



BISHOP RAWSTORNE
Church of England Academy

Worship Policy

'But the wisdom that comes from heaven is first of all pure; then peace loving, considerate, submissive, full of mercy and good fruit, impartial and sincere'
James 3:17

Approval date: July 2025
Approved by: Full Governing Body
Next review: July 2026

This document and the content contained therein remains the responsibility of the Headteacher, and Governing Body of the Academy. No amendments can be made without their express instruction and they remain the final arbiters in any matters relating to it.

FORTITER ET FIDELITER
Bravely and Faithfully

Bishop Rawstorne Church of England Academy Worship Policy

Verse

“But the wisdom that comes from heaven is first of all pure; then peace loving, considerate, submissive, full of mercy and good fruit, impartial and sincere.”

James 3:17

Vision

“Bishop Rawstorne Church of England Academy aspires to cultivate wisdom rooted in Christian Values. It is our vision that all members of our community will experience life in all its fullness, flourishing through dignity, knowledge and understanding, bound together in unity, giving hope and worth to all.”

Our Values

Hope, Service, Compassion, Peace, Wisdom, Fellowship.

Our values are taken from the work of Neville Norcross ‘Christian Values for Church Schools’. Whilst there are many Christian values, we have chosen the six above to complement our commitment to a rich curriculum and outstanding pastoral care.

Philosophy

Bishop Rawstorne Church of England Academy is a Church of England school within the Blackburn Diocese. As a Christian community we want our students to know that Christianity holds a positive foundation of values that are for them and the wider community so that we all may flourish together. As a Church of England school, we are committed to offering high quality collective worship.

Worship is an intrinsic part of our daily actions that bind us together as a spiritual community. Worship provides us with the opportunity to come together as a school community to celebrate and embed our Christian values and share the teachings of Christ. Our collective worship must be attended by all students as well as teaching staff. Any non-teaching staff or visitors to school are always welcome to join in.

At Bishop Rawstorne we recognise that Collective Worship is an important way to provide opportunities for our students Spiritual, Moral, Social and Cultural development. Collective Worship is integral to our Christian identity and sense of belonging to the world-wide Church. Regardless of background or belief we want to provide our students space to think and reflect and learn. The character development of all of our students is a core component of collective worship.

"Character is the root, the support system for your entire life. Achievement is simply the visible fruit."
(Neville Norcross).

Inclusive, Invitational and Inspiring.

Our collective worship is seen as more than a daily act of 'awe and wonder.' Worship is the unique heartbeat of our school. As a result, we have a rich program of worship throughout the school week, ensuring that worship is carried out daily in various ways. All the activities below show how we aim to be Inclusive, Invitational and Inspiring in our worship.

Year 7	Year 8	Year 9	Year 10	Year 11
Monday morning whole year group collective worship begins at 8:55	Tuesday morning whole year group collective worship begins at 8:55	Wednesday morning whole year group collective worship begins at 8:55	Thursday morning whole year group collective worship begins at 8:55.	Friday morning whole year group collective worship begins at 8:55
Morning prayer to start the day and afternoon prayer to end each day. Prayer is invitational. We pray communally, for example the Lord's Prayer or School Prayer or school prayer. We also welcome staff to prayer 'over' the students if it is more appropriate.				
Tuesday, Thursday and Friday morning during tutor enrichment session: Time to Ponder through reflective prayer	Monday, Thursday and Friday morning during tutor enrichment session: Time to Ponder through reflective prayer	Monday, Tuesday and Friday morning during tutor enrichment session: Time to Ponder through reflective prayer		
Embedded across the school – Worship Wednesday. Tutor group worship – delivered across 4 of 5-year groups on a Wednesday morning.	Due to the Collective Worship programme – Year 8 will this year have tutor worship on a Tuesday	Embedded across the school – Worship Wednesday. Tutor group worship – delivered across 4 of 5-year groups on a Wednesday morning.		
<ul style="list-style-type: none"> -All year groups visit our local church (St Michael's and All Angels). At least once each year. - 3 times a year all tutor groups participate in Worship led in the chapel – led by SLT, Heads of Year or the Worship lead. -Year 7 begin their year with a church service with their families on their first day. -Year 11 end their time in school with a church service with their families on their final day of year 11. -We recognise the events of the church calendar with worship in church and our Main Hall for seasons such as Advent, Christmas, Ash Wed/Lent and Easter. -We provide invitational, half termly Eucharists in our school chapel led by our Anglican local clergy. -We take time recognise specific events through worship such as Remembrance Day. - We have a school prayer book that supports staff to lead daily prayer with students to begin and end the day. Each of our classrooms has a worship display to give students material for reflection. -Our school has a focus on a 'social gospel' with much of our whole school worship giving inclusivity to all through helping others. - We have a 'Christian Vision Team' – students who act as whole school worship leaders as well as student voice about worship. -All students are involved in leading worship. This is specifically seen in our Spring worship term. All tutor groups lead whole year group Collective Worship. 				

The 6 Expressions of our worship offering at Bishop Rawstone:

1. Open and invitational worship that is neither confessional nor compulsion led. Offering students and adults to grow spiritually through experiences of prayer, stillness, worship and reflection.
2. A commitment to spirituality through times of reflection, consideration and big questions. This overflows across our school through curriculum and extra-curricular provision as well as collective worship.
3. Affirmation of varied Christian worship along with opportunity to experience Christian worship.
4. A community exploration of the relevance of faith in today's world. Offering encounters with the teachings of Jesus and the Bible to aid the development of our community to understand core Christian beliefs such as the Trinitarian nature of God.
5. An open platform for students and adults to engage in planning and leading collective worship leading to improved practice.
6. Partnering with our local church community to support the school in developing its worship provision.

Aims

It is our aim at Bishop Rawstone that worship should:

- be invitational and inclusive to all our school community, this means staff, students and all stakeholders. Irrespective of personal belief, our aim is that everyone can be positively impacted by worship at Bishop Rawstone.
- 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.
- provide members of the school community with the opportunity to experience stillness and quiet.
- provide members of the school community with the opportunity to experience a variety of forms of prayer and meditation. These might include themes such as praise, seeking forgiveness, asking on behalf of self and others or quiet reflection.
- contribute to the spiritual, social, moral and cultural development of each student.
- help pupils 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 in the trinitarian nature of God.
- enable all pupils 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, festivals and, where appropriate, the Eucharist.
- celebrate and give thanks for the achievements within the school, local and international community and occasions of significance, including festivals.

Legal Status of Collective Worship

All acts of worship are in accordance with the school's Trust Deed and reflect the Anglican status of the school. In addition to daily school worship, special celebrations take place in church. We also hold school Eucharists on a regular basis, supported by our Chaplaincy team.

The 1988 Education Reform Act requires that 'all students in attendance at a maintained school shall on each day take part in an act of Collective Worship'. We seek to deliver high quality acts of Collective Worship to fulfil this requirement.

To provide students with variety in their experience of worship. Worship may take the form of a whole-school act of worship for all students or separate acts of worship for students in different age groups or school groups. Collective Worship may be held at any time during the school day.

The responsibility for arranging school worship in our school rests with the Governors, who after consultation with the Head Teacher has appointed a Curriculum Area Leader of Religious Education and Worship, with the responsibility for co-ordinating Collective Worship in the school.

All acts of Collective Worship are in accordance with the guidance issued in circular 1/94 which states that worship should be of a 'wholly or mainly of a broadly Christian character' and based on Anglican traditions. By Christian in this school, we mean that students will have the opportunity to explore:

- the nature of God as Father, Son and Holy Spirit.
- the nature of human beings as children of God, part of his creation and, though sinful, destined for eternal life.
- Jesus as the Son of God who, through his life, death and resurrection, broke the power of evil and restored humanity's relationship with God.
- 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.
- the cycle of the Church year.

Acts of Collective Worship at Bishop Rawstorne consider the students' ages, aptitudes and family backgrounds and reflect and celebrate the Christian faith foundation of the school.

The school recognises that there is a difference between Acts of Collective Worship and the assembly of students. On some occasions assembly may proceed or follow an Act of Collective Worship. When this happens the transition from Assembly to worship will be marked in some suitable way e.g. the lighting of a candle or reflecting on an image on the screen, a moment of silence and reflection. The start of worship formally begins with the words "The Lord be with you.....And also with you."

2025-26 Year Group Collective Worship:

Mornings at 8:55am

Day	Person Leading
Monday	PAS with Head of Year 7
Tuesday	PAS with Head of Year 8
Wednesday	PAS with Head of Year 9
Thursday	PAS with Head of Year 10
Friday	PAS with Head of Year 11

Acts of Collective Worship in the hall are normally led by the Head of Year, or a member of the Chaplaincy Team, or a member of the Senior Leadership Team, but may also be led by tutors or students. We have a specific block of tutor led worship in the Spring Term. Moreover, students lead each worship through readings and prayers. The academy Vision team is also involved in the setting up and delivery of worship and critically evaluates it regularly.

On those days when a tutor group is not in an Act of Collective Worship it is expected that the form tutor will develop /discuss the theme for the week with the tutor group allowing:

- the form tutor to develop /discuss the theme for the week with the tutor group enabling students the opportunity to reflect on the ideas he/she has heard that week.
- students to develop /discuss the theme for the week with an opportunity to lead worship and reflect on the theme of that week.

The above can all be launched by weekly resources provided by PAS with Bible reading, prayers, activities and video clips.

Our Spirituality Statement

Spirituality is the essence of being human, allowing us to appreciate all that life offers. It is a shared connection to each other, the world and God.

Spirituality is a core component to 'living life in all its fullness' as the mind, body and soul need to be nurtured equally. It relates to fundamental questions about the meaning and purpose of life which affect everyone and is not dependant on a religious belief. It is also based on the search for ways to answer questions about life and a search for identity.

We view spirituality in a simple quadrant and use this to guide us on whether our lessons encourage spirituality:

<p>SELF</p> <ul style="list-style-type: none"> • Awareness of our uniqueness and worthiness • Ability to reflect • Exploration of personal faith • Finding values by which to live • Development of imagination and creativity 	<p>OTHERS</p> <ul style="list-style-type: none"> • Empathy and understanding • Respect and tolerance • To love and be loved [loving your neighbour] • Making a difference • Courageous advocacy
<p>GOD</p> <ul style="list-style-type: none"> • Awareness of something greater than ourselves • Encountering/experiencing God [including prayer] • Ability to think about and discuss the “Big Questions” [e.g. life, death, suffering, nature of God] • Learning how to be comfortable with silence and reflection 	<p>BEAUTY</p> <ul style="list-style-type: none"> • Developing a sense of awe and wonder • Enjoying the miracles of everyday life • Appreciating beauty in art, music, nature, etc • Taking time for what really matters

TUTOR SPECIFIC WORSHIP TIME

Planning, Recording and Evaluation

Collective worship will be treated like any other part of the curriculum when it comes to matters of planning, delivery, resourcing, monitoring and evaluation.

The content and methodology of Collective Worship should be varied and there should be evidence of this in planning.

Each week there is a theme for Collective Worship. These are published at the beginning of the term and a reminder is included in the weekly notices sheet and the daily bulletin. It is expected that those leading worship that week will relate their worship to this theme and that Group Tutors will re-enforce this in reflections in tutor time. The themes chosen are broad enough to allow all those leading worship to approach the theme from their own perspective. This will mean that by the end of the week the students will have had the opportunity to reflect on the theme from a variety of views. Materials for guidance are prepared weekly for staff and students.

This pattern is flexible and on occasions it is recognised that worship leaders may feel that they need to respond to local or national events. It is important that at Bishop Rawstone we present a relevant and living faith.

The Vision Team meets regularly with Mrs Holden and Mr Ascroft. These meetings are an opportunity to review and evaluate the last terms Acts of Collective Worship and to plan themes for the next term. There are also regular meetings of the Chaplaincy Team termly to address ongoing concerns and timetable specific support needed in school.

The Worship Lead provides each Tutor Group with resources to support encourage and inspire student led acts of Collective Worship.

Year Group Worship

This is our time of 'Collective Worship'. Whilst we often begin with pastoral business and give pastoral leads the opportunity to speak to year groups, the core emphasis is that of worship. Collective Worship begins with a candle being lit, our opening welcome "The Lord be with you" and then a Clergy Chaplain, a member of staff, a tutor group or a visitor delivers a time of thought, reflection, and prayer to engage students in exploring the theme for that week. Worship ends with "Go in peace to love and service the Lord" with students replying "In the name of Christ, Amen").

Collective Worship & Growing Faith

These take place several times during the year. They are times to celebrate Key School events and Christian Festivals. These are Christian in nature and content and aim to meet each student where they are on their walk of faith. Celebrating together is a foundation feature of our school and brings us together as a community to worship God.

Growing Faith, promotes a partnership between the three local communities of church, school and household to provide space to talk of faith & spiritual matters or ask challenging questions within and between these three communities.

Staff Development

We understand that parents, pupils and adults are entitled to be led in worship by those who have a secure understanding of the nature of collective worship in a Church school context and by those who are professional in their approach to working with pupils and adults from all faiths and none. Therefore, we priorities the development of staff expertise through regular CPD.

- Links with the Diocese and a commitment to the Christian Leaders Programme.
- We ensure that Worship leaders, including clergy, have access to high quality and current resources.
- Those from outside agencies and church groups invited into the school to facilitate worship are properly briefed about the school, its pupil context and the school's vision.
- We have a named member of staff for collective worship with responsibility for ensuring that appropriate policy and practice are in place and publicly available. We continue to monitor staff engagement in the delivery of worship – offering support where appropriate.

Evaluation of Collective Worship

Worship is regularly evaluated by students who give feedback each week on Tutor Worship. We have used electronic evaluation through QR codes. Presently, our Vision Group is leading on the evaluation of worship and suggesting how worship could be improved or made more relevant.

Moreover, we are working to gather more staff voice on the delivery of worship. Both through colleagues evaluating each other and where staff feel they may need support, providing it to help them deliver better quality worship. We continue to take parental feedback as well on what and how we deliver.

Provision & Resources

Daily worship allows pupils and adults time to reflect and gain perspective away from the everyday business of school. This creates space for an encounter with faith in God. It also provides the opportunity to reflect on larger questions of meaning and purpose. These experiences are key to cultivating a sense of fellowship and cohesion within the school community.

Throughout the year, our school community meets to celebrate and mark certain seasons in the Church calendar, such as Lent and Advent. Other important events in the school year, such as the start and end of the academic year, are marked by formal acts of collective worship. Through this, pupils and adults encounter the practice of regular prayer and worship as a normal part of the life of the school.

Resources for worship are kept by the Curriculum Area Leader of Religious Education and Worship in the Teachers' Drive under Worship on the Teams platform. The school has a budget of £1,000 to develop these resources. Extra Support for Collective Worship from the Diocese can be found on the website bducation.org.

Rights of Withdrawal

At Bishop Rawstorne we seek to be an inclusive community, however, we respect the right of parents to withdraw their children from Collective Worship. This school expects that withdrawal will only be made following parental discussion with the Head Teacher/Curriculum Area Leader of Religious Education and Worship followed by written confirmation of withdrawal.

The school has a system of suitable supervision for students withdrawn from Acts of Collective Worship. However, no additional work is set or followed in this time.

This right of withdrawal doesn't extend to collective worship assemblies.



PLANNING COLLECTIVE WORSHIP

The 3 'I's of Collective Worship = INSPIRING INVITATIONAL INCLUSIVE

Worship should reflect Anglican traditions, but also the diversity of Christian denominations and local churches.

- Inspiring - It inspires pupils and is transformational. It makes a difference to their lives.
- Invitational - We need to respect the integrity of everyone. Invite prayer - but allow opportunities for pupils to simply reflect.
- Inclusive - It meets the needs of all pupils, of any faith and none. There should be spiritual development for all.

REMEMBER: This is *worship*, not a lesson. Think about how things will fit into the FOUR key elements of worship:

GATHERING TOGETHER



- Gathering Together. Set the tone for worship. Possibly introduce the theme through reflection or music as people gather. The cross enters and we stand. Use the Anglican greeting 'The Lord be with you' 'And also with you'.

LEARNING TOGETHER



- Learning Together: In worship we enjoy learning something important together about God, ourselves or each other. (Videos, Stories and the Bible). Engage pupils with clear ideas and messages, ensuring that they are rooted in the Bible. Share personal experiences and your own stories.

REFLECTING & RESPONDING TOGETHER



- Respond. We pause to think and consider what we've been learning about and how it applies to our lives. (Silence, Songs, Prayer). Worship is about offering a chance for response to God; response through reflection and prayer, time to allow you to link this to your life.

LEAVING TOGETHER



- Words or actions here remind us to take our worship with us to make a difference in our lives, school, homes and communities. Always finish with a prayer and our liturgical phrase "Go in Peace to love and serve the Lord."

Try to:

- Include pupils in the leadership as well as in participation. Encourage them to express worship through their cultural lens.
- Talk to people about your worship. Speak to Phil and share ideas.
- BE CREATIVE Dare to do something different! Discuss it with someone first and manage it carefully and professionally.

Planning Collective Worship at Bishop Rawstone
Consider the four elements of worship as you plan to lead.



1 Gathering Together: At our school we Gather for worship – for many of us this is a time to remember to focus on God. For others it’s an important time to for us to take time out from the business of our lives and reflect. (Light a candle, say words of greeting)

2. Learning Together: In worship we enjoy learning something important together about God, ourselves or each other. (Videos, Stories and the Bible)

3. Reflecting and Responding Together: We pause to think and consider what we’ve been learning about and how it applies to our lives. (Silence, Songs, Prayer)

4. Leaving Together: Words or actions here remind us to take our worship with us to make a difference in our lives, school, homes and communities.