



# **Collective Worship Policy**

Policy to be reviewed every 3 years  
Reviewed by Amanda Moxon – 17<sup>th</sup> January 2022  
Reviewed by Governors: Laura Gray – 16<sup>th</sup> March 2022  
Next review date: Spring 2025

## MISSION STATEMENT AND INTRODUCTION

This policy is carried out within the context and spirit of the school's Vision Statement.

The ethos of the school, encompassing all that we stand for, is reflected in and expressed through Collective Worship; it derives from the Christian tradition and seeks to activate our beliefs and values which are set out, clearly in the School Prospectus.

Collective Worship, within a Christian context, plays an important part in the life of our school. It is an opportunity in the school day when children meet together with members of staff in a calm and peaceful atmosphere and where all present, are given the opportunity to reflect and participate. It is regarded as 'quality' time and represents something special or separate from ordinary school routine.

*"Praise, prayer, silence, a sense of community, common ideal, the power of the spoken word, ritual and an awareness of important experiences all contribute to worship".*

## DEFINITIONS

**Worship:** can be defined as paying homage to (revering) that which is of worth ("Worship"). Religious Worship is the acknowledgement of 'worth', which is attributable to a supreme being. Worth can also be registered in other people and in values and attitudes.

**School Assembly:** is a gathering of the school community; it is often used to celebrate and focus on the life and values of the community itself.

**Corporate Worship:** is a gathering of a body ('corpus') of believers and pre-supposes a particular religious commitment.

**Collective Worship:** is a gathering of a 'collection' of people of diverse, religious, agnostic and non-religious backgrounds and does not pre-suppose any particular religious commitment.

**NB:** We note that Collective Worship and Assembly are not one or the same thing. They are, in essence, different from each other, but in practice, they often overlap.

## RATIONALE – LEGAL

- Collective Worship is in accordance with the Trust Deed (see Appendix 4) of the school, which encourages the promotion of education in the principles of the established church. This requires worship to be consistent with the principles and practices of the Church of England and will therefore, be wholly Christian in character (see Appendix 1).
- The 1988 Education Reform Act states that Collective Worship should be part of a broad and balanced curriculum, which promotes the spiritual, moral, cultural, mental and physical development of pupils and society.

- All maintained schools – including church schools – must provide a daily act of Collective Worship for all registered pupils.

## **RATIONALE – RELIGIOUS / EDUCATIONAL**

### **Collective Worship:**

- gives children the opportunity to enter into experiences which lie at the heart of religion. These experiences help them to learn about religious worship and provide a framework for later understanding;
- fosters a reverential attitude to God, the Divine, the transcendent;
- encourages pupils to consider fundamental questions about the purpose of being and about moral and ethical stances;
- provides an opportunity, for those who can use it, to participate in religious worship;
- allows us to learn and celebrate values we hold to be important and share them with parents and the wider community;
- brings children together, enabling them to experience the security of belonging to a community with an identity of its own;
- is the source of much interesting and thought provoking knowledge;
- offers pleasurable expression through literature, art, music and drama;
- makes an important, though not exclusive, contribution to spiritual, moral, social and cultural development.

### **Every Child Matters**

In our school, the ECM aims are central to our acts of Collective Worship and Religious Education

### **Social, Moral, Spiritual and Cultural**

At St. Bartholomew's, the social, moral, spiritual and cultural wellbeing and progression are central to the ethos of the school.

See Policy for details.

## **Sustainable Schools:**

We aim to be a Sustainable school and provide an education about sustainable development that allows children to develop the required knowledge values and skills.

We encourage the children to participate in decisions about the way we do things, both locally and globally, in order to improve the quality of life now without damaging the planet for the future.

We aim that all pupils are taught

- to care for oneself
- to care for each other (across cultures, distance and time)
- care for the environment both near and far

- Opportunities for teaching and learning about sustainable Development are clearly identified and mapped out across all areas of the curriculum, and are intrinsic in the values of our campus and community.

## **AIMS AND PRINCIPLES**

*“Collective Worship in schools should aim to provide the opportunity for pupils to worship God, to consider spiritual and moral issues and to explore their own beliefs; to encourage participation and response, whether through active involvement in the presentation of worship or through listening to and joining in the worship offered; and to develop community spirit, promote a common ethos and shared values and reinforce positive attitudes.”*

(DfEE – Circular 1/94)

The following principles guide our approach to Collective Worship at St. Bartholomew’s Primary School:

- Collective Worship should have a sense of occasion.
- Collective Worship should provide experiences within which pupils’ spiritual development may flourish.
- Collective Worship should be a means of expressing the ethos and values of the school.
- Collective Worship should be educational and should contribute to the Religious Education of all pupils.
- Collective Worship should be shaped to the needs of the school (time, place, content, style etc.)
- We should provide a varied pattern of worship to broaden pupils’ experience of its different forms.
- Collective Worship should recognise that the school includes children from different religious and non-religious backgrounds.
- During Collective Worship some will be worshipping and some will be experiencing something approaching worship; others will be finding out what it is like to worship by being with those who are.
- Each class will have an area dedicated to Collective Worship equipped with a cross, candle and Bible.

## OBJECTIVES

The objectives of Collective Worship are to:

- Affirm the Christian faith and the Christian status of Jesus as the Son of God.
- Introduce pupils to the practice of religious worship through music, art, story, poetry, movement and prayer.
- Create a warm, caring and respectful atmosphere in assemblies, conducive to worship; including the manner of entry and exit.
- Encourage, in children, a thoughtful and reflective attitude.
- Help pupils experience a sense of awe, wonder, reverence and inner stillness.
- Enable pupils to use silence for reflection and contemplation.
- Raise pupils' curiosity about the ultimate mysteries of life.
- Enable pupils to learn about and consider in depth Christian teaching, Christian festivals and biblical material.
- Help pupils appreciate that we are 'stewards' of God's world.
- Enable pupils' spiritual, moral, social and cultural development
- Guide children towards the spiritual and religious options open to them
- Help children distinguish between right and wrong
- Affirm pupils' personal worth and responsibility
- Celebrate individual and collective achievements
- Develop a sense of community within the school
- Celebrate religious festivals and special occasions with specified worship.

## MANAGEMENT OF COLLECTIVE WORSHIP

**The Governing Body** is responsible for:

- Ensuring that the foundation of the school is honoured and that the worship policy is firmly based upon the intentions set down in the Trust Deed.
- Ensuring that the Collective Worship Policy is put into practice and monitored by the appropriate Governor.
- Engaging an appropriate inspector to carry out the Section 23 Inspection of a Church School alongside the OFSTED inspection.

**The School Development Plan** includes a section on Collective Worship, which gives an indication of the intentions and arrangements for review concerning the following:

- Themes and approaches
- Development of resources
- Staff training and support
- Pupil participation and response

**The Collective Worship Co-ordinator** has responsibility for managing the worship on a day to day basis ensuring that all legal requirements are complied with. The Co-ordinator also keeps in touch with national developments in school worship and acts in an advisory capacity, supporting colleagues.

**Monitoring and Evaluating** Collective Worship is an on-going process. It is regularly reviewed through monitoring of planning, and also through completion of evaluation sheets. (See Appendix II) Individual class teachers review acts of collective worship every week with their class and record in the class collective worship book. The half termly tasks are designed and distributed by the collective worship coordinator.

## ORGANISATION

- Acts of Collective Worship take place daily – see Appendix 3 for current timetable.
- Daily grace is said before or after lunch in each class
- All teachers are involved in Collective Worship.
- Collective Worship times are planned in consultation with all staff and children
- The content of each act of Collective Worship is at the discretion of the teacher and is supported by structured planning.
- It can include music, a song of praise, a story or talk, a reading from the Bible, a period of reflection, a prayer or the Lord's Prayer.
- Outside speakers who comply with our Collective Worship Policy are welcomed.
- Visiting speakers provide the Headteacher with their planning.
- The school will endeavour to hold an act of Collective Worship in church wherever possible.
- At the end of the day children are encouraged to participate in a going home prayer.

## ELEMENTS OF WORSHIP

*"There are times when worship will be quiet, contemplative and serene and others when laughter, music and dance will be the appropriate form of expression".*

**Atmosphere** is all-important in creating the right foundation for Collective Worship. Quiet, orderly behaviour and respectful attitudes on entering, leaving and throughout the assembly are expected. Staff enhance the atmosphere by their presence and participation. A covered table with flowers / a cross / a bible and a candle help to set the scene. Outside acts of collective worship, and other places are encouraged

**Music** is played at the beginning and end of the assembly and is selected each week. Pupils' attention may be drawn to it and a simple explanation given. Music is carefully chosen to fit in with termly themes.

**Stories and talks** are carefully chosen to fulfil the objectives of Collective Worship. Stories of a religious or secular nature may be used whilst personal anecdote from pupils, teachers and visitors is effective in expressing that which is important in our own lives. Particular emphasis is laid upon helping children to understand themselves better, to develop empathy and to face up to moral issues. Children are told about famous Anglicans and the Anglican traditions

**Songs** are chosen from a wide variety of traditional and modern hymns and choruses. Some are learned by heart and actions are incorporated, whilst others are displayed on the computer screen. Hymns and songs create the opportunity for children to express thoughts and feelings that are difficult to put into words; and they provide a real source of pleasure.

**Prayer and reflection** are the most personal part of an act of worship. Collective Worship in school should provide opportunities for children to be taken to the threshold of prayer, and to cross it if they wish, in a way that respects the integrity of all-present. Participation in prayer can never be imposed but we stress the need for stillness, reflection and respect for others. Silence, written prayers, impromptu prayers, The Lord's Prayer and children's prayers may be used. A large candle may be lit and provides a focus for pupils' thoughts. Reflection and thinking time are given some direction by the leader in order to concentrate

pupils' response. A wide number of liturgical blessings are regularly used and the children are aware of the Creed. Children and staff pray using the Lord's Prayer and a school prayer. The Trinity is referred to when appropriate, as is the liturgical calendar.

**Scripture** sentences may be quoted from the Bible and, where appropriate, from sacred books and writing of other world faiths. Longer passages may be used as readings.

**Presentation** sets the tone within the act of worship. In keeping with the reverent atmosphere, use is also made of visual aids, artefacts, drama, demonstration and video.

## **CONTENT**

**Planning** for Collective Worship is the responsibility of the Co-ordinator for Collective Worship. Plans and schedules are approved by the Head and are available for the Governing Body. Suggestions and requests from staff are welcomed, whilst input and guidance from the incumbent on the selection of themes is valued. The Music Co-ordinator collaborates in the selection of songs/hymns.

### **Themes**

- Guidance on selecting themes is available through the Co-ordinator and Collective Worship resources.
- Themes are closely related to the school community and areas to which staff have a personal commitment.
- Themes may also be related to the school CARE's code.
- Our visiting guest speakers and collective worship coordinator devise collective Worship themes. This theme is developed during the Monday Collective Worship and continued throughout the week.

Links with RE and the Curriculum are incorporated wherever possible. Common themes link RE and Collective Worship. The apt choice of story can link worship with current topic work, e.g. 'Caring' = 'Florence Nightingale' = 'Victorians'. Assemblies can be followed up in the classroom by further discussion and emphasis throughout the day. There is often an overlap between Collective Worship and Personal and Social Education, cultural, citizenship and the multicultural curriculum. SEAL assemblies link with the PSHCE curriculum. Acts of collective worship aim to inform the children of events of national and international importance. Bible references are used weekly to establish Christian links.

## **RESOURCES**

These are located in the old extension cupboard and in Coordinators room on 'Its learning'.

## **RECORDS AND ASSESSMENT**

Themes for Whole School Collective Worship are noted on the assembly rota, a copy of which is displayed in the Staff Room.

Stories, songs, prayers/thoughts and music are entered on the Collective Worship planning sheets which are kept in the Curriculum Co-ordinator's assembly file.

Assessment of Collective Worship is carried out jointly by the Headteacher, governors and the Co-ordinator through:

- Checking that practice matches aims and objectives
- Observation of children's attentiveness and level of interest
- Classroom feedback from pupils, both written and verbal
- Comments from parents, visitors and governors

- The extent of the influence upon pupils' attitude and behaviour throughout the school day
- A record of parents comments written in during acts of collective worship /parent questionnaires
- A class evaluation book which is added to half termly by activities to assess the impact of the terms collective worship
- Pupil interviews /questionnaires
- Collective worship ideas box which is in the hall /prayer and hymn suggestion books

Staff meetings are used for discussion and the update of information as and when necessary. Formal evaluation takes place with the whole staff annually. Staff are fully aware of SIAMs obligations.

### **EQUAL OPPORTUNITIES**

All pupils have equal opportunity to take part in Collective Worship and to benefit from the experience. The school prospectus informs parents of their right to withdraw pupils from Collective Worship. Such pupils are fully supervised in another part of the school.

### **MULTICULTURALISM**

A variety of multicultural material is available throughout the school. Stories are shared and festivals celebrated in accordance with the major faiths represented within the school – Christian/Muslim/Hindu/Jewish/Buddhism. Tolerance and understanding of other faiths is encouraged.

### **SPECIAL ASSEMBLIES AND VISITORS**

Within a Christian context, special assemblies are held for Harvest, Education Sunday, Christmas, Easter and the End of the School Year, these will take place either in school or at St Bartholomew's church. Parents, Governors and visitors are especially welcome to attend where space permits. Occasionally outside speakers, such as representatives from charitable organisations will lead these assemblies.

### **ROLE OF CO-ORDINATOR**

- To write the school's policy for Collective Worship in consultation with the Headteacher and foundation governors.
- To introduce the Whole school Christian vision of the Mustard Seed
- To ensure that all staff are aware of and use the policy document.
- To review the policy on a regular basis.
- To draw up assembly rotas.
- To involve colleagues, pupils and visitors in worship.
- To advise on planning, ideas and resources.
- To be responsible for ordering, maintaining and displaying resources.
- To administer the budget for Collective Worship.
- To ensure that Collective Worship maintains a high profile in the School Development Plan.
- To monitor and evaluate, with others, Collective Worship in all its forms.
- To report to the Headteacher and Governors.
- To maintain and co-ordinate a Collective Worship display in the school (in co-operation with the display rota).
- To arrange INSET for staff supporting the development plan.
- To keep up-to-date with recent publications, attend Diocesan courses and disseminate information and feedback to staff.



- To liaise with the incumbent, governing body and Diocesan officers on matters relating to Collective Worship.
- To liaise with the Open the Book team, and attend termly meetings
- Attend Diocesan training for Collective worship and report back to staff
- To provide a prominent reflective display, which is updated regularly
- To inform staff of national events, such as fair-trade fortnight etc
- To run collective worship club, using diocesan guide lines, 'lighting the candle'
- To use Godly play to support themes in Collective worship
- To fill in and maintain SIAMs documentation

## **REVIEW**

The Governing Body will review this policy, formally, two years from the date of its adoption. Informal review may be necessary in the interim and should take place as and when required.

## **GDPR**

Data will be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.

## **APPENDIX 1**

“Wholly Christian in character”

This is taken to mean that any element of worship in the assembly, e.g. a prayer, will be wholly Christian in its context and character.

The assembly may contain information relating to other faiths but the act of worship which may end the assembly, will be wholly Christian.

## APPENDIX II

# Collective Worship Daily Planning & Record Sheet



<b>Date</b>			
<b>Leader</b>	<b>Year Groups</b>		
<b>Theme</b>			
<b>Music</b>			
<b>Hymn / Song</b>			
<b>Talk/Story</b>			
<b>Aim</b>			
<b>Summary</b>			
<b>Reading</b>			
<b>Quiet Time</b>			
<b>Reflection</b>			
<b>Prayer</b>			
<b>Resources / Reference</b>			
<b>Evaluation</b>			

Please tick which elements you included in your collective worship

Power Point	Song	Children's input	Arte-facts	Prayer	Interactive computer	Drama	Other

## APPENDIX III

### Timetable

<b>Monday</b>	-	Whole School Collective Worship, led by head or outside visitor 9.00 to 9.20am
<b>Tuesday</b>	-	KS2 teacher led collective worship 9.00 to 9.20am  KSI Collective Worship / Open the Book 10.10 to 10.30am Last three of each term are joint Open the Book at 9:00am
<b>Wednesday</b>	-	Class led KS2 Collective Worship 9.00 to 9.20am Class led KS1 Collective Worship 10:30 to 10:45am
<b>Thursday</b>	-	Well done Collective Worship 9.00am to 9.30am
<b>Friday</b>	-	Whole school singing Collective Worship 1:30 to 1:55

At the moment, this is what we are doing – might alter when COVID alters

# DAY BY DAY – WEEKLY PLAN

## Appendix III

### Collective Worship

		10.30 - 10.45			12.00 - 1.00		3.10 / 3.15
M O N D A Y	9.00-9.30am Whole School CW			B		L	
T U E S D A Y	9.00-9.30am KS 2 Class led CW	10.10-10.30am KS1 –class led CW		R		U	
W E D N E S D A Y	9.00-9.20 KS2 Teacher led		10.10-10.30am KS1 Assembly Open the book	E		N	
T H U R S D A Y	9.00-9.30am Whole School Well Done collective worship Parents invited			A		C	
F R I D A Y				K		H	1:30-1:50 Whole school collective worship