



Diocesan Education Team

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St Barnabas Primary School  
and  
Green Lane Pre-School  
**POLICY DOCUMENT**



**Title:** Collective Worship

**Reference and Source Document :**

Church of England Vision for Education  
'Deeply Christian, Serving the Common Good' Autumn 2016  
Guidance from the Diocesan Board of Education & Model Policy

**The key purpose:**

To support the Christian ethos of this Church school, to enhance the development of the children's SMS&C awareness, knowledge and skills and to ensure the school fulfils all legal requirements.

**Lead Staff Responsibility:**

Mrs Sarah Hanson

**Governing Body Responsibility :**

Full Governing Body

**Reviewing Cycle and next date:**

Every 3 years. Next Date: Autumn 2027

**Approved by Leadership Team on:**

18.11.24

**Approved by Governing Body on:**

25.11.24



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## Introduction

This policy was written in October 2021 and established to replace the previous Collective Worship Policy. It affects all year groups in the school and pre-school. It takes into account guidance from the LA and Diocese of Worcester. Opportunities are created throughout the school day for children to develop Christian Values, explore their spirituality and time for personal reflection and prayer. The school's vision statement and statement of aims (see below), informs the policy and practice of collective worship in St. Barnabas.

### School's Vision and Aims:

## Inspire, Nurture and Achieve

We believe, as Jesus did, that in our happy, purposeful and welcoming **Christian school** and pre-school **all** are **valued, encouraged and cared for**:

- **Inspire** the school community to think and feel positively about themselves and others.
- **Nurture** each child and adult so that they grow with others in a secure and happy environment; where they enjoy a wealth of opportunity and experience a love of learning.
- A place where **achievements** are celebrated and expectations are high for all.

This is underpinned through the understanding that in Jesus, **all** are welcome and unique and have a God given purpose and place in the world. Jesus inspires us that **all** people can flourish.

**Matthew 19 v14**

Jesus said, "Let the children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."

### We aim to:

*Inspire a positive approach to life and learning;*

*Value and **nurture** each child as an individual:*

*developing **resilience, independence, and an understanding** of what they bring to the world;*

*Create a rich, stimulating environment where **achievements** are celebrated and **team work and co-operation** are expected;*

*Promote **high expectations** and **self-confidence** for each individual;*

*Ensure each child strives towards **excellence** supporting those who find learning difficult and challenging the most able children;*

*Develop and foster **motivation** for learning and **enthusiasm** for life;*

*Promote a sense of **belonging** and build outstanding **relationships** between school, home, church and the wider community.*

*Help every person understand their **unique purpose** and **place** in **God's world**.*



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## **Legal Framework**

There must be a daily act of Collective Worship in all maintained schools for all pupils, other than those in a nursery class or a nursery school. This can take place at any time 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 in **St. Barnabas C.E Primary School** should be distinctly Christian and reflect Anglican traditions.

## **School Statement on Collective Worship**

In **St. Barnabas C.E Primary School** worship is central to the life of school and is the main platform for exploring the school's vision.

Worship is a special act or occasion, the purpose of which is to show reverence to God. At St. Barnabas this is facilitated through daily collective worship which involves all members of the school coming together, as a class, key stage, team or whole school.

Our worship is Christian but it is inclusive for all. It explores the relevance of faith in today's society.

Worship at St. Barnabas CE Primary School is inclusive, invitational and inspiring.

Collective worship is open to all and does not imply shared belief.

Collective worship is based on the teachings of Jesus Christ and the traditions of the Christian Church. We seek to provide acts of collective worship that reflect the faith and practice of the Church of England therefore, we use the Bible as a sourcebook for inspiration and learning and make children familiar with the Lord's Prayer, the Grace and other passages of scripture.

We provide opportunities to discover the value of silence and quiet reflection.

We observe the major Christian festivals and celebrations.

Worship is central to the life and purpose of our school.

Collective worship is conducted in a manner that is sensitive to the individual faith and beliefs of all members of the school. While the majority of collective worship times are Christian, other religious traditions that are represented in the wider community are reflected as appropriate.



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The school strives to make clear the school values which underpin worship.

Through worship we aim to: -

- ✓ Explore Christian values and the way we act each day in an inclusive way
- ✓ Provide an opportunity for the children to worship God
- ✓ Inspire and develop the children's natural sense of curiosity, awe & wonder.
- ✓ Enable the children to consider spiritual and moral issues
- ✓ Provide opportunities for quiet reflection and teach children the value and nature of prayer
- ✓ Invite participation and response
- ✓ Promote a common ethos with shared values and to reinforce positive attitudes
- ✓ Enable the children to explore their own beliefs and ideas
- ✓ Develop a sense of community and belonging
- ✓ Provide opportunities for all children to celebrate achievement; their own and that of others.

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. The family backgrounds may be very different and Collective Worship must take account of the varied circumstances of staff and pupils.

However, in **St. Barnabas CE Primary School** the purpose of Collective Worship will be to 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.



## Aims and Guiding Principles

Collective Worship is pivotal to the life of the school and as such. It encompasses all that we do and supports the outworking of our school vision. Therefore, at its heart, Collective Worship at **St. Barnabas CE Primary School** strives to follow the following principles:

- **It is invitational**

Acts of Collective Worship will:

- nurture and maintain the dignity of the image of God in everyone through working for social justice;
- encourage pupils to consider the needs of others through charitable service and courageous advocacy;
- nurture reflection, stillness, meditation and prayer;
- provide pupils with (age appropriate) opportunities to explore the spiritual dimension of their lives through music, images and words;
- provide a sense of occasion that is separate from the rest of the school day;
- foster an appreciation of the natural world and our shared responsibilities for maintaining it;
- identify opportunities for Christian celebration which can be associated with other school events;
- develop clear partnerships between worship in the school and the wider community.

- **It is inclusive**

Our understanding of Christianity is that it is an inclusive faith which mirrors the attitude of Jesus Christ in the Gospels. Thus, we welcome children and staff of all faiths to our worship. Through their Christian character our acts of Collective Worship will:

- recognise and celebrate the diversity of cultures, lifestyles and faiths which exist in our school and local community;
- have an atmosphere in which everyone feels valued and safe;
- be appropriate for every student to attend;
- use language that is accessible and does not assume a particular faith of the listener;
- account for the different spiritual journeys that children and adults are on;
- focus on issues and experiences which are relevant to the pupils;
- give space to consent and dissent, to sit back and consider;
- foster active roles of pupils, parents and members of the local community – in preparation, participation and leadership;



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- 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.
  
- **It is inspiring**  
Our acts of collective worship provide wider opportunities to:
  - promote wide ownership of our Christian vision;
  - assist learners to have increased awareness and to reflect upon fundamental issues about life;
  - allow children and adults to ask big questions about life and beyond;
  - become courageous advocates in the world in which they live;
  - motivate children into action, thinking different and reflecting on their behaviour, action and wider community;
  - develop learners' understanding of the Christian faith and Church (Anglican) practice through appropriate Biblical and liturgical content, including sharing the Eucharist;
  - encounter and explore Jesus's teachings and the trinitarian nature of Christian faith;
  - 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;
  - include appropriate references to and elements of other faiths and secular worldviews;
  - include opportunities to celebrate the academic, social, personal and wider achievements of pupils.
  
- **Therefore, we will ensure that:**
  - a range of people are involved in leading worship, including learners;
  - opportunities are offered 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 taking on increasingly independent roles in planning and leading worship;
  - the timetabling of acts of worship includes the use of the local church and various groupings of pupils;



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- worship is planned in relation to our distinctive Christian vision and associate values;
- worship is regularly evaluated by a range of members of the school community;
- materials and themes for worship are carefully selected to ensure that children have clear understanding of how the teachings of Jesus impact what we do locally, nationally and globally
- opportunities for worship / prayer are offered throughout the day.

### Pattern of Collective Worship

Our regular pattern of worship ensures that children experience worship from a range a different leaders and viewpoints, whilst maintaining the integrity of Anglican Liturgy.

Day	Type of Worship	Led by
<b>Monday</b>	Whole or half school collective worship in the hall	Children with the 'St. Barnabas Church Open the Book Team' the Assistant Headteacher or a member of the senior leadership team
<b>Tuesday</b>	Key Stage 2 collective worship through music Early Years & Key Stage 1 Year Group/Team collective worship	Music Lead Designated members of staff
<b>Wednesday</b>	Early Years & Key Stage 1 collective worship through music Key Stage 2 Year Group/Team collective worship	RE Lead & Headteacher Designated members of staff
<b>Thursday</b>	Celebration Assemblies (EYFS & KS1 and KS2)	Head teacher or a member of the senior leadership team
<b>Friday</b>	Whole school collective worship with a focus on the current Christian value, class assembly or themed assembly which includes British values, environmental, world or music themes. Parents and the wider community are sometimes invited to this collective worship.	Designated members of staff, pupils and visitors





All classrooms or areas have a space for reflection. These are updated regularly with full input from the children. There is an outdoor reflection area, designed by the children.

We endeavour to maintain and develop close links with St. Barnabas Church, attending and leading services for the school, families and wider community and also visiting for curriculum development purposes.

Prayer and reflection are important features in life at St. Barnabas for children and staff.

### **Planning, Recording, Monitoring and Evaluation**

#### **• Planning**

- A termly overview for worship is planned each term in conjunction with SLT, Collective Worship Leader, children and local clergy.
- Planning follows the Open the Book overview and the Church of England Vision for Education 'Deeply Christian, Serving the Common Good' published Autumn 2016.
- Four main strands are identified from this document and we seek to address these through Collective Worship. They contribute towards providing an education for Life in All its Fullness:

- ✓ *Educating for Wisdom, Knowledge and Skills*
- ✓ *Educating for Hope and Aspiration*
- ✓ *Educating for Dignity and Respect*
- ✓ *Educating for Community and Living Well Together*

- Collective Worship is planned using the church calendar and the calendars of other faiths.
- A clear liturgy is followed for each act of Collective Worship.
- For each act of Collective Worship, a Bible reading, song and prayer are carefully planned to link with the theme of worship.
- A time of reflection is planned as part of the worship.

#### **• Monitoring and Evaluation**

- The effectiveness of Collective Worship is monitored within our regular monitoring cycle.



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- Collective Worship is monitored by the Senior Leadership Team, Collective Worship Lead, Governors and Pupil Worship Team to ensure that Collective Worship remains invitational, inclusive and inspiring.
- Most monitoring for Collective Worship is completed on a monitoring form which is kept by the Collective Worship Lead and the Headteacher.
- At the end of each term we evaluate the successes of Collective Worship with the pupils to then make improvements for the next term.

## Roles and Responsibilities

### • The Governing Body should:

- provide a statement within the school prospectus which makes clear that the aims of Collective Worship within the school are based on its Christian foundation and includes parents' legal right to withdraw their children from the act of worship;
- ensure that the school fulfills its legal responsibility for Collective Worship;
- in conjunction with the Headteacher, monitor the effectiveness of Collective Worship within the school and make recommendations for its development in accordance with the SIAMS Schedule.

### • Headteacher / Collective Worship Lead should:

- co-ordinate timetabling / themes across the year(s) into long, medium and short-term planning, in conjunction with the school and church community;
- ensure that the school prospectus, welcome / induction pack and website have clear statements about the school's ethos for Collective Worship, (including the right of withdrawal);
- ensure that there is a balance of regular and on-off visitors during the year, and being a point of contact for those visitors so that they understand their contribution to the worship life of the school;
- organise the evaluation of Collective Worship;
- be a part of the SIAMS inspection process;
- support other members of staff;
- know where to go for good resources to support worship;
- liaise with the music leader to ensure that music used as part of school worship fits the themes and school ethos, and is appropriate for use in school worship;
- lead staff meetings that have a focus on Collective Worship;
- be responsible for leading school worship teams, or prayer & reflection spaces.

### • Pupil Worship Group should:

- plan and lead Collective Worship;
- suggest new ideas for Collective Worship;



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- contribute to the monitoring and evaluation of Collective Worship in the school;
- promoting Collective Worship within the school.
  
- **Staff should:**
  - support the crucial role that Collective Worship plays within the school;
  - plan and lead Collective Worship when required;
  - provide opportunities for pupils to reflect on worship at other times during the week.

### 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. This support is provided by Diocese of Worcester Education Team. Training needs for staff may be identified through regular subject leader audits as well as performance management cycles. Additionally, support and guidance are provided for visitors and the clergy who lead Collective Worship.

### The Right of Withdrawal from 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.

In **St. Barnabas CE Primary School** there are significant numbers of children whose families are members of another faith, or who hold a non-religious world view.

On occasion, 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 practical implications of withdrawal;
- whether the parent will require any advanced notice of such worship, and if so, how much.

Where parents have withdrawn their children from Collective Worship and request religious worship according to their faith or denomination, the governors and Headteacher will seek to respond positively to such requests providing:

- such arrangements can be made at no additional cost to the school;
- that the alternative provision would be consistent with the overall purposes of the school curriculum as set out in the Education Acts.



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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 (*this means that a parent may, for example, request their child does not take part in a carol service when otherwise the child takes part in daily Collective Worship*).

### **Review**

This policy will be subject to the normal cycle of policy review and will be reviewed and ratified by the Governing Body every three years. Furthermore, there may be occasions where this policy is reviewed outside the normal review cycle, including but not limited to:

- a change in the SIAMS Schedule for Inspections;
- a change in legal position framework for Collective Worship.

### **Approval / review by Governing Body:**

**Headteacher signed:**

**Date: 18.11.24**

**Chair of Governors signed:**

**Date: 25.11.24**

**Date of next review: Autumn Term 2027**