



Infinity Academies Trust

Ready to learn; Prepared to flourish.

Little Gonerby CE Primary Academy

COLLECTIVE WORSHIP POLICY

IAT-CW-019

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Document Management Information

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Dissemination:	To be shared with all stakeholders at the academy via the Trust document manager Every
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Training:	As required
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1.0	Policy added to Infinity template	13.10.2023

1.0 Introduction

In our school our Christian vision shapes all we do. Our Christian vision of *Cherishing everyone, Flourishing together* permeates through everything that we do at Little Gonerby Church of England Primary Academy.

Collective Worship in a Church school should enable every child and adult to flourish and to live life in all its fullness (John 10:10). It will help educate for wisdom, knowledge and skills, hope and aspiration, dignity and respect, and developing community and understanding of living well together.

2.0 Policy Statement

At Little Gonerby Church of England Primary Academy, worship is central to the life of school and is the main platform for exploring the school's vision. It is well-planned and of high quality so that the whole school community is engaged on a journey of discovery, exploring the teachings of Jesus and the Bible.

For Christians in Church, worship is about honouring God and responding to the loving nature of God as revealed through the Trinity: Father, Son and Holy Spirit. A school is not a Church but is a collection of people who come from a variety of backgrounds for the purpose of education. At Little Gonerby Church of England Primary Academy, Collective Worship aims to be inspirational, invitational and inclusive and will lead people to a threshold where they can witness worship and join in, if they wish.

Through Collective Worship, pupils will be offered a space and a place for the telling of the Christian story. They will be offered an understanding of worship through being invited to participate in or observe prayer, reading and reflection on the Bible, liturgy, sacrament and experience of the musical and other imaginative riches of Christianity. Opportunities to reflect on the beauty, joy and pain of the world will be given. Pupils will be given time to consider their responsibilities to others and to grow in love and service. Time will be given for celebration, both for the accomplishments of school members and to mark the seasonal festivals of the Christian (*and other faiths*¹) calendar. Pupils will be offered time to be able to contemplate and develop spiritually.²

Church of England Guidance

Collective Worship policy at Little Gonerby Church of England Primary Academy draws on guidance from the Church of England³. This guidance document has been produced to challenge, to guide and set expectations for Church school communities and diocesan authorities, encouraging them to reflect

¹ Collective Worship in a CofE school must be in alignment with the religious foundation of the school (Christian), however there is a responsibility for schools in all contexts to mark, respond and learn from the festivals of other faiths. This may be designated as a separate act, not to be conflated with collective worship.

² "To worship is to quicken the conscience by the holiness of God, to feed the mind with the truth of God, to purge the imagination by the beauty of God, to open the heart to the love of God and to devote the will to the purpose of God". William Temple (1881-1894)

³ <https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/collective-worship>

on their practice and to ensure that Collective Worship remains the relevant and essential component of an education that enables all pupils to flourish.

3.0 Legal Requirements

There must be a daily act of Collective Worship in all maintained schools for all pupils. This can take place at anytime in the school day and in any groupings. Collective Worship in a Church of England School must be in accordance with the tenets and practices of the Church of England. Worship at Little Gonerby Church of England Primary Academy should be distinctly Christian and reflect appropriate traditions.

The trustees of Infinity Academies Trust have the responsibility for ensuring that the school meets the requirements for worship detailed in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Evaluation Document. They are also tasked with monitoring and evaluating the impact of worship on the school community in consultation with the Headteacher.

4.0 The right of withdrawal

In Little Gonerby Church of England Primary Academy there are children whose families are members of another faith, or who hold a non- religious world view. Part of the distinctively Christian nature of Church of England Schools is that they should be as hospitable and inclusive to all in the community they serve. As collective worship occupies such a central place in the life of the Church school, this should be made clear on induction, and it is hoped that parents will be making a specific choice of the school knowing that the distinctive ethos will determine a Christian tradition within collective worship.

The 1944 and 1988 Education Acts state that parents have the right to withdraw children from Collective Worship and suitable arrangements should be made to accommodate these children.

On occasions, a parent may make a request for their child to be withdrawn from Collective Worship. There is an expectation that parents wishing to request a withdrawal will meet with the Headteacher to discuss their concerns and requirements. It may be helpful to establish:

- The elements of worship in which the parent would object to the child taking part.
- The other aspects of school life that are impacted by the Christian foundation of the school such as prayer and reflective areas.
- The practical implications of withdrawal.
- Whether the parent will require any advanced notice of such worship, and if so, how much.

If the parent asks that a pupil should be wholly or partly excused from attending any religious worship at the school, then the school must comply.

5.0 Guiding Principles

Collective Worship in Little Gonerby Church of England Primary Academy aims to:

- Have a pivotal place in the life of the school.
- Support pupils and adults in their spiritual growth.
- Be the central vehicle by which the school's vision is unpacked and explored so that the whole school community is challenged and engaged with the teachings of Jesus and the Bible.

- Provide an experience of worship that will offer opportunities for those present to observe and/or respond to the presence, power and peace of God as understood by Christians. This will always be invitational, offering an opportunity to take part whilst allowing the freedom for those of other faiths and none to be present with integrity.
- Support pupils in the development of their understanding of the Trinitarian nature of God in Christian belief.
- Provide a variety of different opportunities for reflection, understanding of diverse liturgical traditions, participation, challenge and enjoyment where all present can be actively involved and develop their own spirituality whilst contributing to the communal journey.
- Help children to become familiar with Christian language and symbolism and the cycle of the Church year so that they are offered a pattern of meanings and a framework into which they can begin to integrate experience.
- Explore a variety of ways of praying, giving children the opportunity to form their own prayers using multi-sensory foci and introduce them to some well known Christian prayers, as well as a variety of prayers of thanksgiving before mealtimes and home time.
- Offer opportunities to all children and staff to develop their skills in planning, leading and evaluating the impact of school worship with the support and shared engagement of the local church community. Pupils will be at the centre of this process.
- Ensure that materials and themes for worship are carefully selected to make sure pupils understand the work of Christians and the church locally, nationally and globally and how this reflects the teachings of the Bible and the example of Jesus.

6.0 Development of the policy and links to other policies and documentation

We ensure that the principles for Collective Worship are reflected and applied in our policies and practice including those that are concerned with:

- Pupils' personal development and wellbeing
- SMSC and PSHE
- Staff recruitment, retention and professional development
- Care, guidance and support
- Behaviour, discipline and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community

7.0 How Collective Worship is organised

At Little Gonerby Church of England Primary Academy, our usual Worship timetable is as follows:

Monday: Collective Worship with a member of the senior leader team or visiting worship leader

Tuesday: Class Worship

Wednesday: Praise Worship

Thursday: Visiting Clergy from St. Wulfram's Church

Friday: Celebration Worship

Worship is at 9am each morning as we believe this sets the children up with the right attitudes and positivity for the day and is an opportunity to reinforce and promote our school values.

The content of all acts of Collective Worship is considered carefully, to ensure relevance and suitability for all pupils. Each term is mapped out to identify the themes, the values or festival for the session, a suggested assembly/story, suggested music. Worships always begin with a 'Call to worship' led by our school worship leaders and ends with a blessing to mark the end of worship time together. The themes are flexible to allow staff to include current and topical issues.

Each classroom has a special worship reflective area for children to access if they wish. There is also a reflective prayer station in the corridor for children, staff and members of our community to access.

Weather dependent, we may take our worships outside to promote the feeling of awe and wonder whilst surrounded by nature. We also visit St. Wulfram's regularly and members of the clergy are well known and familiar faces in school.

8.0 Leadership

Collective Worship is usually led by the Headteacher, a member of the Senior Leadership Team, worship leaders (children in school who have this specific responsibility) or a member of the clergy / St Wulfram's Church. At times, Collective Worship is led by Open the Book and other individuals.

Support and guidance has been written by the Collective Worship Lead to enable clarity and consistency to all visiting worship leaders.

9.0 Planning

Collective Worship is planned around the eighteen Christian Values (Community, Compassion, Courage, Dignity, Forgiveness, Friendship, Generosity, Hope, Joy, Justice, Peace, Perseverance, Respect, Service, Thankfulness, Trust, Truthfulness, Wisdom) from the Imaginor Ltd publication, 'Roots and Fruits' and the 'Values for Life' resource, which together form the basis of our worship and wider school life.

Class worship time follows collective worship planning from Picture News and links are made to our school values. Each class has a class worship box which includes liturgical coloured cloths, candles, Bible, cross and prayer cards to make worship a special time together. Classes also have a class worship book to record the children's thoughts and ideas following worship.

A group of children form our Worship Leaders team and meet every Monday to discuss worships and share their ideas for the future. Evaluations are gathered through termly evaluations, questionnaires (pupils, staff, parents) and via the worship leaders in their own classes. Suggestions for improvement are discussed at team meetings and feed into the planning process.

Our Collective Worship policy strengthens and supports the Christian identity of our school, reaffirms our values and celebrates the contribution that each child and member of staff makes to our community. The daily Christian act of worship is central to our ethos and is supported by all staff and members of the local governing body. Collective Worship is a special time when pupils and staff come together to share in an experience which encourages and helps prepare them to look beyond themselves towards a higher purpose and meaning in their lives.

We apply our core school values of Respect, Honesty and Compassion to enable every individual to flourish within a moral framework built on Christian values. We value all our children and encourage the positive contribution that can be made to worship in our school by those from other faith backgrounds.

A variety of teaching and learning styles and active and interactive methods are used in acts of Collective Worship including websites, artefacts, stories, drama scripts, artwork, music, songs, film clips and focal points. A centre point is always created in worship signifying the importance of the time in the hall. This includes a cross, Bible and three candles which represent the Trinity alongside a cloth which reflects the 'season' of the church year.

We explore a variety of ways of praying and introduce children to some well-known Christian prayers including the Lord's Prayer, traditional Anglican responses, the school Blessing, lunchtime and home time prayers and also to use and think of their own prayers, sometimes individually, to allow for personal response and reflection. We recognise that prayer is a good way of enabling children to focus their thoughts. Nevertheless, prayer is invitational and children are not required to say or affirm prayers in which they do not believe.

In addition to a prayer, we include the use of silence to provide an opportunity for pupils to respond in their own personal way if they so wish. We offer the children the chance to reflect by posing a question for them to think about, relating to the theme of the worship, during a short period of silence or by playing soft music.

All the children learn a wide selection of worship songs; shared singing during Collective Worship is encouraged. Each week we have a praise worship during which we take time to consider carefully the words of the songs and make this a worshipful experience by our reflection and responses to the words and music. We regularly include 'traditional' hymns. Song/music is a very powerful means of creating the right atmosphere and unifies and uplifts the school community. We have a bank of music from which to draw, taken from a variety of cultures and types, likewise with the songs we sing. We aim to provide the opportunity for children to listen to a wide variety of music as they arrive and leave the hall for worship. The entry and exit music also contributes towards creating the reflective atmosphere in the hall space.

10.0 Roles and Responsibilities

The Head Teacher is responsible to the Trustees to ensure that the legal requirements for collective worship are met.

Visiting clergy members and worship leaders are responsible for overseeing the delivery of collective worship in partnership with staff responsible for SMSC and Christian ethos.

In conjunction with the Headteacher the Collective Worship Lead is responsible for ensuring that staff are aware of their responsibilities under this policy, and are trained and equipped to fulfil them.

Our school worship leaders are responsible to our school chaplain and Collective Worship Lead to inform future planning and undertake evaluations of collective worship ensuring the voice of the children is included.

Parents and carers are invited to special workshops both in school and the church and are encouraged to attend and share worship time with their children.

11.0 Staff development and training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. We access resources and CPD from the Diocese of Lincoln to help train our staff.

12.0 Monitoring and evaluation

There are a range of people who will be involved in monitoring collective worship. These include:

- Teaching staff including the head teacher
- Foundation members of the local governing board
- Pupils
- Parents

The monitoring of Collective Worship goes beyond observation of individual Collective Worship sessions and includes:

- The planning process
- The themes of the sessions
- Pupil engagement and leadership
- The use of resources, policies, practices
- Training for Collective Worship and its impact