

# Hardwicke Parochial Primary Academy



## Collective Worship Policy

Status and review cycle: Every Two years

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*Together We **Love, Learn and Live***

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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. 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 Hardwicke Parochial Primary School should be distinctly Christian and reflect Anglican traditions.

The trustees and local governing body school have the responsibility for ensuring that the school can respond to IQ3 in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Framework 2023, which asks ‘How is collective worship enabling pupils and adults to flourish spiritually? They are also tasked with monitoring and evaluating how collective worship is helping pupils and adults flourish spiritually in consultation with the headteacher.

## School Statement on Collective Workshop

### Our Approach

At Hardwicke School, collective worship is central to school life and reflects our Christian vision, “*Do everything in love*” (1 Corinthians 16:14). Worship is inclusive, invitational and inspiring, providing opportunities for all members of the school community to reflect, learn and respond to Christian teachings and values.

As a church school, our Christian vision is inspired by the Apostle Paul’s letter to the church in Corinth, where he offers guidance for living in God’s way. In the closing words of his letter, Paul reminds us that everything we do - no matter how big or small - should be done in love, reflecting our care and compassion for others. We have identified core Christian Values that underpin our work as a school community and which inform our vision, aims and ethos. The values that relate particularly to this policy are respect, service and trust.

### Aims and Guiding Principles

This school follows the guiding principles highlighted in the document: Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document, May 2021.

## **Collective worship in Hardwicke Parochial Primary School aims to:**

- Have a pivotal place in the life of the school.
- Support pupils and adults to flourish spiritually
- Be the central vehicle by which the school's vision is unpacked and explored so that the whole school community is challenged and engaged with the teachings of Jesus and the Bible.
- 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.
- 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 contributing to the communal journey.
- Help children to become familiar with Christian language and symbolism and the cycle of the Church 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, through inviting children to form their own prayers using multi-sensory foci and introducing them to some well know Christian prayers, as well as a variety of prayers of thanksgiving before mealtimes and home time.
- Offer opportunities 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 offered the opportunity to be at the centre of this process taking on increasingly independent roles in planning and leading worship.
- Ensure that materials and themes for worship are carefully selected to make sure pupils understand the work of Christians and the church locally, nationally and globally and how this reflects the teachings of the Bible and the example of Jesus.
- At Hardwicke, worship is inclusive of, and fully accessible to, all. Pupils and staff in our school will come from different backgrounds of faith and no faith and will naturally be at different stages of their spiritual journey. Opportunity is given to think, ask questions and reflect. Care is taken to ensure that the language used by those facilitating worship avoids assuming faith in all those participating, listening and watching. Pupils are involved in planning, leading and the evaluation of worship in order to offer their own meaningful contributions.
- Collective worship at Hardwicke provides the opportunity to engage whilst allowing the freedom of those of different faiths and those who profess no religious faith to be present and to engage with integrity.
- Collective worship at Hardwicke is designed to be formational, transformational and inspirational, leading pupils to become courageous advocates of causes and encouraging them to think searchingly about their faith, beliefs and/or philosophical convictions.

At Hardwicke, Collective worship follows a consistent and recognisable structure to create a sense of reverence, belonging and shared experience. 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 Hardwicke the purpose of collective worship will be to lead people to a threshold where they can witness worship and join in, if they wish. It is a place where all can flourish spiritually.

## Structure of Collective Worship

Each act of worship follows a planned format:

- **Gathering**

Worship begins with the lighting of three candles, representing the Holy Trinity. The community is welcomed with the words:

*“We come together in the presence of God the Father, God the Son and God the Holy Spirit. Amen.”*

- **Focus on Christian Values**

The worship leader introduces the Christian value that is the focus for the worship. While one value is given particular emphasis over a half-term, all of the school’s Christian values are revisited and applied throughout each week.

- **Engagement and Reflection**

The adult leader, supported by Year 6 Worship Leaders, leads the main body of worship. This includes teaching, storytelling (drawing on Bible teachings and parables), reflection and discussion.

Pupils are encouraged to consider how the learning relates to their own lives and how they can *“do everything in love”* in their actions and relationships.

- **Response**

Pupils are given time to respond to the message of the worship, reflecting on how they can apply their learning in the days ahead.

- **Singing**

Worship includes a song linked to the school’s vision, Christian values or the theme of the session, promoting joy, unity and shared expression.

- **Prayer**

A prayer is led by the worship leader or adult. Pupils are invited to participate in a way that is meaningful to them - either by joining in with *“Amen”* or by reflecting quietly.

- **Sending**

Worship concludes with the words:

*“May the love of God hold us, Jesus help us learn, and the Holy Spirit live in us. Amen.”*

The candles are extinguished during these words, marking the end of the worship.

## **Spirituality Sessions**

In addition to whole-school worship, a weekly spirituality session takes place within each class.

These sessions:

- Follow the same structure of welcome and closing
- Provide opportunities to explore “big questions” and current world events
- Enable all pupils to contribute their thoughts and ideas in a smaller, supportive setting
- Encourage deeper reflection, discussion and personal response

These sessions support pupils in developing their own spiritual understanding and confidence in expressing their beliefs and values.

## **The Role of Worship Leaders**

Collective worship is led by school staff, who are responsible for planning and delivering engaging and meaningful worship, ensuring progression in pupils’ understanding of Christian teachings.

Year 6 pupils play an important role as **Worship Leaders**. Each year, six pupils are selected through an interview process based on their ability to demonstrate and live out the school’s Christian values.

Worship Leaders:

- Support adults in leading collective worship
- Welcome pupils into worship
- Lead or participate in prayers
- Perform drama or readings to enhance understanding
- Encourage other pupils to reflect deeply and respond thoughtfully
- Act as role models, embodying the school vision *“Do everything in love”*

## **Planning**

The worship overview is planned by the Headteacher, RE lead or the worship team according to themes outlined in the Values for Life materials provided by the diocese. These themes for each half term are followed by all staff. Bible stories that support the Values are planned into a one-year cycle. The different elements of the Church year is also planned for and delivered during Worship.

Leaders of collective worship may use artefacts, stories, drama scripts, artwork, music, songs, film clips and focal points to support the delivery of the theme. Reference is regularly made to the Bible during Collective Worship as a source book of inspiration and guidance and the Church of England’s commitment to Christianity throughout the world and dialogue with other faiths. Worship provides opportunities for children and adults to explore faith in today’s world and explore the Christian belief

in the Trinitarian nature of God as well as allowing for spiritual flourishing through prayer, stillness and reflection.

### **Values for Life Themes**

**Autumn:** Friendship and Forgiveness.

**Spring:** Courage and Perseverance.

**Summer:** Respect and Service

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

The school will periodically evaluate the impact of collective worship through:

- Governor observations of CW
- Discussions with pupils
- Review of the CW policy and its effectiveness 6 Roles and Responsibilities
- The Local Governing Body has the responsibility for worship in a church academy, in consultation with the Headteacher.
- There is an expectation that staff will be fully involved in worship in this academy and will attend acts of collective worship with pupils
- The Headteacher is responsible for coordinating collective worship. The Collective Worship Lead will maintain clear forward plans and evaluate the impact of worship on the life of the community.
- In planning worship, the Collective Worship Lead will consider how worship takes account of the church year, the Bible as a source book of inspiration and learning and the Church of England's commitment to ecumenism and dialogue with other faiths. They will also consider the range and variety of materials used, including different leaders; visitors; outside groups; websites; artefacts; stories; artwork; music; film clips and focal points e.g. a picture or candle.
- Pupils understand their key role within the school community from the start of their journey at Hardwicke Parochial School. The youngest pupils are welcomed and invited to join in collective worship when they are ready and very quickly understand what our expectations and the opportunity worship provides for them.
- Parents and carers are invited to attend special events during the school year at the local church and can access the collective worship policy on the school website. We welcome Church at School every third Sunday in the month.
- Parents are informed on induction that collective worship occupies such a central place in the life of the Church school. Visitors are invited to join in collective worship when in school and given clear guidance if they are to take the collective worship.

### **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. Additionally, support and guidance are provided for visitors and the clergy who lead collective worship.

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## **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 Hardwicke Parochial School there are significant numbers of children whose families are members of another faith, or who hold a non-religious world view. Part of the distinctively Christian nature of Church of England Schools is that they should be as hospitable and inclusive to all in the community they serve.

*As collective worship occupies such a central place in the life of the Church school, this should be made clear on induction, and it is hoped that parents will be making a specific choice of the school knowing that the distinctive ethos will determine a Christian tradition within collective worship.*

*On occasions, 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 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

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.)

### ***Development and Sharing of the Policy***

*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 is to be read in conjunction with the Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document and the Diocesan Collective Worship Guidance Document.***

*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*
- *SMSC and PSHE*
- *Staff recruitment, retention and professional development*
- *Care, guidance and support*
- *Behaviour, discipline and exclusions*
- *Working in partnership with parents, carers and guardians*
- *Working with the wider community*
- *We also ensure that information about collective worship is included in the school prospectus and on the school website.*

Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document, May 2021

## **Conclusion**

Collective worship at Hardwicke School is a meaningful and valued part of daily life. It nurtures a sense of community, deepens spiritual understanding and encourages all members of the school to live out the vision of love in their actions, relationships and attitudes.