Harbour Schools Partnership

A guiding light for education

COLLECTIVE WORSHIP POLICY

Ashleigh CofE Primary School

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NB. 'Trustees' means the Directors referred to in the Trust's Articles of Association

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1. HISTORY OF MOST RECENT POLICY CHANGES

Version	Date	Page	Change	Origin of change E.g TU request, change in legislation

2. SCHOOL VISION STATEMENT

2.1 In our school, our Christan vision shapes all we do.

2.2 At the centre of our school vision is the message from John 10:10, where Jesus teaches that he came so that everyone may have life – Life in all its Fullness. We share this message with our children as an invitation to grow into the best version of themselves: joyful, kid, confident, resilient and ready to flourish. It reminds every member of our community that they are valued, have purpose and are capable of great things.

2.3 This vision guides everything we do at Ashleigh C of E Primary School. Through our warm, inclusive environment and our commitment to nurturing the whole child, we encourage pupils to develop the qualities and values that help them live a full and flourishing life. Our core values shape this journey: Respect, Compassion, Service, Hope, Aspiration and Forgiveness.

2.4 Collective worship in a church school should enable every child and adult to flourish and to live life in all its fullness. (John 10:10), living out the Church of England's Vision for Education (2016). It will help educate for wisdom, knowledge and skills, hope and aspiration, dignity and respect, developing community and understanding of living well together.

3. POLICY STATEMENT

3.1 In Ashleigh CofE Primary School collective worship is central to the life of the school and is shaped by the school's vision and the Anglican foundation of the school. It is well planned so that the whole school family gathers together daily and is engaged on a journey of discovery and spiritual development, exploring the teachings of Jesus and the Bible. Collective worship strengthens and supports our school's identity and reaffirms our Christian vision (and associated values of Respect, Compassion, Service, Hope, Aspiration and Forgiveness).

3.2 For Christians, worship in church 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.

3.3 At Ashleigh CofE Primary School collective worship aims to be inspirational, invitational, and inclusive and will lead people to a threshold where they can witness worship and join in, if they wish.

3.4 Through collective worship, pupils and adults 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 (and other faiths) calendar. Pupils and adults will be offered time to be able to contemplate and develop spiritually. We have therefore considered what spirituality and spiritual development means to us as a school and have our own agreed definition and language of spirituality. At Ashleigh CofE Primary School, spirituality is central to our vision of *'living life in all its fullness'*. We understand spirituality as the development of relational awareness: growing in understanding of ourselves, others, the world around us, and our relationship with God. Through our curriculum and values of hope and aspiration, we nurture opportunities for reflection, wonder, connection and growth, enabling all members of our community to flourish and learn to love and live well together. This enhances and enriches collective worship and individuals' spiritual development.

4. CHURCH OF ENGLAND GUIDANCE

4.1 The collective worship policy at Ashleigh CofE Primary School draws on guidance from the Church of England[1]. This guidance document has been produced to challenge, to guide and set expectations for church school communities and diocesan authorities, encouraging them to reflect on their practice and to ensure that collective worship remains the relevant and essential component of an education that enables all pupils and adults to flourish. Leaders and governance should ensure that 'collective worship is the unique heartbeat of a Church school and is offered as part of a wider opportunity for pupils and adults to encounter faith by engaging in conversations with God, both as individuals and together.'

5. LEGAL REQUIREMENTS

5.1 There must be a daily act of collective worship in all maintained schools and academies 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 Ashleigh CofE Primary School should be distinctly Christian and reflect Anglican traditions.

5.2 The Local Governing Body of the school are tasked with monitoring and evaluating the impact of worship in enabling pupils and adults to flourish spiritually, in consultation with the headteacher. They also have the responsibility for ensuring that the school meets the requirements for worship detailed in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Framework, school policy, local and national guidance.

5.3 They have responsibility to ensure that:

[1] https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/collective-worship; https://www.nse.org.uk/curriculum-and-inclusion/collective-worship

- Collective worship reflects the schools Anglican/Methodist foundation and enables the spiritual flourishing of those in the school community
- The school has a regular and meaningful relationship with the Diocesan Board of Education (DBE) accessing expertise and support for collective worship, as well as effective regular partnership with the parish/local church

5.4 Additionally, the trustees/governing body of the school consider the SIAMS sub-questions from IQ3:

a) How do the theologically rooted Christian vision and the Anglican foundation of the school shape worship and spirituality in the school?
b) How do partnerships with the DBE, and partnerships with parish/local church/es enhance this?
c) In what ways is the worship life of the school inclusive, invitational, and inspirational?
d) In the context of the school as a Church school, what do pupils and adults understand to be the meaning of spirituality? How does this enhance and enrich collective worship and individuals' spiritual development?
e) How does the trust contribute to and enhance the school's worship and spiritual life?

6. THE RIGHT OF WITHDRAWAL

6.1 In Ashleigh CofE Primary School we recognise that some children and families are not Christians and are members of another faith or hold a non-religious world view. Part of the distinctively Christian nature of Church of England Schools is that we are invitational and inclusive to all in the community we serve. Collective worship occupies such a central place in the life of all church schools, and the Christian foundation and vision of the school shapes worship and the spirituality in the school. All are warmly welcomed to be part of daily collective worship as part of the school community.

6.2 The 1944, 1988 and 1998 Education Acts state that parents/carers have the right to withdraw children from collective worship and suitable arrangements should be made to accommodate these children.

6.3 On occasions, a parent/carer may make a request for their child to be withdrawn from collective worship. There is an expectation that parents/carers 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/carer would object to the child taking part
- The other aspects of school life that are impacted by the Christian foundation of the school such as prayer and reflective areas
- The practical implications of withdrawal
- Whether the parent/carer will require any advanced notice of such worship, and if so, how much

6.4 Where parents/carers have withdrawn their children from collective worship and request religious worship according to their particular faith or denomination, the governors and head teacher 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

6.5 If the parent/carer 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/carer may, for example, request their child does not take part in a carol service when otherwise the child takes part in daily collective worship.)*

7. GUIDING PRINCIPLES

7.1 Collective worship in Ashleigh CofE Primary School aims to:

- Have a pivotal place in the life of the school community.
- Support pupils and adults in their spiritual growth and development through experiences of prayer, stillness, worship and reflection.
- Be central in the life of the school and is shaped by the school's vision and the Anglican foundation of the school.
- Provide opportunities for pupils and adults to be inspired by the teachings of Jesus and the Bible and to appreciate the relevance of faith in today's world.
- 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 non-religious beliefs to be present with integrity.
- Support pupils in the development of their understanding of the Trinitarian nature of God in Christian belief.
- 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 appreciating that Christians worship in different ways.
- Help pupils to become familiar with Christian language and symbolism and the cycle of the Church's year so that they are offered a pattern of meanings and a framework into which they can begin to integrate experience.
- Explore a variety of ways of praying, giving pupils the opportunity to form their own prayers using multi-sensory foci and introduce them to some well-known Christian prayers, as well as a variety of prayers of thanksgiving before mealtimes and home time.
- Offer opportunities to all pupils 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 if it supports their own spiritual development.
- Ensure that materials and themes for worship are carefully selected to make sure pupils understand the diverse work of Christians and the church locally, nationally and globally and how this reflects the teachings of the Bible and the example of Jesus.

8. DEVELOPMENT OF THE POLICY AND LINKS TO OTHER POLICIES & DOCUMENTATION

This policy reflects the school's Christian vision, values and commitment to providing a safe, inclusive and nurturing environment where all members of the school community can flourish. It has been developed through ongoing consultation, evaluation and review involving Trust Leadership, school leaders, staff, governors, pupils, parents/carers and church partners, using The Harbour Schools Partnership, Church of England and the Diocese of Exeter documentation.

The policy is informed by the school's Christian vision and key policies, including Behaviour, RSE, Child Protection and Safeguarding, and Religious Education. It also draws on the school's work in SMSC, PSHE/RSE, staff development, equality and inclusion, community engagement, SIAMS self-evaluation, School Development Plan priorities, spirituality guidance, collective worship planning, and RE and Christian Distinctiveness expectations.

The policy will be reviewed regularly to ensure it remains aligned with statutory requirements, school priorities and the evolving needs of the Ashleigh Church of England Primary School community.

8.1 We ensure that the principles for collective worship are reflected and applied in our policies and practice including those that are concerned with:

- Pupils' personal development and wellbeing
- Spiritual development, SMSC and PSHE
- Staff recruitment, retention and professional development
- Care, guidance and support
- Behaviour, discipline and exclusions
- Working in partnership with parents and carers
- Working with the wider community

We also ensure that information about collective worship is included in the school prospectus and / or on the school website.

9. HOW COLLECTIVE WORSHIP IS ORGANISED

9.1 Leadership

9.1.1 Member of staff responsible for collective worship is Rebecca Francis, Christian Distinctiveness Lead.

- Collective Worship is led by a range of individuals across the school community, including the Headteacher, Senior Leadership Team, teaching staff, the Ethos Team, members of Holy Trinity Church, Open the Book volunteers and other approved visitors. This variety of leadership enables children to experience different expressions of worship whilst maintaining a consistent Christian foundation.

- To ensure consistency and alignment with the school's Christian vision, all staff and regular worship leaders have access to the school's RE and Christian Distinctiveness Expectations Document and the Collective Worship Medium-Term Planning. These documents provide guidance on the school's vision, values, worship structure, spirituality, and expectations for Collective Worship. Visiting worship leaders are also provided with relevant information to ensure that worship reflects the Christian character, vision and values of Ashleigh CofE Primary School while remaining inclusive of all members of the school community.

9.2 Planning

- Collective Worship is planned collaboratively by the Christian Distinctiveness Lead, Senior Leadership Team, Holy Trinity Church partners and the Ethos Team. Planning is informed by the Church's liturgical calendar, the school's vision and values, local and global events, the work of Edukid, and opportunities to explore themes linked to the 17 United Nations Sustainable Development Goals (SDGs). Pupil and staff feedback is regularly used to ensure worship remains relevant, meaningful and responsive to the needs of the school community.

- Children are actively involved in the planning, delivery and evaluation of worship through the Ethos Team. They contribute prayers, reflections, questions, readings and worship activities and lead aspects of worship throughout the year.

- Collective Worship reflects the cycle of the Church Year, including Harvest, Christingle, Christmas, Easter and Pentecost. These celebrations are enhanced through services held at Holy Trinity Church.

- The school's vision, *"Learning to Love; Loving to Learn - Life in all its Fullness,"* and the six Church School Values of Respect, Compassion, Service, Hope, Aspiration and Forgiveness underpin all acts of worship.

- Explicit links are made between Bible teachings and the school's values. Through stories, scripture and discussion, children are encouraged to consider how Christian values can be lived out in school, at home and in the wider community.

- Collective Worship follows a structure rooted in Anglican tradition, including greetings of peace, prayer, biblical teaching, reflection, the Lord's Prayer and the use of symbolic actions such as lighting and extinguishing a candle.

- A wide range of resources support worship, including:

    - Bible readings and stories
    - Religious artefacts
    - Religious artefacts
    - Music and songs
    - Videos and images
    - Drama and role-play
    - Prayer stations and Prayer Spaces
    - Liturgical responses
    - Reflective questions and discussion prompts

- Children and adults are provided with opportunities to explore faith in today's world through discussion, oracy, reflection, global citizenship themes and consideration of contemporary issues within a Christian framework.

- The Christian understanding of God as Father, Son and Holy Spirit is explored through worship, prayer, church services, Bible teaching and the celebrations of key Christian festivals.

- Spiritual growth is nurtured through prayer, stillness, reflection, creative responses, music, singing and opportunities for children to engage with questions of meaning, purpose and belief. Our understanding of spirituality is rooted in developing relational awareness with self, others, the world and beyond.

- Staff have access to high-quality planning materials, diocesan guidance, church partnerships and professional development opportunities to support the planning and delivery of Collective Worship.

9.3 Organisation

- Collective Worship takes place daily and includes:

    - Whole-school worship in the hall
    - Class worship

- Church services

- Special celebrations and events

- Whole-school worship is generally held in the school hall, while Thursday worship takes place within individual classrooms. Holy Trinity Church is used regularly throughout the year for significant Christian celebrations.

- The worship environment is carefully prepared to create a sense of reverence and reflection. The atmosphere may include:

  - A focal point and worship table
  - A lit candle
  - Christian symbols, including a cross
  - Appropriate music
  - Visual stimuli linked to the theme
  - Prayer resources

- Classroom Spiritual Areas further support worship and reflection. Each classroom includes:

  - School values display
  - A cross
  - Journals, worry box and/or prayer tree
  - Prayer labels
  - Opportunities for reflection and stillness

- Children participate in liturgical responses including:

  Leader: "Peace be with you."
  Children: "And also with you."

  Leader: "Learning to Love;"
  Children: "Loving to Learn -"
  All: "Life in all its Fullness."

- Children are seated respectfully to enable participation, reflection and discussion. Opportunities are provided for paired discussion, group reflection and whole-school responses.

- Outdoor spaces, Prayer Spaces sessions and visits to Holy Trinity Church provide additional opportunities for worship, reflection and spiritual development.

- Whole-school worship takes place each afternoon at 2.50pm and typically lasts between 15 and 20 minutes. Additional worship opportunities occur through church services, Prayer Spaces and special events.

9.4 Role & Responsibilities

- **Governing Body**

  The Governing Body ensures that Collective Worship complies with statutory requirements, reflects the school's Christian foundation and supports the Christian vision and values.

- **Headteacher and Senior Leadership Team**

  The Headteacher and Senior Leadership Team:

  - Promote and uphold the Christian vision.
  - Support the planning and delivery of worship.
  - Monitor the quality and impact of worship.
  - Ensure staff are appropriately supported.

- **Clergy and Church Partners**

  Holy Trinity Church and other church partners:

  - Lead and support worship and church services.
  - Provide guidance and resources.
  - Support the spiritual development of pupils and staff.
  - Strengthen links between church, school and community.

- **Teaching and Support Staff**

  Staff:

  - Participate in worship.
  - Model Christian values.
  - Facilitate reflection, prayer and discussion.
  - Support pupils in engaging meaningfully with worship.

- **Pupils**

  Pupils, particularly members of the Ethos Team:

  - Lead aspects of worship.
  - Prepare prayers and reflections.
  - Support worship monitoring and evaluation.
  - Model positive attitudes and behaviour.
  - Contribute ideas for future worship themes.

- **Parents and Carers**

  Parents and carers are encouraged to support the school's Christian vision, engage with celebrations and services, and contribute to the wider spiritual life of the school community. Information about Collective Worship, church services, Christian values, special celebrations and opportunities for prayer and reflection are regularly shared with parents and carers through the school newsletter and other communication platforms. This helps to strengthen the partnership between home, school and church and enables families to engage with and support the school's Christian distinctiveness.

- **Visitors**

  Visitors are expected to respect the school's vision, values and worship practices and to contribute positively to the spiritual development of the school community.

9.5 Staff Development & Training

9.5.1 We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. Support and training should also be made available to partners from the local church who lead worship.

9.5.2 The school's named lead for collective worship accesses updates and training through the optional annual training offered by the diocesan education team and through the termly diocesan update meetings.

Staff receive ongoing support through:

- School-based professional development.
- Shared planning and moderation opportunities.
- Guidance from church partners.
- SIAMS-related training and updates.
- Opportunities to develop understanding of spirituality and spiritual development.
- Access to Collective Worship planning resources and diocesan materials.

9.6 Monitoring and evaluation

Collective Worship is monitored and evaluated regularly to ensure it remains meaningful, inclusive, engaging and reflective of the school's Christian vision and values.

Monitoring activities include:

- Ethos Team observations and evaluations.
- Pupil voice activities and questionnaires.
- Staff feedback.
- Governor monitoring visits.
- Discussions with church partners.
- Learning walks and worship observations.
- Reviews of planning and recorded evidence.

The Ethos Team plays a significant role in evaluating worship, gathering feedback from pupils and identifying areas for development. Findings are shared with staff and leaders to inform future planning.

Evidence gathered through monitoring may include:

- Observation records
- Photographs
- Pupil reflections and quotations
- Prayer responses
- Worship planning documents
- Governor and clergy reports

Monitoring and evaluation outcomes are used to improve the quality of worship, strengthen opportunities for participation and spiritual growth, and contribute to ongoing school improvement and SIAMS self-evaluation.

10. DISSEMINATING AND REVIEWING THE POLICY

10.1 We ensure that this policy is known to all staff and governors, parents, and carers and, as appropriate, to all pupils. This policy is available on our school website. This policy will be reviewed every 3 years or earlier if there is a significant change to the current legislation or guidance.