



COLLECTIVE WORSHIP POLICY 2023-26

Recommended By: ASa

Recommendation Date: July 2023

Ratified by: LAGB

Signed: 

Position on the Board: Chair

Ratification Date: 14.07.23

Next Review Date: 01.07.26

Policy Tier (Central/ Hub/ School): School - IPSLEY

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 Ipsley Church Of England Middle School should be distinctly Christian and reflect Anglican traditions.

School Statement on Collective Worship

At Ipsley, worship is an inward feeling and an outward action.

The policy is formed in the belief that school worship should be a celebration and affirmation of the values and ethos of the school.

At Ipsley Church of England Middle School worship is central to the life of the school and is the main platform for exploring the school’s vision.



OUR VISION



Team Ipsley strive to create a **community** where we all flourish, following God’s example by loving each other as He loves us. Together, we become the best versions of ourselves by being **ambitious, courageous** and **kind**, creating a **community** which can achieve anything we set our minds to.

In our collective worship, we use the Bible to explore what God’s love looks like for each of us. Through this ambitious exploration, we consider how we can follow God’s love to enable us to flourish, both individually and as a community, and become the best versions of ourselves. We focus on the values that we have identified to develop an understanding of self and encourage pupils to become courageous advocates – working together to achieve the best outcome for all.

At Ipsley, our Collective Worship liturgy follows a structure of TEAM:

T represents the special time of us gathering Together.

E represents the Engagement in the Bible or key message that has been introduced to us.

A represents how we can Act on and reflect on what we have been exposed to.

M represents the Message we want to leave the act of worship with, inspiring us to be advocates of change and becoming the best versions of ourselves we can be.

We serve our community and are determined to effectively prepare pupils for life in the real world, supported in the belief of Christian love. The KASE curriculum (Knowledge, Attributes, Skills, Experiences) has at its centre, developing the whole child. Ipsley is passionate about tackling issues in our local community; examples include period poverty, mental health and SEMH (Social,

Emotional, Mental Health) and our role as a food bank referrer. Our values are only one part of the vision for the school, we place value on all of our children, made in the image of God and strive for this through the Christian theology of loving our community the same as God loves us. Ipsley is also about the hours our pupils do not spend in school.

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, at Ipsley Church of England Middle 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 themselves and 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 of Collective Worship

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. We aim to provide genuine opportunities for pausing, for reflections and for sharing. Though based on the Anglican foundation of the school, we aim to provide worship which is accessible for and respectful towards the variety of faiths and beliefs represented in our community.

All pupils are welcomed in all collective worship, however we respect the right of parents to withdraw their children. (See further in the policy).

Therefore, at its heart, Collective Worship at Ipsley Church of England Middle 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

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- 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 pupils 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 pupil 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 go 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/carers 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 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

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- reflect on and affirm our Christian vision, values and principles
 - find expression, reflection, and a chance to respond to the worship offered to develop individual spirituality.
 - consider spiritual and moral issues.
 - Develops a community spirit, a common ethos and shared values for pupils and adults.
 - include appropriate references to and elements of other faiths and secular worldviews
 - ensure that materials and themes for worship are carefully selected to ensure that pupils have a clear understanding of how the teachings of Jesus impact what we do locally, nationally and globally.
- **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\
 - opportunities for worship / prayer are offered throughout the day.

The Anglican Heritage

- The school has close links with St Peter's Church, Ipsley and Worcester Diocese. Worship in Ipsley should reflect some of the essential features within the rich traditions of Anglican prayer and worship.
- Some of the important areas to be explored are:
 - Using the Bible as a source book for inspiration and learning.
 - Reflecting on Christian symbols and their use in worship.
 - Special services.
 - Using traditional and contemporary prayers.
 - Providing opportunities to discover the value of meditation and silence within the context of worship.
 - Experiencing the bond of community which encompasses gender, age, race and religious opinion.
 - Clergy and other Christian leaders leading worship.

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

Arrangements for worship

Each day there is an act of collective worship which may take place as Year Group, Key Stage or Class.

	Monday	Tuesday	Wednesday	Thursday	Friday
KS2	Key Stage – Collective worship	Key Stage – Collective worship	Class worship - Spirituality	Class worship - Reflection	Key Stage – Collective worship
KS3	Key Stage – Collective worship	Class worship - Spirituality	Key Stage – Collective worship	Class worship - Reflection	Key Stage – Collective worship

All members of school staff are invited to attend and take part in collective worship. It is expected that all members of the teaching staff attend collective worship. Both Primary and Secondary phase teachers support collective worship as part of our school's Christian distinctiveness.

David McNidder is the strategic lead for collective worship and the member of staff responsible for the overall organisation of assemblies and collective worship in school strongly supported by a designated member of SLT preparing and supporting staff in leading worship. David McNidder, along with the designated member of the School Leadership Team, monitor and evaluate the contribution of school worship. Clergy and other Christian Leaders in the parish or the wider church are encouraged to lead and participate in school worship. Festivals of Christmas, Easter and Harvest are marked by special services in school or at local churches. Worship for the wider school community, including parents, is offered at intervals throughout the year.

Planning, Recording, Monitoring and Evaluation

Planning

- A termly overview for worship is planned annually in conjunction with SLT, Collective Worship Leader, pupils and local clergy.
- The collective worship schedule is shared with all staff at the start of the academic year.
- 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 in school.
- For each act of Collective Worship, a Bible reading, song and prayer may be used to link to the specific focus of the worship.
- A time of reflection and action is planned as part of the worship.
- A shared set of signs, symbols, words and actions are used in all collective worship gatherings

Monitoring and Evaluation

- ⊖ The effectiveness of Collective Worship is monitored using regular monitoring cycle each half term.
- Collective Worship is monitored by the Senior Leadership Team, Collective Worship Lead/KS2 Faith Coordinator, Governors and Young Leaders to ensure that Collective Worship remains invitational, inclusive and inspiring.
- At the end of each term we evaluate the successes of Collective Worship with the pupils to then make improvements for the next term.

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- All monitoring for collective worship is completed on a monitoring form which is kept by the Collective Worship Lead and the Principal
 - At the end of each term we evaluate the successes of Collective Worship with the pupils to make improvements for the next term

Roles and Responsibilities

- **The Governing Body should:**

- provide a statement on the school website 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 Principal, monitor the effectiveness of Collective Worship within the school and make recommendations for its development in accordance with the SIAMS Schedule.

- **The Principal / Collective Worship Lead should:**

- co-ordinate timetabling / themes across the year into planning, in conjunction with the school and church community
- ensure that the school 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 training opportunities that have a focus on Collective Worship
- be responsible for leading school worship teams (Young Leaders), or prayer & reflection spaces.

- **Young Leaders should contribute to:**

- planning and leading 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 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.

At Ipsley Church of England Middle 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 Principal 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 Principal 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.