



## COLLECTIVE WORSHIP POLICY

As agreed by the Governing Body November 2019 and reviewed November 2020

**Next Review date: Autumn Term 2021**

**During Covid-19 all workshops are taking place in individual classrooms to ensure that children and staff are not mixing beyond their bubbles.**

To worship together is seen as an opportunity for all to share in Christ's love.

**At St Michael's Primary School, Lichfield  
Worship is...**

***Giving honour and reverence to a supreme being.  
Christian worship is concerned with bringing praise, prayer,  
thanksgiving and adoration to God.***

***It is an activity of response: in words, actions and thoughts.***

***Worship is also intrinsically linked to our values of:***

- ***Belonging***
- ***Friendship***
- ***Forgiveness***
- ***Respect***
- ***Courage***
- ***Perseverance***

### **Our Vision**

Collective worship plays a central part in the life of St Michael's CE Primary School, Lichfield. Collective Worship is a means by which the school's Christian vision is expressed. (Strand 6 SIAMS 2018):

***Excited to learn with confidence together in God's hands.***



***At St Michael's, we are all guided by our Christian values to inspire one another; encouraging confident, committed and caring children to flourish through life's journey.***



*'Love God with all your heart and with all your mind and with all your strength; and love your neighbour as yourself.'* Mark 12:<sup>33</sup>

## **Our Christian Core Values**

### **Belonging**

*'Yet I still belong to you; you hold my right hand. You guide me with your counsel, leading me to a glorious destiny.'* Psalm 73:<sup>23-28</sup>

### **Friendship**

*'A friend loves at all times.'* Proverbs 17:<sup>17</sup>

### **Forgiveness**

*'Be tolerant with one another and forgive one another whenever any of you has a complaint against someone else.'* Colossians 2:<sup>12-13</sup>

### **Respect**

*'So in everything you do to others what you would have them do to you.'* Matthew 7:<sup>12</sup>

### **Courage**

*'Be on your guard. Stand firm in faith. Be courageous. Be strong. Do everything in love.'* Corinthians 16:<sup>13-14</sup>

### **Perseverance**

*'Stand firm and you will win life.'* Luke 21:<sup>19</sup>

As an expression of the Christian ethos and spiritual life of the school it offers the whole school community opportunities to experience/participate in/take responsibility for the living expression of Christian worship, valued and honoured through the school's Anglican Foundation. This is invitational and set within the context of the corporate community of our school and its historic partnership with St Michael's on Greenhill, Lichfield. We affirm every individual's unique contribution, regardless of age, gender, ability, background or religion. We also strive to help pupils connect their experience of RE with worship.

## **Legal requirements:**

### **Trust Deed**

Our daily act of collective worship is in accordance with the Trust Deed of the school/academy. This requires worship to be consistent with the faith, principles and practices of the Church of England.

### **DfES guidance**

We also take into account DfES legislation. The following link will take you to the current legislation. <https://www.gov.uk/government/publications/collective-worship-in-schools>

### **1988 Education Act**

We also take into account the 1988 Education that states,

*'.....all pupils in attendance at a maintained school **shall in each school day** take part in an act of collective worship',*

And, that this should be,



*‘.....mainly of a broadly Christian character’*

### **Worship and/or Assemblies**

Some schools have a celebration assembly in order to celebrate pupil's achievements. Care should be taken that this is still regarded as an act of worship through saying prayer at the end of the celebration to thank God for pupil's achievements and successes. Here at St Michael's Primary School, Lichfield we have a Special Mentions Worship on a Friday afternoon. During this time we celebrate our children's successes during the week and the member of staff leading the worship chooses a person from the news who is their special mention. Opportunity is provided for the children to reflect on the values demonstrated by the 'special person' of the week and why they might be a role model. Prayers, written by children earlier in the week during Prayer Club, are shared.

(However schools should be mindful that worship does not turn into an assembly. In order for worship to be worship it must include prayer)

### **Section 48 Statutory Inspection of Anglican & Methodist Schools (SIAMS)**

All church schools, whether they are Voluntary Aided (VA ), Voluntary Controlled (VC) or Foundation (F) will be inspected on collective worship and the impact this has on the whole school community (Strand 6 of the SIAMS 2018 schedule). **The core question of this strand is the ways in which collective worship is an expression of the school's Christian vision.** Here at St Michael's Primary School, Lichfield this inspection will evaluate the school's/academies collective worship on the following:

- that it is inclusive, invitational and inspiring
- offers the opportunity, without compulsion, to all pupils and adults to grow spiritually through experiences of prayer, stillness, worship and reflection
- 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.
- 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.
- 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.
- encourages local church community partnerships to support the school effectively in developing its provision for collective worship.

### **The right of withdrawal – see appendix**

We recognise the right of withdrawal from worship for pupils at the request of parents and for staff, but encourage discussion with the relevant individuals to ensure that there is understanding of the aims and objectives of worship, and strategies for minimising the disruption caused by any withdrawals

### **Aims of worship**

The gathering of pupils each day incorporates collective worship. Worship will be:

- Appropriate to the age, aptitude and family background of pupils.



- Provided in a variety of settings, groupings and timings, with a variety of leaders

Monday	9am or 10am	Whole school	Headteacher or member of St Michael's Church Ministry Team
Tuesday	9am	Years 5 and 6	St Michael's Church, led by a member of St Michael's Church Ministry Team
	9am	Reception – Year 4	Deputy Head
Wednesday	As per class timetable	Class Led Worship	Class Worship Leaders (Y5 and 6 Leaders lead Class Worship in Pre- School, Reception, Y1 and 2)
Thursday	9:00	Prayer and Praise	Teachers on a rota
Friday	1:30	Key Stage Special Mentions	Teachers on a rota
	2:30		

- This can happen as a whole school, key stage, phase group or a class

**Worship should be invitational and provide opportunities to:**

- enhance the spiritual development and response of pupils
- foster reflection, meditation, prayer and silence
- create an atmosphere in which God is both normal and natural
- foster a reverential attitude to God
- foster empathy and imagination, enabling pupils to participate in a variety of ways
- actively involve pupils in the delivery of worship in creative and imaginative ways (reading, poetry, drama, dance, quiet / silent reflection, prayer, singing)
- explore and enjoy praise, prayer and the rituals of Christianity (the Anglican tradition in particular)
- affirm the Christian faith and the central Christian status of Jesus as the Son of God
- affirm the Christian belief in the Trinity and explore the meaning of each person of the Trinity
- explore Eucharistic worship within the Anglican tradition
  - At St Michael's this is promoted through:
    - Our RE curriculum in the Year 5 topic 'What did Jesus do to save human beings?'
    - Termly communion services in St Michael's Church for Years 4, 5 and 6 where children are able to receive a blessing, share bread through agape and have the opportunity to be admitted to receive 'Communion before Confirmation'
- enable pupils to reflect on the experiences of Christian adherents
- foster and value a search for a faith to live by
- explore the schools/academies Christian values to deepen pupils understanding of them and how they relate to the school/academy, local community and wider world



- learn about and reflect upon Christian teaching, Biblical material and Christian festivals, in a way that relates to the pupils' experience and to living together in community
- worship together rather than apart
- provide an evocative setting for worship that fosters spiritual growth and reflection
- experience a broad spectrum of Christian tradition (various expressions of worship)
- inspire pupils to explore further their own faith and tradition
- encourage pupils and staff to plan, participate and lead in worship
- develop a sense of community and shared values
- consider the needs of others and to foster charitable works
- celebrate the highest achievements of the human spirit
- celebrate achievements of members of the school in every aspect of school life
- foster a thought provoking atmosphere allowing for spiritual reflection and response
- make regular use of local church buildings for worship

#### **Other opportunities that worship can offer are:**

- celebrate the beliefs and cultures of others particularly those represented in our school
- celebrate of achievements of members of the school community
- reinforce school expectations, good behaviour and school routines
- share local school and community information

#### **Management of worship**

Ultimately the responsibility for collective worship lies with the Headteacher and the Chair of Governors. However the role of planning, resourcing, managing and evaluating worship has been delegated to our Worship Lead in partnership with a member of the Ministry Team. In addition all teachers in a church school are 'spiritual leaders' and have a responsibility to help pupils develop spiritual awareness. In practice:

- Our SWEC (School Worship and Ethos Committee), comprising Rector, Head, Worship and RE Leads and Foundation Governors oversees the provision, monitoring and evaluation of worship
- A member of the Ministry Team and Headteacher meet prior to the school year to plan core worship events (e.g. communion services, Harvest, Christmas, Easter etc) so that they are prioritised in the school diary
- A member of the Ministry Team co-ordinates the termly Worship Plan, including the rota for Ministry Team led collective worship, communion services, and key events in the Christian life of our school.
- Our Worship Lead facilitates the weekly planning session with class Worship Leaders to enable them to prepare their class led workshops
- Our Worship Lead oversees the monitoring and evaluation of worship and reports back to SWEC (School Worship and Ethos Committee)

#### **Resourcing worship**

Worship should be adequately resourced to ensure that it is regarded as an important part of school life. Pupils are encouraged and provided opportunities to plan acts of worship (whole school, year group, key stage or class / form), so that they have ownership of it. At St Michael's this takes the form of:



- Worship Leaders from each class in Key Stage 2 planning and leading a weekly class act of worship across the school and Pre-School.
- Year 6 worship leaders choosing the music for whole school worship and Prayer and Praise

### **Monitoring, evaluating & action planning worship**

Worship is monitored and evaluated frequently in order to ensure that it meets the needs of all who take part. All stakeholders opinions are sought. A yearly action plan which feeds into the school development plan is written and revised to ensure that worship remains relevant and up to date.

### **Management of the Worship Lead**

This is done by the Headteacher and designated Performance Management Reviewer (currently Deputy Head) in conjunction with the Governing Body. This is carried out through the annual performance management cycle for all teachers and also through the Worship Lead's participation in SWEC (School Worship and Ethos Committee) meetings which the Rector (Associate Governor) attends. Our Worship Lead also proactively participates in and contributes to our termly CDA visits.

### **Worship themes and current practice**

The worship themes for each week are based around our 2 year worship cycle which links to our PSHE curriculum and our six core values. A number of resources are available for staff and these are housed on the book case in the staffroom.



**Approved and signed off by**

Headteacher            *Helen Robertson*  
Chair of Governors    *Helen Crooks*

**A range of documents supporting this policy are located in the school's Worship folder in the Headteacher's office. The folder includes:**

- 1) Job Description of Worship Co-ordinator
- 2) Resource List
- 3) Worship Programme - list of themes/content planned for the term/year
- 4) Worship Action Plan included in the SDP (themes and approaches, budget, resources, staff CPD, pupil participation & response)
- 5) SIAMS Self Evaluation



## Appendix

### **Guidance for schools and academies on the right to withdrawal from Religious Education and Collective Worship March 2017**

#### **Collective Worship**

The **1944 Education Act** gave the right to withdraw from RE or collective worship to parents who wished their children to receive different form of RE or worship. This right is also confirmed in section 71 of the **School Standards and Framework Act 1998**. In the case of collective worship, the government guidance document is **Circular 1/94: Religious Education and Collective Worship**.

Collective worship in all Church of England schools and academies should honour the school's trust deed and Christian foundations. Worship is central to school life, offering an opportunity for the whole school community to explore the distinctive beliefs and narrative that underpins the school's Anglican foundations and distinctive Christian character. Worship is the responsibility of the governing body in conjunction with the headteacher, working in partnership with the staff and the local parish church.

Our Church of England schools should strive to ensure they are consistently excellent, distinctive, and inclusive, and that the whole curriculum is underpinned by Christian values. Religious Education is an important part of the curriculum in all Church of England schools and academies. Its nature, objectives, and content should be shared with parents each term to ensure that parents are able to recognise that RE is of educational value to all pupils, whatever their belief background. In the same way, collective worship should lie at the heart of school life, proclaiming its distinctive character and faith in a way that is relevant, inclusive and that leads each pupil a little further in their spiritual journey. In this way, the likelihood for parental requests for withdrawal should be reduced. However, when they are made they must be handled accordingly to the legal guidance, while there is scope for a little realism and adaptability in order to ensure the best for every pupil.

In many of our schools within the Diocese of Lichfield, there is a large percentage of children whose families are members of another faith. It is the purpose and duty of every church school to be distinctive as a Church of England school. In each school, it is part of the mission of the church to welcome those of other faiths and no faith. In most cases, parents will have chosen the school for their child, making a specific choice of the school because of the ethos and education it offers. In a small number of cases, parents of other faiths will have been offered a place at a church school because no other school has a place for their child within a reasonable catchment area.

The right to withdraw from collective worship should be at the instigation of the parents or pupils above the age of 16.

#### **The right of withdrawal from collective worship**

The right of withdrawal from collective worship would normally be exercised through the physical withdrawal of the pupil from the place where the act of worship is taking place. Indeed the school could insist that this is the way the right is to be implemented. If, however, both the parent and the school agree that the pupil should be allowed to remain physically present during the collective worship but not take part in it, nothing in the law prevents this.



Experience suggests that, to avoid misunderstanding, a Headteacher / Principal will find it helpful to establish with any parent wanting to exercise the right to withdrawal:

- the elements of worship in which the parent would object to the child taking part;
- the practical implications of withdrawal; and
- 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 a particular faith or denomination, the governors and Headteacher / Principal will seek to respond positively to such requests providing:

- such arrangements can be made at no additional cost to the school; and
- that the alternative provision would be consistent with the overall purposes of the school curriculum as set out in **Section 1 of the 1988 Education Act. (Circular 1/94)**