





## **HPPS Collective Worship Policy**

<b>Date ratified by Governing Body</b>	<b>22<sup>nd</sup> January 2024</b>
<b>Review Cycle</b>	<b>Annually or when there is a change in statutory guidance or legislation</b>
<b>Review Date</b>	<b>January 2025</b>
<b>Signed Headteacher</b>	
<b>Signed COG</b>	



1. At Haselbury Plucknett Church of England Primary School our Christian vision shapes all we do.

### **LEARNING AND GROWING TOGETHER**

2. Working together with parents and the wider community of church and village, we offer our children the chance to achieve their very best, academically, socially and spiritually. We provide a nurturing environment with values firmly rooted in our Christian Foundation: peace, self-control, trust, kindness, patience and love.

(Matthew 13:8) **“seed fell on good soil, where it produced a crop”**

#### **The Parable of the Sower**

##### **Matthew 13:1-23**

3. “A farmer went out to sow his seed. As he was scattering the seed, some fell along the path, and the birds came and ate it up. Some fell on rocky places, where it did not have much soil. It sprang up quickly, because the soil was shallow. But when the sun came up, the plants were scorched, and they withered because they had no root. Other seed fell among thorns, which grew up and choked the plants. Still other seed fell on good soil, where it produced a crop—a hundred, sixty or thirty times what was sown.”

#### **This story of Jesus helps us frame our hopes for the children at Haselbury Plucknett C of E Primary School.**

4. Children join our school as freshly germinated seeds bursting with potential. At our school, we aim to see the children grow into healthy, vigorous and resilient plants. Here they are nurtured with values firmly rooted in our Christian Foundation: peace, self-control, trust, kindness, patience and love – in an environment secure and sensitive to their uniqueness, where everyone is cherished and respected. We aim to ensure the best possible start to their education filled with wisdom, hope and aspiration. We want our children to blossom at Haselbury Plucknett C of E Primary School, giving them every chance to flourish, now and in the years ahead.

5. ‘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). It will help educate for wisdom, knowledge and skills, hope and aspiration, dignity and respect, and developing community and understanding of living well together.

#### **Policy Statement**

6. At Haselbury Plucknett Church of England Primary School worship is central to the life of school and is the main platform for exploring the school’s vision. 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.

7. 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.

8. At Haselbury Plucknett Church of England 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.

9. 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 (*and other faiths*<sup>1</sup>) calendar. Pupils will be offered time to be able to contemplate and develop spiritually.<sup>2</sup>

### **Legal Requirements**

10. 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 anytime 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 Haselbury Plucknett Church of England Primary School should be distinctly Christian and reflect Anglican traditions.

11. The Governing body have the responsibility for ensuring that the school meets the requirements for worship detailed in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Evaluation Document. They are also tasked with monitoring and evaluating the impact of worship on the school community in consultation with the headteacher.

### **The right of withdrawal**

12. In Haselbury Plucknett Church of England Primary School there are significant numbers of children whose families are members of another faith, or who hold a non-

---

<sup>1</sup> Collective Worship in a CofE school must be in alignment with the religious foundation of the school (Christian), however there is a responsibility for schools in all contexts to mark, respond and learn from the festivals of other faiths. This may be designated as a separate act, not to be conflated with collective worship.

<sup>2</sup> “To worship is to quicken the conscience by the holiness of God, to feed the mind with the truth of God, to purge the imagination by the beauty of God, to open the heart to the love of God and to devote the will to the purpose of God”. William Temple (1881-1894)



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.

13. 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.

14. 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:

- a. The elements of worship in which the parent would object to the child taking part.
- b. The other aspects of school life that are impacted by the Christian foundation of the school such as prayer and reflective areas.
- c. The practical implications of withdrawal.
- d. Whether the parent will require any advanced notice of such worship, and if so, how much.

15. 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:

- a. Such arrangements can be made at no additional cost to the school.
- b. That the alternative provision would be consistent with the overall purposes of the school curriculum as set out in the Education Acts

16. 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.*)

### **Guiding Principles**

17. Collective worship in Haselbury Plucknett Church of England Primary School aims to:

- a. Have a pivotal place in the life of the school.
- b. Support pupils and adults in their spiritual growth.



- c. 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.
- d. 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.
- e. Support pupils in the development of their understanding of the Trinitarian nature of God in Christian belief.
- f. 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.
- g. 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.
- h. Explore a variety of ways of praying, giving children the opportunity to form their own prayers using multi-sensory foci and introduce them to some well know Christian prayers, as well as a variety of prayers of thanksgiving before mealtimes and home time.
- i. 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 at the centre of this process taking on increasingly independent roles in planning and leading worship.
- j. 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.

### **Development of the policy and links to other policies and documentation**

18. The CEEO Guidance published in May 2021 is useful to support school leadership in developing good collective worship. <https://www.bathandwells.org.uk/supporting-children/school-effectiveness/collective-worship/>

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



- a. Pupils' personal development and wellbeing.
- b. SMSC and PSHE.
- c. Staff recruitment, retention and professional development.
- d. Care, guidance and support.
- e. Behaviour, discipline and exclusions.
- f. Working in partnership with parents, carers and guardians.
- g. Working with the wider community

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

#### **How Collective worship is organised.**

#### **21. Leadership**

- a. Members of school staff lead the collective worship. On occasion, we welcome in visitors to lead our collective worship such as a member of the local clergy or representative of Youth Ministry.
- b. Support and guidance is given to visitors leading worship through conversations with the Senior Leadership Team or class teachers in the school.

#### **22. Planning.**

- a. Worship is planned each half term by a member of the staff team, usually the Headteacher or Senior Teacher and shared with all staff involved with leading the worship for that half term.
- b. Resources are available to support planning such as 'Roots and Fruits' and the school prayer book, as well as words-on-screen hymns.
- c. We observe the cycle of the Church calendar to support children's understanding of key observances in Christian worship.
- d. Each half term, we take one of our Christian values as a theme for our collective worship and explore how we can live these values out in our everyday lives.
- e. We choose specific bible stories each half term to reflect the Christian value that we are focusing on.
- f. The pattern for worship is used which reflects Anglican tradition. Children light a candle and understand that this signifies the start of an act of collective worship



and represents Jesus, the light of the world. Call and response may be used. Children sing hymns and say prayers, either together or they are invited to make the prayer their own by joining in with the 'amen'. The candle is extinguished to signify the end of the collective worship.

- g. A range and variety of materials are used for collective worship, including: websites, artefacts, stories, drama scripts, artwork, music, songs, film clips, focal points e.g. a picture or candle.
- h. We help pupils and adults to appreciate the relevance of faith in today's world by encountering the teachings of Jesus and the Bible and developing understanding of the Christian belief in the trinitarian nature of God.
- i. Each assembly and collective worship session allows time for pupils to grow spiritually. Children have time to be still and quiet and reflect on their thoughts about the subject discussed as well as through prayer.

### 23. **Organisation**

- a. Our Collective Worship is usually a whole-school assembly. This takes place mainly in the school hall, but can also take place in a classroom or at St. Michael's and all angels church in Haselbury Plucknett. There may be occasions when Collective Worship takes place outside to support the awe and wonder of creation.
- b. Collective Worship usually takes place at the end of the school day, except for a Wednesday when it is held before lunchtime.
- c. Wherever the Collective Worship is held, a candle will always be lit as a focal point and a calm atmosphere established.

### 24. **Roles and Responsibilities**

- a. All **staff** have a responsibility to maintain and support the Christian ethos of the school through the collective worship within the school. Wherever possible it is good practice for staff to make links throughout the week to the theme of collective worship so that children and staff see it as an integral element of school and their learning. Staff all need to be aware of the attitudes towards collective worship that they are nurturing or inadvertently promoting. Staff are responsible for proactively seeking relevant professional development.
- b. The **role of the Governing Body** is to take account of the legal requirements, the school Trust Deed and guidelines issued by the diocese. Governors should ensure that collective worship is appropriately reviewed as part of the school improvement plan and be actively involved in the review process. Governors should be aware of the requirement under the Statutory Inspection of Anglican and Methodist Schools (SIAMS) for the inspection of collective worship. It is a statutory requirement that a school prospectus/website includes details of collective worship provided at the school. These details should inform parents of





the parental right to withdraw their child from collective worship. The arrangements and provision made for those children withdrawn from worship should be clearly stated. Governors are responsible for proactively seeking relevant professional development.

- c. The **role of the Headteacher** is to ensure that governors and staff are well informed and receive training in order to implement this policy on collective worship. The head teacher has the responsibility of a governor, as above, but should also actively seek professional development through the diocese or nationally to support their role as the 'spiritual leader' of the school community. Head teachers may designate the responsibility for co-ordinating collective worship to a member, or members, of staff (a team could include pupils, staff, governors, clergy, parents).

25. **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.

26. **Monitoring and evaluation.** It is the role of the Headteacher and Governing body to monitor the policy and practice of collective worship. The Headteacher should receive copies of the plans, observe acts of collective worship regularly (at least twice per year) and seek the views of pupils through pupil voice. Evaluations from the children will also be taken into account when planning worship sessions.

27. **Disseminating 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.

28. **Other Useful Documents:** (can be found on the diocesan website)

- a. Guidance for visitors leading Collective Worship, including a code of conduct.
- b. Example Visitors Leaflet about Collective Worship.
- c. Collective Worship Planning Proformas.
- d. Evaluation and Monitoring – Ideas and Systems.
- e. Suggested Resources for Collective Worship.
- f. Spirituality – What is it?