



Holly Hill
Church School

Collective Worship Policy

As a Christian school our vision is to promote 'Life in All its Fullness.' Our ethos is based on our 12 Christian values of hope, honesty, patience, joy, forgiveness, tolerance, thankfulness, respect, kindness, friendship, gentleness and love. It is within the vision and the ethos that this policy is written and will be implemented.

Dated Issues: September 2018

Review Date: September 2021

Signed:(Chair Pupil Support Committee)



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This policy has been drawn up by the governors of the school in consultation with the Headteacher, Collective Worship co-ordinator, incumbent and other members of staff.

The purpose of the collective worship policy is to clarify the school's perception of collective worship so that members of the school community have a common understanding of its aims.

Holly Hill Church School is Voluntary Aided. In addition to the national legal requirement that there should be daily worship, as a church school, we have a Trust Deed which states that worship should be 'in accordance with the principles and practices of the Methodist Church and Church of England and in accordance with the School Ethos Statement in the statutory Instrument of Government. Collective Worship takes place every day for all pupils. As this is a Voluntary Aided school, members of staff are expected to attend the act of collective worship.

Rationale for Collective Worship

For our church school, Collective Worship is a highly valued part of the school day as it is the time when we gather together to affirm what is important to us, to our school and to our world. Here, our school affirms the claims of Christianity underlying the values of our school, and representing the faith stance of some teachers and children. It provides an opportunity for pupils to worship God, whilst seeking to be relevant to, and inclusive of, all. It reflects our Anglican and Methodist traditions as well as exploring with pupils and staff a variety of ways in which Christians worship God.

In acts of Collective Worship in our school it is recognised that some members of our school community will come from families with a commitment to the Christian faith, others will come from families with a commitment to another faith and others will have no particular commitment to any faith tradition.

Therefore the content and language of collective worship allows for different levels of response. It invites rather than coerces.

Acts of worship in our school will be predominantly and overtly Christian. However, as there are children from a variety of faiths and none, in addition to children from Christian homes, we do, from time to time, draw upon religious material from a variety of traditions when preparing collective worship. The original source of the material (story, song, text, information) is clearly stated, and then set in a Christian framework, and the connections with the Christian tradition are explored. For example, in discussing the Muslim celebration of *Eid ul fitr*, it would be important to point out that this was a Muslim festival at the end of Ramadan and that Muslims would be celebrating the conclusion to the time of fasting. It would then be appropriate to make links with the feelings of thankfulness and to move onto the idea of Christian thanksgiving to God for all the good gifts.

Collective Worship at Holly Hill Church School offers opportunities that contribute to flourishing the Spiritual and Educational development of all members of our school community:

Spiritual	<ul style="list-style-type: none"> • to feel a sense of belonging to a group that shares and celebrates together, as well as being thoughtful or sad together • to be still • to experience a feeling of connectedness to others in the world and a sense of responsibility towards them • to rejoice in being unique and precious • to enjoy being in the presence of God • to receive a challenge to live differently • to explore personal belief • to think about God • to listen to God • to make a response to God
Educational	<ul style="list-style-type: none"> • to learn about the faith of our local church communities • to explore our school's Christian values of hope, honesty, patience, joy, forgiveness, tolerance, thankfulness, respect, kindness, friendship, gentleness and love in their Christian context and in daily life • to experience stillness and quietness and have a quiet moment in a busy day • to participate in marking important features of the church calendar and in our school community • to celebrate gifts, talents and achievements

In satisfying these aims the following principles are also observed:

Inclusive Participation	<ul style="list-style-type: none"> • Inclusive participation whatever their age, aptitude or background • Inclusive participation where the integrity of each is respected • Inclusive participation enabling children to explore and evaluate their beliefs • Inclusive participation by sharing worship from with parents, governors and members of the local community
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The organisation of Collective Worship

Collective Worship takes place daily and is usually in the school hall. It follows the pattern here:

Day	Monday	Tuesday	Wednesday	Thursday	Friday
Time	1.45 – 2.05	2.30-2.50	2.30-2.50	2.30-2.50	9.10 -9.40
Group	Whole school	Whole school	Whole school	Whole school	Whole school including an open invitation to all parents / carers
Style	Praise worship Introducing the school's Christian Value of the week	Praise worship Exploring and further developing the theme / value	Sing and Praise	Praise worship Introducing the British Value of the week Or Class-Led assembly	Celebrating the demonstration of our Christian values in the daily life of the school, our gifts and our talents
Venue	Hall	Hall	Hall	Hall	Hall
Leader	Senior Leaders	Clergy from local Methodist and Anglican Church Visitors Senior Leaders	Teachers	Teachers Teachers and Pupils	Senior Leaders and pupils Open the book (fortnightly)

In addition to daily acts of Collective Worship:

- A Remembrance Day Service is held in our Prayer Garden.
- Services for Harvest, Christmas and Easter are held in the school hall and parents and carers are invited to attend.
- An Aldersgate Day Service is held in our Prayer Garden.

The planning of Collective Worship

All those leading collective worship are expected to plan their act of worship with as much care, thought and detail as they would any other learning activity. Please see Appendix 1 for the Collective Worship planning template.

Each week the themes for Collective Worship are based on our school's 12 Christian Values and the 5 British Values. Those leading worship are asked to relate their worship to these themes. All Collective Worship leaders will encourage children to relate the values and themes for to their own lives and experiences. The themes chosen are broad enough to allow all those leading worship to approach the theme from their own perspective. This will mean that by the end of the week all pupils will have had the opportunity to reflect on the theme from a variety of viewpoints. On occasions it is recognised that those leading worship may feel that they need to respond to local or national events.

The school's Christian Value is introduced to the whole school in Collective Worship each Monday.

The British Values are introduced to the whole school in Collective Worship each Thursday.

Our pupils have regular opportunities to plan, lead and participate in Collective Worship:

- Adult leaders of Collective Worship will plan meaningful opportunities for children to actively engage and participate in all acts of worship.
- Each class will plan and lead one act of Collective Worship each year. Parents/carers will be invited to attend class-led worship.
- The Spiritual Council will plan and lead at least one act of Collective Worship each term.

Our local Open the Book group lead Collective Worship fortnightly and bring Bible stories to life through drama. Their active retelling of stories is inclusive and makes understanding the Biblical context of our values, accessible to all members of our school community.

To provide pupils with a rich variety of experiences within collective worship we regularly invite visitors from local churches, Christian communities and other organisations to lead collective worship. In line with our Safeguarding & Child Protection Policy open source due diligence checks will be undertaken on all external speakers invited to our school. For further details see appendix 2. Further information can also be found at:

https://www.birmingham.gov.uk/downloads/download/773/the_prevent_duty

We ask visiting speakers to refer to Birmingham Diocesan 'Advice for Clergy and Visitors leading Collective Worship in Church Schools'. This can be found in Appendix 3. This can also be found at https://cofebirmingham.contentfiles.net/media/assets/file/Guidance_Notes_for_Visitors_leading_Collective_Worship.pdf

The content of Collective Worship

Within our collective worship we provide a wide variety of stimuli to help pupils to reflect upon and respond to the central theme. These include:

Stories, Music, Powerpoints, Images, Poetry, Drama, Questioning, Singing, Prayers, Artefacts, Symbols

As we are a Methodist and Anglican school we reflect aspects of Methodist and Anglican worship in the following ways:

- Our worship follows a liturgical pattern eg Gathering. Engaging
...Responding...Sending

- We use the Bible as a source of Christian teaching, and give it a prominent place in our worship.
- We follow the cycle of the Church year; Advent, Christmas, Lent, Easter and Pentecost and some saints' days.
- We use Christian symbols and artefacts, exploring their meaning for Christians
- Methodist and Anglican prayers and hymns
- Our school prayer is based on the teaching of John Wesley
- Opportunities for reflection, silence and stillness.
- Using Anglican sentences and responses (eg The Lord be with you ... and also with you)

The Influence of Collective Worship in the daily life of our school

Themes for Collective Worship should raise aspirations, inspire a high level of spiritual and moral reflection and challenge all members of our school community to take responsibility for their own conduct and charitable social actions expressed in Christian terms. Collective Worship deepens our communal understanding of our values in their biblical contexts and enables individuals to relate these values to a wealth of experiences and contexts.

Opportunities to further explore and reflect on these shared human values and consider their influence on our daily lives in school, in our community and in modern Britain are provided throughout the week during Collective Worship and in the daily life of our school:

- Class teachers will actively plan opportunities to further explore these values through their delivery of the curriculum. (Please refer to our Curriculum Policy and Curriculum Maps for further information).
- Half termly newsletters will provide information for parents / carers on ways that our values will be actively taught through our curriculum.
- Our website clearly communicates and celebrates our Christian ethos and our school values to all stakeholders.
- In the daily life of the school all adults will capitalise on opportunities to re-affirm our values and key messages from Collective Worship in meaningful contexts.

We acknowledge and celebrate members of our school community demonstrating our school's values:

- Informally - through our day-to-day interactions.
- Formally - through Friday's praise assembly.

Class teachers will identify at least 2 children each week who have exemplified the value of the week. Staff will support the child to understand and articulate how they have demonstrated the value. A copy of their Value Award will be placed on the Praise Board in the school hall on the same day that the child is awarded it. At the end of the same day staff will celebrate the success with the child and their parents / carers. Parents/carers will be invited to attend Friday's praise assembly to celebrate with the whole school.

All classes have a class prayer space. These should be interactive and should be meaningful to the members of that class; inspiring and supporting them in their reflections. Prayer spaces should be developed with the class; evolving with and promoting the spiritual development of all members of that class throughout the year. In Collective Worship leaders

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might distribute artefacts and provocations for classes to use in their Prayer Spaces to further inspire their reflection on themes from Collective Worship throughout the week.

The management of Collective Worship

The governors hold overall responsibility for ensuring that the legal requirements for worship are met, but the head teacher has the statutory accountability for ensuring that collective worship takes place.

The nominated person with specific responsibility for collective worship in our school is Dawn Gallagher, Deputy Headteacher.

We liaise with Rev. Jane Platt from St Leonard's church, Frankley and Rev. Caz Hague from Northfield Methodist Church in planning and evaluating our collective worship.

Arrangements for recording, monitoring and evaluating Collective Worship

A record of the theme and content of the collective worship is kept in the Collective Worship planning file.

Evaluation takes place in the following ways:

- The Senior Leader responsible for Collective Worship ensures that Collective Worship is a termly agenda item for the Spiritual Council.
- Governors monitor the provision of Collective Worship:
 - By asking a representative to attend at least one Collective Worship per term and feeding back to the governing body.
 - By asking a representative of the governing body to attend at least one Spiritual Council Meeting per year and feeding back to the governing body.

Governors ensure that the collective worship policy is reviewed every 3 years.

Parental Right of Withdrawal from Collective Worship

Parents have the right to withdraw their child from collective worship. If a parent wishes to consider this option, the Collective Worship Lead (Dawn Gallagher) or the Headteacher (Charlotte Taylor) should be approached.

Review date for the policy: September 2021

Collective Worship Record Sheet



Date		Leader	
Theme		Objective	

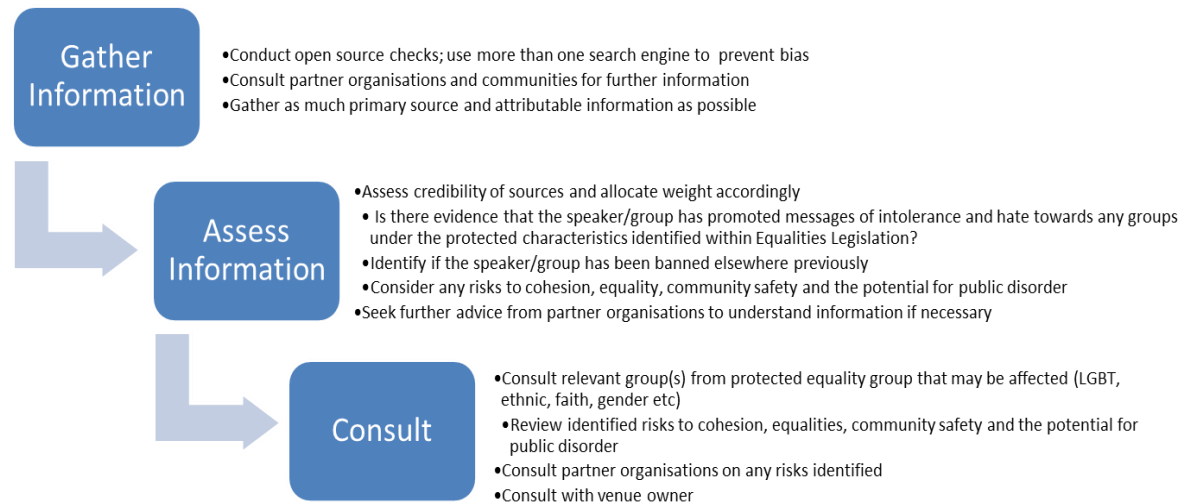
Hymns and Music	
Gathering – maybe music, a greeting, a song	
Engaging - a story, demonstration, drama, song, pictures etc	
Responding – Perhaps a time for stillness, prayers, an activity, questions or singing	
Sending – this could be a blessing or a focused question before the school is dismissed by children or staff.	
Prayer	
Prayer Space provocation	

Appendix2 Guidance on Due Diligence Checks:

Consider:

- What does the individual, group or organisation want to say within the school?
- Does the activity appear to promote extremist ideological, political or religious belief?
- Does the activity or organisation appear to breach the Equality Act 2010 duty, either by discriminating against individuals with protected characteristics or by not complying with the public duty.

Checks would include looking at more than one internet search engine, discussion with local community groups and when necessary discussion with partner agencies



The Terrorism Act 2000 makes it a criminal offence to:

- belong, or profess to belong, to a proscribed organisation (Section 11 of the Act);
- invite support for a proscribed organisation (and the support is not, or is not restricted to the provision of money or other property) (section 12(1));

To check to see if an agency is listed on the government proscribed list please check:

<https://www.gov.uk/government/publications/proscribed-terror-groups-or-organisations--2>

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If an individual, group or organisation is or has a history of speaking in favour of racism, religious hatred, sexism, homophobia, anti-democracy (this list is not exhaustive), then allowing them to use the school's facilities to promote any of these views would almost certainly be in breach of policy.

Once you have enough information the Leadership Team will have to balance the evidence (use a pros and cons list) and make a decision on the evidence as to whether the activity promotes extremist ideological, political or religious belief and/or breaches the Equality Act 2010.



External Speaker Register

2018/2019

Name of organisation	Name of speaker (where possible)	Date of visit	Due Diligence (pass/fail)	Notes/issues

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Appendix 3



Advice for Clergy and Visitors leading Collective Worship in Church Schools

1. As part of preparation for leading worship in a church school, it is essential for there to be a conversation with someone from the school to confirm expectations on both sides. It may be useful for the visitor to see the school's collective worship policy. Visitors are strongly advised to try to visit an act of Collective Worship in the school before leading one. It will provide invaluable information about the way that the school understands and engages with collective worship as well as well as clues about behaviour management and practical routines (including what activity takes place once the worship time has ended). It will also enable the gaining of important insights about the pupil population and typical responses to invitations to participate. It provides a chance to discover songs the pupils sing.
2. 'Collective' worship is different from 'corporate' worship in faith communities. In all schools pupils and staff come together from various backgrounds: some Christian, some of different religions and some of none. It is important that the visitor/clergy is aware of make up of the school population before preparing to lead worship.
3. In church schools, worship should be Christian but it must also be suitable for all to be able to participate, whether actively joining in or listening reflectively. In an act of worship there should be an important idea - simple and clear - from which all can learn, whatever the background.
4. It is a great privilege for representatives of the Christian community to speak about faith in Collective Worship - for all concerned. Pupils can be moved and inspired by hearing from people sharing about the faith that underpins their lives. Collective Worship in school is an opportunity to share, not proselytize, so it is important to remember to say... Christians believe, The Bible says, In our church, Jesus taught ...This will help everyone know whose ideas are being shared. The presence of a large percentage of children from a faith other than Christianity, in the act of worship, changes the context considerably, and this guidance about identifying the source of the beliefs is particularly pertinent here.
5. As there are a number of pupils and staff who either are members of religious communities other than Christian ones, and those who have no religious background, it cannot be assumed that everyone has a great knowledge of Biblical characters and stories, Jesus, church or different Christian festivals. This will be the expertise of the clergy or visitor, and, as such, is a valuable offering to the school in collective worship.
6. It is likely that themes and topics for Collective Worship follow a yearly plan. It is helpful if the clergy or visitor can make a distinctive Christian contribution to the theme for the day. Sometimes, however, schools can be flexible and welcome topics that are not part of the plan. It is important for the clergy or visitor to check what and how much is expected.
7. The act of worship in school may follow a basic shape or structure lasting a reasonable time, negotiated with the school:

Gathering – maybe music, a candle, a greeting and song led by children or staff,

Engaging - it could be a story, demonstration, drama, song, pictures

Responding* - it may be a time for stillness, prayers, an activity, questions and answers or singing

Sending – this could be a blessing or a focused question before the school is dismissed by children or staff.

*Sometimes pupils might want to explore ideas about faith further, but this is better done with a trusted adult in school.

Clergy or visitors should check beforehand which parts of the act of collective worship they will be planning and leading.

8. In preparation and delivery, clergy or visitors should try to bear the following in mind:

- the youngest children – what is there for them to look at and enjoy?
- size of visual aids – will all be able to see?
- careful preparation of questions to be asked of children during the act of worship – what kind of answers are anticipated? If these are not forthcoming, can the question be rephrased?
- how to handle inappropriate response - small children always put their hands up even if what they have to say is not pertinent to your theme!
- time is limited!

and remember not to:

- use sexist, racist or homophobic language
- speak disparagingly or inaccurately of other faiths
- put pupils on the spot and insist that they own their beliefs – it will make everyone feel uncomfortable and thus destroy the atmosphere of the collective worship