



Baines' Endowed

Church of England Primary Academy

A member of **CIDARI**

Baines' Endowed Church of England Primary Academy

Collective Worship Policy

At Baines' Endowed Church of England Primary Academy, we aim to develop self-belief and self-confidence in all our pupils and staff, through our mission that:

“With God, nothing is impossible” Luke 1:37

To support our pupils, staff, parents and governors in their quest to achieve the ‘impossible’, we will teach, guide and nurture our community in the following twelve values:

generosity	compassion	courage	forgiveness
friendship	respect	thankfulness	trust
perseverance	justice	service	truthfulness

At Baines' Endowed, we believe that by valuing all God's children and teaching them to learn, develop and grow in the Gospel values, we will allow them the opportunity to believe that, with the help and love of God the Father, God the Son and God the Holy Spirit, they can achieve what they aim to achieve.

Intent

It is the duty of Cidari Education Limited, as the Multi-Academy Trust and also of the Trustees to secure that collective worship in our academy is subject to the legal requirements which apply to Church of England Academies i.e. The Education Reform Acts of 1944 and 1988, and that worship is in accordance with the Secretary of State's Designation of the School's Religious Affiliation under Section 69 (3) of the School Standards and Framework Act, 1998.

All pupils at Baines' Endowed school shall take part in the daily act of collective worship as required by the above Acts and is in accordance with the Trust deed, traditions of our school as a Church of England school and the demands of Diocesan Policy. Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the faith, rites, practices and doctrines of the Church of England and in partnership with the Church and Diocese of Blackburn. The basic curriculum required by law in the school shall include religious education consistent with the faith of the Church of England.

Collective Worship plays a major part in promoting the Christian aims, values and ethos of our school and is fully supported by our mission statement:

" For with God, nothing is impossible" Luke 1:37

Collective Worship is at the heart of our school life; the Multi-academy Trust, Trustees and Local Governing Committee, along with the Headteacher, see it as an essential part of all pupils' education. We want all of our pupils to experience the opportunity to develop their spirituality as a member of God's family and to understand the Christian life and calendar of the Church, including the experience of Eucharist.

As a school, we are concerned to resource and celebrate Worship properly and ensure it is of the highest standard, so we ensure that the provision of collective worship conforms to the Diocesan policy for Collective worship. The worship and prayer life of the school is not limited to the legally required daily acts of worship. Opportunities are taken to use prayer and meditation exercises in the curriculum, generally at the end of the morning and afternoon sessions.

Through Collective Worship, school aims to serve our community by providing an education of the highest quality within the context of Christian Beliefs and practice. School encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers to all its pupils.

Collective worship is the place where we focus on our faith and our values; we acknowledge the infinitely larger world we live in and are touched by its mystery and wonder. We do recognise that there are times when we assemble together for purposes other than worship eg. simple notices or announcements – such times are legally distinct from worship and hence withdrawal rights do not apply. The worship and prayer life of the school is not limited to legal daily acts of worship; opportunities will be taken to use prayer and reflection exercises in the curriculum. Forms of worship within the Church of England do differ and these differences enable us to provide a varied range of approaches to worship whilst remaining true to our Trust deed. As well as drawing on our denominational heritage, we also expect to draw on the rich tapestry of practice in the world wide Christian church. Stories and other material from another faith may be used from time to time where these might effectively illustrate Christian values and support the development of respect for self and other people.

Through worship all pupils will be introduced to the following key beliefs and aspects of our Christian faith and will be helped to explore them:

- The nature of God as Father, Son and Holy Spirit
- Jesus as the Son of God who, through His life, death and resurrection, broke the power of death and evil and restored humanity's relationship with God
- The nature of human beings as children of God, part of His creation and destined for eternal life
- The central values of forgiveness, selfless love, redemption, goodness, compassion and charity
- The central place of the Bible as a source of knowledge about God and Jesus and as a source of inspiration and guidance.
- The importance of prayer
- The central symbols of Christianity notably the cross
- The cycle of the Church year.

As a Church of England Primary Academy, we value the relationship we have with our Vicar, our Church Wardens and the other members of the Parish of St. Paul's Church, Marton. We attend church services in church on a termly basis with our Key Stage 2 children and we

welcome the vicar and members of the Parish into school to lead school services on a termly basis; this way, all of our pupils, EYFS, KS1 and KS2, are able to enjoy the experience and spiritual fulfilment which comes from joining in with church/school services.

Aims

As a Church of England Academy, collective worship at Baines' Endowed supports both the children and adults taking part, in developing their beliefs, values and attitudes through an exploration of shared human experience with an emphasis on Anglican belief and practice as is appropriate to our school situation.

Collective worship is an integral part of the ethos of the school as expressed in our mission statement. Pupils are given a sound foundation in knowledge and understanding of the Christian faith as appropriate for their age and abilities. Through knowledge, discussion and thought, pupils are helped to explore and define their faith.

Therefore the aims of collective worship at Baines' Endowed CE Primary School are to enable all pupils to:-

- “ Experience and participate in a caring Christian community.
- “ Develop their beliefs, values and attitudes.
- “ Develop self-confidence and a positive self-esteem.
- “ Gain knowledge and understanding of the Christian faith as appropriate to their age and abilities.
- “ Begin to understand the nature of God as revealed in Jesus.
- “ Celebrate the major festivals and selected Saints' days of the church year.
- “ Learn about the place and significance of the Bible.
- “ Develop an understanding of and confidence in Anglican belief and practice.
- “ Learn the Lord's Prayer, the Grace and other appropriate prayers and responses.
- “ Develop the ability to be still and reflective.
- “ Understand what worship is and begin to develop a relationship with God.
- “ Develop a sense of awe and wonder at creation and the gift of life.
- “ Explore important questions about life and creation, including areas such as love, truth, loss, suffering etc.
- “ Share the achievements, joys and difficulties of all members of the school community in the presence of God.
- “ Develop performance skills and participate confidently in group preparation and performance.

- “ Develop skills in preparing and leading acts of worship.
- “ Explore, but not share, the beliefs of others through story and discussion.

Implementation

Organisation and Delivery

At Baines' Endowed, we enjoy a very close relationship with St. Paul's Church, Marton and the Vicar and other members of the clergy from St. Paul's Church, visit our school regularly throughout the year, to lead services and support the teaching of R.E. i.e. through leading our pupils in Holy Week.

In order to achieve our intention, collective worship at Baines' Endowed CE School is organised into whole school, key stage and class worship. Worship takes place at the start of each day (from 9:05-9:25am) in either the main school hall or in the small hall for KS1 when separate key stage worship is taking place. Worship is led by the Head, the Deputy Heads, Assistant Head, Key Stage Leaders, staff and pupils. We also have invited guests leading assemblies on occasions.

Parents and families are invited to attend worship led by individual classes at school and at St. Paul's Church, on the occasions when school worships there. Governors are always welcome to join our Worship and Class Assemblies whenever they are able to. All pupils are brought into worship, unless parents have withdrawn their consent for their children to attend. Children will not be withdrawn from Worship for extra tuition or lessons.

It is very important that we create a worshipful atmosphere for effective collective worship to take place. Music is played as children enter the hall, to ensure all children are aware they are entering a “special space”. A candle is lit once all the children are assembled and a welcome is used to signal the start of our worship time. The value for the half term is the focus of our worship and the links to bible scripture are always included. At the close of worship the candle is put out and once again music is played as the children leave. We also display images linked to Christian values to help create a reflective atmosphere and reinforce the practical application of our Christian values. Seasonal colours and symbols are also used in line with the annual calendar of the Church of England. Worship is completed and the candle extinguished, before any notices are given out.

We celebrate all achievements made both individually or as a school community as part of our worship time.

At least termly, the school community (KS2) worships at St Paul's Church; notably Harvest Festival, Christmas Carol Service, Easter Service and the end of year Leavers' Service. Some of the services in both school and church include Eucharist. During these services, worship is carried out by a member of the clergy or the parish of St. Paul's, trained to deliver Church Services. During these services, holy communion is sometimes offered; this is voluntary and is offered to all members of the congregation who usually receive communion at their own church. Those children for whom parents have requested they be withdrawn from worship are able to remain in school/with a class who are not present in the service.

We work very closely with St. Paul's Church all year round, and during Holy Week, members of St. Paul's come into school to deliver a series of lessons, planned by them in agreement with the Headteacher, to Key Stage 2 pupils.

Collective worship takes account of all of our pupils and their varied stages of development. Once a week worship is held in class and is led by the class Worship Monitor. This worship is based on the value for the half term and focuses on 'big' questions. Class Worship offers all our children, even those who are less confident, the opportunity to contribute. Each class has a worship table and as with all worship, the candle is lit and sometimes music played to signify the start of this special time in the day.

School supports and works alongside St Paul's Church in encouraging children to consider Confirmation. Confirmation classes are held as an extra-curricular club led by members of the parish with school staff available.

Content and Approaches

In planning collective worship we try to ensure a range of content and activities are used. Any worship time might include:-

- Singing
- Silence and other reflective moments
- Readings and storytelling
- Rituals and responses
- Drama
- Music
- Discussion or question and answer
- Interviews/role play
- Use of religious symbols and seasonal colours
- Prayer
- Challenges/problem solving
- Recognition of achievements
- Use of visual aids and works of art
- Performance

The content of our collective worship is based on our Mission Statement and the twelve values chosen by our Worship Monitors. We currently use Roots and Fruits as a resource in Whole School Worship and Class Worship. Each half term we focus on one of our twelve values; each year we learn more about six values, which we revisit every two years. We also observe the calendar festivals and events of the church year, along with pertinent themed 'assemblies' such as Remembrance Day, the Saints' Days for our four houses, Anti-Bullying week, the Bishop's Harvest Appeal, Children in Need, Save the Children etc.

Through our collective worship, we include the following aspects:

Exploring our Values, standards and rules

Sharing and taking note of common experiences and our responses e.g. collecting for charity and disaster responses

Expressing concern for others, both those known to themselves and people from the news, consideration of worldwide concerns e.g. floods, drought, disasters, war

Looking at the world and our place within it

Exploring specific incidents and issues

Sharing biblical stories

Sharing other literature, poetry or art with a Christian theme

Sharing information about other faiths

Celebrating and sharing achievements

We also worship during Worship Club, which takes place during lunchtime once per week.

The form that worship takes can vary, as it allows for pupil voice and choice.

Cross Curricular Links

Collective worship has clear links to the teaching of R.E. in our school, but there are also links to many other areas of the curriculum. The importance of cross curricular teaching is clear; no subject can be taught in isolation, a broader experience of learning will undoubtedly lead to a greater level of development in all areas of the child's experience – intellectual, physical, social, emotional and spiritual. During the planning process, all teachers are always mindful of our Mission Statement and Values and how these underpin learning across the curriculum. Where possible, links to our vision and values are made and children are encouraged, through all subjects, to develop their knowledge and understanding of the Christian religion, other world faiths and their own spirituality.

A variety of resources for collective worship are available through the school, the requirements of the Diocesan syllabus and the age and ability of the children in school leads to the use of The Blackburn Diocesan R.E. syllabus documents, along with recommended resources such as Roots and Fruits, audio-visual resources online, relevant art works and pieces of music. Traditional hymns are taught alongside more modern songs of worship.

The Headteacher has a budget for buying resources. The amount varies from year to year.

Equal Opportunities

Equal Opportunities at Baines' Endowed CE Primary School is carried out according to our agreed Equal Opportunities Policy.

All staff leading worship are responsible for ensuring that all pupils irrespective of gender, ability, ethnicity and social circumstances, have access to worship opportunities at a level appropriate to them whilst in our school.

The monitoring of the policy for Equal Opportunities is ultimately the responsibility of the Headteacher and the Senior Management Team, but every member of staff is responsible for the day-to-day operation of the policy in terms of promoting good practice.

INSET/Training Provision

INSET and training at Baines' Endowed CE Primary School is carried out according to our agreed Staff Development Policy.

Staff development needs in collective worship are considered and planned for by the Headteacher and, where appropriate, clergy are involved. These needs are identified through discussion with individual staff and the system of performance management. Training needs are linked directly to the fact that we are a Church of England Academy and to the Academy Development Plan. The effectiveness of training is evaluated by individual members of staff, supported by the co-ordinator. We ensure INSET time is given annually to RE, worship or the self-evaluation or further development of our church school distinctive ethos.

Each new member of teaching staff joins the Diocesan New to Church Schools Programme and all Senior Leaders attend Diocesan leadership training whenever possible. The Headteacher also attends Diocesan Network Meetings whenever possible.

The Role of the Co-ordinator

The Head Teacher is responsible for leading Worship across the whole academy.

The Worship Leader is responsible for

- Determining the aims for collective worship throughout the school and, in consultation with the Senior Management Team, staff and Governors, devising objectives or targets to allow the school to achieve these aims. Documenting these aims within the school policy for collective worship.
- Ensuring that the Diocesan Guidelines for RE and collective worship are known and understood by all who lead worship in our school.
- Keeping clear records of the acts of worship taking place in school.
- Monitoring the collective worship in the school thereby ensuring that worship holds its central place within the broad and balanced curriculum of our school. This will include the monitoring of resources (including books, practical equipment, ICT soft and hardware), content and approaches.
- Undertaking an annual review of collective worship in school as part of the School Development Planning process.
- Managing the budget allocation for collective worship and advising staff on resources throughout the school.
- Through personal reading and attendance at courses, keeping abreast of developments and evaluate new ideas and approaches in collective worship.
- Keeping staff informed of such developments.
- Submitting reports to the governing body as required.

Parental rights of withdrawal

Parents may withdraw their children from Collective Worship and this provision and its limitations are indicated in the school Brochure. (The form of words given in the Diocesan / District Syllabus is repeated here.)

The Worship and Religious Education provided by the school is in accordance with the Church of England (Methodist) Foundation. This Foundation is also reflected in the curriculum and the whole life of the school community. Since the conduct of the school as a whole reflects the Church of England (Methodist) ethos, removal of pupils from Worship and

or Religious Education (as parents are legally entitled to do) cannot insulate pupils from the religious life of the school.

Complaints about the provision of Collective Worship

It is hoped that any complaint will be resolved informally by the Head Teacher, in consultation with the Governors, and possibly with advice from the Diocese or District. However, if the complaint is not satisfactorily resolved, then formal procedures come into play and the matter will be adjudicated by a specially constituted sub-committee of the Diocesan Board of Education acting on behalf of the Bishop of the Diocese, (or, in the case of the Methodist Church, the complaint would be referred to the Superintendent Minister and then the Connexional Authorities).

Impact

Recording and Reporting

A half-termly Worship Plan is produced by the Headteacher, based on the value for that half term. Planning is supported by recommended resources and is evaluated annually. The Headteacher liaises with senior staff and the clergy of St.Paul's Church to co-ordinate and plan Church Services. Reporting to the Local Governing Committee takes place in line with our procedures for reporting all areas of the curriculum. The Chair of Governors and the Worship Governor, as members of St. Paul's Church, take a strong personal interest in the collective worship in school, and regularly attend acts of worship and discuss worship with the Headteacher.

Monitoring and Evaluation

Monitoring and evaluation is carried out to enhance the collective worship within our school. Informal evaluations will be carried out at the end of each act of worship by the worship leader and an evaluation of the overall patterns and provision of worship is carried out by the co-ordinator.

Monitoring takes place through personal evaluation by the worship leader, discussion with individuals or groups of children and discussion with members of staff.

Review

Responsibility for this policy

Responsibility for arranging collective worship rests with the Academy, the Multi-Academy Trust, the Trustees and the Local Governing Committee (LGC), in consultation with the Head.

- All members of these groups contribute to and/or agree the school policy for collective worship
- The LGC receive reports on school worship along with reports for all other curriculum areas
- The Headteacher ensures that there is a co-ordinator for collective worship
- The Headteacher ensures that funding is identified for resourcing collective worship

- The school, through liaison with the Vicar, agree those occasions when collective worship will be held in Church
- Members of the Multi-Academy Trust and the Local Governing Committee attend collective worship in school or Church when invited/possible
- The Headteacher ensures that collective worship is a focus for development in the Academy Development Plan

This policy was approved by the Governing Body after consultation with staff, R.E. Co-ordinator, the clergy of St. Paul’s Church, LA and Diocesan representatives: 24th February 2020

The head teacher is responsible for the review, implementation and co-ordination of this policy. It will be updated in accordance with any changes made by the Diocese of Blackburn in line with the Church of England, in response to any legal changes and/or any changes made to the practice, policy or procedures of this academy.

Policy to be reviewed February 2022 (or sooner if legislation changes) by Worship Lead/HT

Signed Date Attendance Lead/SLT

Signed Date Chair of Governors