy Headteacher:	Hazel Line

Head of RS and Worship: Francis Ofori
School Chaplain: Father Jason Wratten

4. Spiritual development in the curriculum

Throughout our teaching, we adopt the principle of reflecting on ourselves in relation each other, the world and to god.

Windows – learning provides a window onto the world and others' perspectives, whether in past or current society and learning how different viewpoints can affect others' ways of living, teaching the values of wisdom and respect.

Mirrors – learning allows students to look within themselves, to pause, self-reflect and consider their place in the world, teaching the values of love and hope.

Doors – learning allows opportunities for students to respond, creatively and as individuals, teaching the values of stewardship and awe and wonder.

5. Spiritual development through Collective Worship

Beyond lessons, spirituality is developed through regular acts of Collective Worship:

- There are weekly **Collective Worship assemblies**, which are led by members of staff, sometimes with visiting speakers, sometimes involving students. Each assembly is attended by the Headteacher and represents the highest expectation of standards and conduct. Students enter and leave in a calm, orderly fashion. There are no notices given by staff. Each assembly ends with a prayer and often alternative forms of reflection, such as, a song or video, delivering the key message of the assembly.
- In addition, each year group has its own **Year Assembly**, which address the main issues of the week, pertinent to the year group. They also end with a prayer.
- During **morning form time**, form tutors lead their group through a time of reflection at the start of the school day. This time includes time to reflect, perhaps listening to a song, or watching a short inspiring video, and a prayer. It is an important part of the day, where students and staff have the opportunity to pause, reflect and set themselves right before the day continues.
- Form groups are also on rota to use the chapel for one **afternoon form time** per half term, where they can calmly reflect on the school's values and themselves in relation to themselves, others, the world and God.
- Once per half term, students are invited to attend a **Eucharist service** for their year group, led by Fr Jason Wratten, or other visiting clergy.
- Four times a year we gather as a whole school in **St Albans Cathedral** for our Dedication Service, Christingle Service, Ash Wednesday Service and Ascension Day Service. Services follow the cathedral's format and include musical interludes from our students and a focus on our school charitable causes. *Attendance at all cathedral services is required by all staff and students as it is a very important part of our school culture. Students and staff of other or no faith are expected to attend but are not expected to take part in the acts of worship. All acts of worship are invitational.*
- Staff are invited together for **staff prayer** every Friday morning in our school chapel.
- Staff and students are invited to come and be still in the chapel during **morning break time**.
- Once a week, students are invited to attend a **Christian Union** in the chapel, for the opportunity to study the Bible, discuss issues arising and pray together.

6. Our faith community partners

Townsend has a number of strong partnerships with local Christian organisations, including:

St Albans Diocese	We work closely with the Schools Team to ensure our RE provision follows guidelines, with the Schools Effectiveness Adviser, Lizzie Jeanes, and the Ethos and RE Adviser, Ryan Parker. We support the diocese with projects, such as, the Primary Schools Easter video. We are also part of the Secondary Senior Leaders' Working Group, who meet termly at different schools within the diocese, sharing good practice and discussing current issues affecting education.
St Albans Cathedral	Father Jason Wratten is our School Chaplain and visits the school weekly, to lead a lunchtime Christian Union and a weekly Eucharist service during afternoon form time, which is offered to students a year group at a time. He often leads Collective Worship assemblies, especially in the lead-up to cathedral services so that service practices, such as ashing and communion, can be explained.
Local churches	Townsend resides in the parish of St Michael's, where Rev Jonny Lloyd is the incumbent. Rev Jonny visits to join with the weekly, Eucharist Services and collective worship assemblies. Other local clergies also visit alongside Rev Jonny and Father Jason.
STEP	Helena Trent is part of a local organisation delivering schools work (https://www.stepschoolswork.org.uk). She regularly leads RE lessons in all year groups on the Christian faith, runs a weekly faith group at lunchtime and delivers sessions in our series of Enrichment afternoons.

7. Guidance and compliance

As a Hertfordshire school, we follow the Hertfordshire Agreed Syllabus for Religious Education: <https://thegrid.org.uk/assets/hertfordshire-agreed-syllabus-religious-education-2023-2028-v3.pdf>

As a Church of England School, our practice is monitored by SIAMS, the Statutory Inspection of Anglican and Methodist Schools: <https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/siams-inspections>