



Collective Worship Policy

Lead Person

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Policy Ratification
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Signature

Chair of Governors

Executive Head Teacher



Our Joint Christian Values for the Federation

For the Federation process we have drawn on the story of the Road to Emmaus (Luke 24: 13-35). In this story, two disciples are journeying together talking about recent events. Someone, they later recognise to be Jesus, joins them and joins in the conversation reshaping what they know. When they eventually recognise who it is, the risen Jesus disappears; they return transformed to tell their story.

This story reflects the journey that the two schools have been walking together in recent times and how, through the process of Federation, the journey ahead will be one of transformation and growth.

Three values from this story are central to the Federation process for our two schools:

- Recognition - what are we seeing
- Communication - what are we saying
- Transformation - how can we change and grow

These three values will underpin the process towards Federation and the continued working together of the two schools.

Our Key Principles are:

- All children deserve the best opportunity to succeed and develop as a whole child
- We are committed to ensuring the wellbeing of all children and staff and providing an environment where each child is nurtured
- Children will grow and develop in a Christian setting, developing their individual spirituality
- We will celebrate the diversity and uniqueness of each individual's skills and abilities
- To ensure the highest standards and best possible educational experience for all our children
- Providing a learning climate and culture that is fun and full of challenge, promoting independence, resilience, engagement and high aspirations
- Passionate and effective leadership, supported by great teaching is the key to the continuous drive in raising standards to be the best we can be
- Continuous professional development is a vital part of improving our school and we believe the most effective form of this is learned from the sharing of good practice and working in partnership with others, both in school and with other schools

Both schools have Christian Foundations that underpin everything we do and every policy is written with these in mind:

| Minster Christian Foundations | Monkton Christian Foundations |
|-------------------------------|-------------------------------|
| Creation | Trust |
| Justice | Friendship |
| Love | Compassion |
| Forgiveness | Forgiveness |
| Peace | Justice |

Our Collective Worship Policy clearly reflects the Federation values of:

Recognition / Communication / Transformation by how we are in both schools every day. We expect everyone in our school community to be recognised and listened to, whether they are a child or adult as they develop and grow in our schools. We firmly believe that our children need to be recognized as individuals and need the opportunity to have their voices heard.

Collective Worship at our schools, allows our children the opportunity for reflection, deep thought and space to develop into their own person.

The policy also directly links to many of each school's individual Christian Foundations when emphasising the importance of both spiritual and personal development of our children. It is a vital part of our children's character development and it shapes their relationships with others and the wider community, mirroring the relationship of the Holy Trinity (three persons / one God).

Introduction

Our collective worship policy strengthens and supports the Christian identity of our Federation and our individual schools, reaffirms our vision and associated foundations/values for each school and celebrates the central role that each child has to play in their community. Our worship reflects the variety of traditions found in the Church of England, and will recognise and follow the Christian liturgical year. The daily Christian act of worship is central to our ethos and is supported by all staff and governors. It makes an important contribution to the overall spiritual, moral, social and cultural development of the whole school community.

What is Collective Worship?

Legislation requires schools, including Voluntary Aided and Voluntary Controlled schools, to conduct daily acts of Collective Worship. However, the legislation does not define what is meant by the term 'Collective Worship'.

"... Worship in schools will necessarily be of a different character from worship amongst a group with beliefs in common. The legislation reflects this difference in referring to 'collective worship' rather than 'corporate worship'. (DfE Circular 1/94 para 57)

Corporate worship assumes a shared set of beliefs and values, i.e. a worshipping congregation meeting on a Sunday, where the worship is confessional and evangelistic (to spread the Christian gospel by public preaching or personal witness).

Collective worship, in recognising the collectivity of all participants, can make no such assumption that all have the same beliefs and values.

Collective Worship should be:

"Appropriate to the family backgrounds of the pupils and their ages and aptitudes." (DfE Circular 1/94 p.22)

Collective Worship gives pupils and school staff the opportunity to:

- Engage in an act of community
- Express praise and thanksgiving to God
- Be still and reflect
- Explore the big questions of life and respond to national events
- Foster respect and deepen spiritual awareness
- Reflect on the character of God and on the teachings of Christ through Biblical texts
- Affirm Christian values and attitudes
- Share each other's joys and challenges
- Celebrate special times in the Christian calendar

In line with the requirements of the requirements of the Statutory Inspection of Anglican and Methodist Schools (SIAMS) schedule, we aim to ensure that collective worship

- a) Offers the opportunity, without compulsion, to all pupils and adults to grow spiritually through experiences of prayer, stillness, worship and reflection. [SEP]
- b) Enables all pupils and adults to appreciate that Christians worship in different ways, for example using music, silence, story, prayer, reflection, the varied liturgical and other traditions of Anglican/Methodist worship, festivals and, where appropriate, the Eucharist. [SEP]
- c) Helps pupils and adults to appreciate the relevance of faith in today's world, to encounter the teachings of Jesus and the Bible and to develop their understanding of the Christian belief in the Trinitarian nature of God and its language.
- d) Enables pupils as well as adults to engage in the planning, leading and evaluation of collective worship in ways that lead to improving practice. Leaders of worship, including clergy, have access to regular training.
- e) Encourages local church community partnerships to support the school effectively in developing its provision for collective worship. [SEP]

The Anglican Christian Tradition

The following are shared as Christian elements of collective worship:

- Exploring the Christian understanding of God as Father, Son and Holy Spirit
- Using the Bible for inspiration, stories and guidance
- Observing the cycle of the Church's Year - Advent, Christmas, Lent, Easter, Pentecost and Saints Days amongst ordinary days
- Learning and saying prayers from a number of sources, in particular the Lord's Prayer and the blessings in common use
- Singing a wide variety of hymns and songs from traditional to modern
- Experiencing Christian symbols in worship and reflecting on their meaning
- The use of prayer, silence and reflection
- Using Psalms with simple responses - Taizé style

We may also use elements which are more distinctively Anglican:

- Using prayers from Common Worship
- Using Anglican sentences and responses at the beginning and end of worship
- Using Collects as a focus for worship

Implementation

Collective worship is planned by a variety of stakeholders including staff, pupils, the incumbent of our local church, Reverend Richard Braddy, and external visitors such our local Salvation Army Captains, Luke and Katy Johnson, in consultation with the collective worship leader. This act of worship can take place at any time of the school day and in any regular school grouping e.g. whole school, key stage or class.

Our schools plan systematically and cohesively using Canterbury Diocesan Collective Worship Planning which is adapted and changed to meet the needs of our community. This ensures that there is a shared understanding of the long and short term planning of worship and this enables continuity. Visitors to our school are asked to read and comply with our school visitor and safeguarding policies. This should include discussing the content of any worship with a member of the senior leadership in order to ascertain its suitability for the school community. Visitors are never left alone with children as the supervision of pupils remains the responsibility of school staff.

At Minster, we meet corporately as a whole school three times a week - on a Monday, Tuesday and Friday. Monday's collective worship is usually delivered by the Executive Head. Tuesday collective worship is a sung

collective worship. Friday's worship is most often led by the Head of School. On a Wednesday and Thursday, key stage and class collective worships take place - on Wednesdays, KS2 hold their collective worship in the hall while KS1 hold their class collective worships in their classes and on Thursday, KS1 hold their collective worship in the hall while KS2 hold their class collective worships in their classes. The KS collective worships are at set times (in the morning), but class collective worships are left to the teachers' discretion as to when it best fits in with the flow of their day. Some choose to have collective worship at the beginning of the day, some before lunch, some just after lunch, or at the end of the day. This fits in with our flexible timetable for all curriculum subjects.

At Monkton, we meet corporately everyday straight after break time. Because of the small nature of our school, we are able to meet all together in this way every day. Each day, Collective Worship is led by a different leader so that all teaching staff have an opportunity to lead worship. Monday and Fridays are led by the Executive Headteacher and the Head of School, Tuesday is worship through song, and Wednesday and Thursdays are whole school led by the teaching staff.

We are mindful of the variation in personal spiritual styles and provide a range of creative opportunities including but not limited to dance, music, silence, symbolism, drama, use of IT and videos, stories and demonstrations.

Our worship consists of 4 stages:

- *Gather* - we welcome the community, for example, (with music, liturgy and the lighting of a candle)
- *Engage* - we share, for example, (a Bible reading, followed by an activity to engage pupils with the Christian message)
- *Respond* - pupils, for example, (discuss, share, reflect, pray or sing)
- *Send* - we share, for example, (the message of the worship again and ask pupils to think about how they will affect their day / learning/ behaviour. We close with liturgy, final prayer, music and the blowing out of our special candle)

Expectations of pupils

Pupils regularly plan and lead worship on a voluntary basis. They work with the collective worship leader to develop their own understanding of worship and to design a worship to support the spiritual development of their peers.

At Minster, children are given the opportunity at least once a term to plan, deliver and evaluate a key stage collective worship session alongside their teacher. The teacher discusses the various roles and jobs that are required and children are able to choose what they would like to become involved in. They then plan that session, using the Canterbury Diocese plans as a basis. After delivering their session, they then evaluate using our evaluation sheets, which are then collated by the collective worship leader. Also, our Christian Ambassadors are involved in aiding both the Executive Head and the Head of School to plan, deliver and evaluate their collective worship sessions periodically.

At Monkton, this works in the same way, but the class will lead whole school collective worship.

Developing Worship

The schools allocate part of its budget to support the daily act of collect worship. The collective worship leader attends regular professional development with Canterbury Diocese and accesses a wide range of resources to ensure that worship is both inspiring and engaging.

Self-assessment and Inspection

Our schools regularly evaluates our acts of collective worship and the impact it has on the school and its wider community. This involves monitoring by school leaders, staff, pupils and governors in order to grow and develop. We also welcome the contributions of parents and pupils through our pupil voice and questionnaires, which are reviewed and considered on a regular basis. *(Attach as an appendix - need to get off school system)* These are shared during full governing body meetings and play an integral part in developing the spiritual growth of the school. Worship is independently inspected by law under Section 48 of the Education Act 2005 in consultation with the Diocese of Canterbury (SIAMS).

The legal requirements of collective worship in Voluntary Aided and Voluntary Controlled schools.

- Be conducted in accordance with the provision of the Trust Deeds of the two schools and Instrument of Government and should be consistent with the beliefs and practices of the Church of England
- The Governing Body should ensure that all pupils **each day** engage meaningfully in a real act of Christian worship which is in accordance with the faith and practice of the Church
- Arrangements for collective worship, in foundation schools of a religious character, are the responsibility of the Governing Body, after consulting with the Executive Head and Heads of Schools (*DfE Circular 1/94 para 52 & 53*)
- All acts of worship in Church schools must be Christian in character (based on Biblical teachings)
- All registered pupils (apart from those whose parents exercise the right to withdraw) must on 'each school day take part in an act of collective worship'

Parental Withdrawal

Collective worship is central to our Federation's ethos and worship is regarded as special time which wholly reflects our ethos as church schools. It is an inclusive opportunity for those of all faiths and none. We respect the right of parents to withdraw their child/ren from acts of collective worship. However, in view of the Christian ethos and distinctive Christian character of our two schools, we would hope that all children admitted will participate in collective worship, and that anyone wishing to withdraw their child would discuss this with the relevant Head of School before making this decision.

If any parents see fit to withdraw their child/ren from collective worship after speaking to the Head of School, then the child/ren would be taken to another room and be supervised while their classmates participate in the collective worship. This would be up to their class teacher/s to arrange. This would be done with the agreement of the Head of School and the CW Leader of the individual school.