

Collective Worship Policy

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Contents

- **Introduction and Vision.....3**
- **Legal Framework.....4**
- **School Statement on Collective Worship.....4**
- **Aims and Guiding Principles.....5**
- **Patterns of Collective Worship.....8**
- **Planning, Recording, Monitoring and Evaluation.....9**
- **Roles and Responsibilities.....9**
- **Staff Development and Training.....10**
- **The Right of Withdrawal from Collective Worship.....11**
- **Review.....12**

Introduction

As part of the caring Christian environment we aim to develop the spirituality of those of Christian faith, those of other faiths and those of no faith. We achieve this through daily worship and by celebrating diversity – treating all individuals with dignity and respect, working in unison with St James' Church in Hartlebury and other faith members of the wider community.

As a Church of England Primary School, we want our children and school community to have the opportunity to learn to worship and to grow in their understanding of God and of themselves. Worship in our school is not simply a statutory duty. We believe that, at its heart, Collective Worship should provide an opportunity for pupils and staff to come together to reflect and pray, to sing, share and communicate their feelings with one another and to God.

Name of School: Hartlebury Church of England (Voluntary Controlled) Primary School
School's Vision: Through love, we recognise everyone as a unique child known to God. We will walk with you on your journey to reach your full potential.





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. In other words, the law on Collective Worship that applies in a community school, “that it should be wholly or mainly of a broadly Christian character”, is not relevant. Worship in Hartlebury Church of England (Voluntary Controlled) Primary School should be distinctly Christian and reflect Anglican traditions.

School Statement on Collective Worship

At Hartlebury Church of England (Voluntary Controlled) Primary, worship is central to the life of the school and is the main platform for exploring our vision: *‘Through love, we recognise everyone as a unique child known to God. We will walk with you on your journey to reach your full potential’.*

Collective Worship at Hartlebury expresses our vision through our invitational offer to engage with our community to:

- 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.
- Affirm Christian values and attitudes.
- Share each other's joys and challenges.
- Celebrate special times in the Christian calendar.

Collective Worship 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 Hartlebury Church of England (Voluntary Controlled) 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. 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 calendar and those of other faiths. Pupils will be offered time to be able to contemplate and develop spiritually. Collective Worship in our school is invitational, inspirational and inclusive.

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 Hartlebury Church of England (Voluntary Controlled) 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;
- 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 differently 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.
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- **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;
 - worship is planned in relation to our distinctive Christian vision and associated 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 of different leaders and viewpoints, whilst maintaining the integrity of Anglican Liturgy.

Day	Type of Worship	Led by
Monday	Introduction/Reaffirmation of our value	Teachers
Tuesday	Local Community Worship	Richard Berry
Wednesday	Open the Book or Worship Group Led Collective Worship	Local OTB Church Team or School Worship Group
Thursday	Reverend Led Worship	Reverend Stephen Winter
Friday	Celebration Worship	Caroline Unitt

Church Worship

The whole school and parents will be invited to Collective Worship at our local church, St James' Church, on the first Thursday of every month. Reverend Winter and the school will lead this worship. The whole school and parents will also be invited to worship in the church to mark special Christian calendar events:

Harvest

Advent

Christmas

Remembrance Day

Epiphany

Candlemas

Mothering Sunday

Easter



Planning, Recording, Monitoring and Evaluation

- **Planning**

- A termly overview for worship is planned each term in conjunction with Collective Worship Leader (Sophie Bartlett) and RE Lead (Rebekah Salter),
- 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.
- 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.
- All monitoring for Collective Worship is completed on a monitoring form which is kept by the Collective Worship Lead, Executive Headteacher and Head of School.
- 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 fulfils its legal responsibility for Collective Worship;
- in conjunction with the Executive Headteacher and Head of School, monitor the effectiveness of Collective Worship within the school and make recommendations for its development in accordance with the SIAMS Schedule.



- **Head of School / 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 Team should:**

- lead Collective Worship;
- suggest new ideas for Collective Worship;
- 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 the 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 Hartlebury Church of England (Voluntary Controlled) 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 Executive Headteacher and Head of School 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, Executive Headteacher and Head of School 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.

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 3 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:

Executive Headteacher signed:

Date:

Head of School signed:

Date:

Chair of Governors signed:

Date:

Date of next review:

Date:

Appendix I Hartlebury's Values: Linked to our Vision

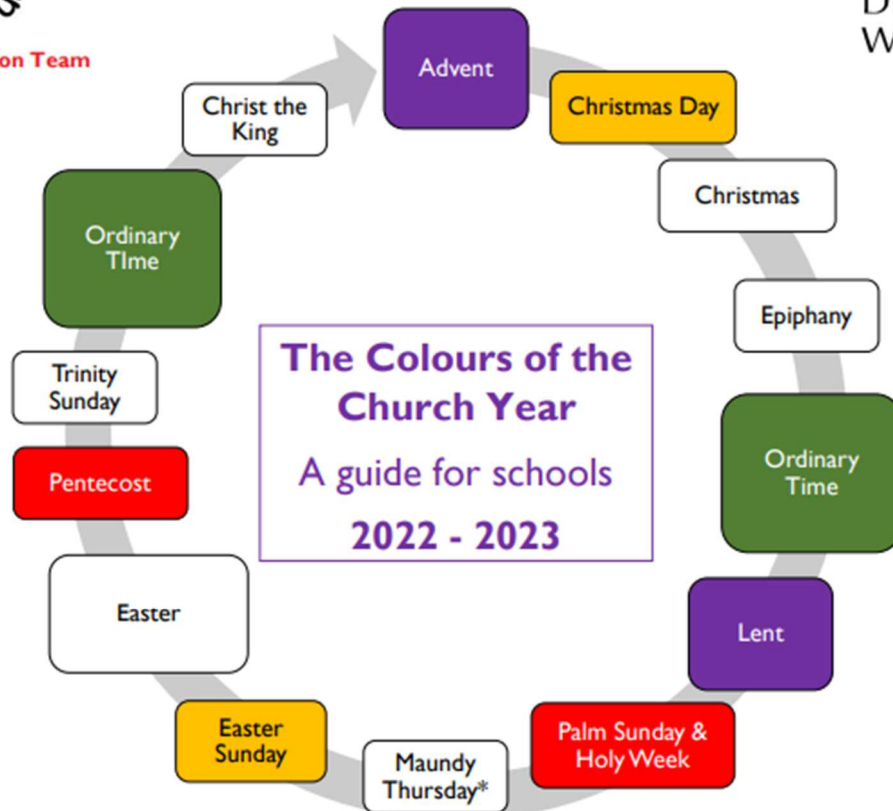
Term	Year A	Year B
Autumn 1	Kindness <i>Unique</i>	Love <i>Unique</i>
Autumn 2	Peace <i>Journey</i>	Patience <i>Journey</i>
Spring 1	Compassion <i>Unique</i>	Generosity <i>Potential</i>
Spring 2	Service <i>Potential</i>	Forgiveness <i>Journey</i>
Summer 1	Respect <i>Potential</i>	Truth <i>Unique</i>
Summer 2	Courage <i>Journey</i>	Perseverance <i>Potential</i>

Core Values



Appendix 2

Diocese Worship Calendar



Appendix 3

Daily Collective Worship Structure



Appendix 4

Collective Worship Plan

Term	Year A	Key Bible stories
Autumn 1	Kindness	<ul style="list-style-type: none"> • The Big Party (LST 114) CHURCH WORSHIP • I Can See (LST pg. 110) • Sticking together (Proverbs 18.24) 97 • Encouraging one another (1 Thessalonians 5.11) 100 • Supporting one another (Luke 5.17-39) 103 • Making time for each other (Luke 10.38-42) 106 • Learning to listen (Proverbs 17.17) 109
Autumn 2	Peace	<ul style="list-style-type: none"> • A Special Promise (LST pg12) CHURCH WORSHIP • Abigail Makes Peace (1 Samuel 25:2-35) • Mary, Martha and Lazarus (LST pg. 106) • The Storm on the Lake (pg.98 LST) • Blessed be the Peacemakers (Matthew 5:9) <p><u>The Christmas Story</u></p>
Spring 1	Compassion	<ul style="list-style-type: none"> • The Lost Sheep (Stories Jesus Told) The Good Shepherd (LST 116) CHURCH WORSHIP • The Good Stranger/Samaritan (LST pg. 104 or Stories Jesus Told) • Jesus and the Taxman (pg.130 LST) • Ruth and Naomi (LST pg. 48) • The Bad Brother/ (LST pg. 18)/The Two Sons (Stories Jesus Told)
Spring 2 2023	Service	<ul style="list-style-type: none"> • Jesus Washes the Disciples' Feet (John 13.1-30) CHURCH WORSHIP • Tabitha Wakes Up (pg.152 LST) • Using our talents to serve (Galatians 5:13) • Receiving as well as giving (1 Kings 17: 7-16) • Giving with no strings attached (Matthew 28: 28) • Looking at the heart (1 Samuel 16: 1-13) • Living for others (Matthew 4:18-20)
Summer 1	Respect	<ul style="list-style-type: none"> • The Ten Silver Coins (Stories Jesus Told) CHURCH WORSHIP

		<ul style="list-style-type: none"> • The Ten Commandments (Deuteronomy 5.1–22) • The Precious Pearl (Stories Jesus Told) • Remembering to pray for others (Ephesians 6.18) 117 • Valuing difference (Luke 7.1-10) 120 • Valuing others as we would like to be valued (Matthew 7.12) 123 • Valuing special places (Matthew 21.12-17) 126 • Valuing different opinions (1 Peter 2.17) 129
Summer 2	Courage	<ul style="list-style-type: none"> • <i>The Battle of Jericho (LST pg. 36 Joshua 3,5,6) CHURCH WORSHIP</i> • Goodbye at Last (pg.144 LST) • Paul is Shipwrecked (pg.156 LST) • The Story of Moses (Exodus 2-4) • David Spares Saul (1 Samuel 23,24) • Two Brave Women (Judges 4-5) • Daniel and the Lions (LST pg. 76)

Term	Year B	Key Bible stories
Autumn 1 2023	Kindness	<ul style="list-style-type: none"> • <i>The Big Party (LST 114) CHURCH WORSHIP</i> • I Can See (LST pg. 110) • Sticking together (Proverbs 18.24) 97 • Encouraging one another (1 Thessalonians 5.11) 100 • Supporting one another (Luke 5.17-39) 103 • Making time for each other (Luke 10.38-42) 106 • Learning to listen (Proverbs 17.17) 109
Autumn 2	Patience	<ul style="list-style-type: none"> • <i>A Special Promise (LST pg.12) CHURCH WORSHIP</i> • Hezekiah Trusts God (LST pg. 68)

		<ul style="list-style-type: none"> • The Helper Arrives (pg. 146 LST) • Loving others as we love ourselves (Mark 12.31) 13 • Giving sacrificially (Luke 21.1-4) 16 • Giving cheerfully (2 Corinthians 9.7) 19 • Caring for creation (Genesis 2.15) 22 • Giving our time (Nehemiah) 25 • Celebrating Harvest: Giving as God gives (Psalm 65.13-19)
Spring 1	Generosity	<ul style="list-style-type: none"> • The Marvellous Picnic (LST pg. 102) CHURCH WORSHIP • A Jar and a Jug (LST pg. 60) • The Little Gate (Stories Jesus Told) • The Rich Farmer (Stories Jesus Told) • The Widow's Coins (pg. 134 LST) • Loving others as we love ourselves (Mark 12.31) 13 • Giving sacrificially (Luke 21.1-4) 16 • Giving cheerfully (2 Corinthians 9.7) 19 • Caring for creation (Genesis 2.15) 22 • Giving our time (Nehemiah) 25 • Celebrating Harvest: Giving as God gives (Psalm 65.13-19)
Spring 2	Forgiveness	<ul style="list-style-type: none"> • Jonah the Groaner (LST pg. 66) CHURCH WORSHIP • Joseph the... (Genesis (37-50) Lion Storyteller pg. 22 - 28) • Mary anoints Jesus' feet (John 12.1-8) • Jesus washes the disciples' feet (John 13.1-30) • The Unforgiving Servant (Lion Storyteller pg. 108) <p><u>EASTER STORY</u></p>
Summer 1	Truth	<ul style="list-style-type: none"> • The Bad Brother/ (LST pg. 18)/The Two Sons (Stories Jesus Told) CHURCH WORSHIP

		<ul style="list-style-type: none"> • The Bad Brother AND the Runaway pgs.18 - 21) • The Wise King (pg.56 LST) • The Burning Bush (LST pg. 30) • God's Friends (LST (pg16) • The Pharisee and the Tax Collector (LST pg126)
Summer 2	Perseverance	<ul style="list-style-type: none"> • <i>The House on the Rock (Stories Jesus Told) CHURCH WORSHIP</i> • Big Bags of Money (pg.123 LST) • Running the race of life (Hebrews 12:1-2) • The Great Escape (LST pg. 32) • The Long Journey (LST pg. 34) • The Spies in Canaan (LST pg. 36) • The Helper Arrives (pg.146) • Doing the right thing (Jeremiah 38: 1-13) • Encouraging others to keep going (Acts 11:24) • Keeping going against all odds (Matthew 2:13-15)

Jesus' Parables

Old Testament Story

New Testament Story

Scripture

Reference will be made to those individuals, groups and charitable organisations who have shown inspirational examples of these values e.g. Nelson Mandela, Anne Frank, Mahatma Thandi, Helen Keller, Martin Luther King Jr, Harriet Tubman, Greta Thunberg, Princess Diana, Rosa Parks, Tim Berners-Lee, Marie Curie, Mother Teresa, Malala Yousafzai, Captain Tom Moore, Alan Turing, NSPCC, RSPCA, Childline, UNICEF, Red Cross, Royal British Legion.

Appendix 5

Hymn plan

Term	Value	Hymn
Autumn 1	Kindness	From the Tiny Ant
Autumn 2	Peace	Peace, Perfect Peace Make Me a Channel of Your Peace
Spring 1	Compassion	Cross Over the Road
Spring 2	Service	Carpenter, Carpenter Here I am, Lord Give Me Oil in My Lamp
Summer 1	Respect	Our Father
Summer 2	Courage	How Great Thou Art
Autumn 1	Love	Shine Jesus Shine
Autumn 2	Patience	Be Still for the Presence of the Lord
Spring 1	Generosity	All Things Bright and Beautiful Thank You Lord
Spring 2	Forgiveness	Think of a World Without Any Flowers Colours of Day
Summer 1	Truth	Psalm 23
Summer 2	Perseverance	Amazing Grace

Purple: Out of the Ark Streaming

Blue: Come and Praise (Piano)