

WESTBURY CHURCH OF ENGLAND JUNIOR SCHOOL POLICY FOR COLLECTIVE WORSHIP



INTRODUCTION

The Governing Body believes that fairness and consistency of judgement is essential to the operation of the school. All members of the school have equality of opportunity to achieve their full potential and will not be discriminated against because of age, disability, gender, nationality, race, or religion. The Governing Body believes that the school always has to be aware of the potential for unconscious discrimination, to avoid assumptions about individual members of the school based on stereotypes and to use the teaching and learning arrangements actively to encourage everyone to achieve their full potential. All our policies are consistent with our duty of care to protect our pupils and to provide a learning environment which is safe and healthy. In all our dealings, we respect the strict code of confidentiality that underpins our school.

MISSION STATEMENT

Westbury C of E Junior School
Will Care for, Respect and Inspire
All
To create a
Vibrant Christian Learning Community

THE PLACE OF COLLECTIVE WORSHIP IN THE LIFE OF OUR SCHOOL

We endorse the belief that Collective Worship takes into account the religious and educational needs of all who share in it:

- Those who form part of the worshipping community in church
- Those for whom school may be their first and only experience of church
- Those from other Christian traditions - or none
- Those from other faith backgrounds.

It will be an educational activity or experience to which all can contribute and from which all can gain. Worship in this school is more than just a legal requirement. It is an integral part of school life and central to our Christian and Anglican tradition.

WITHDRAWAL RIGHTS

Although parents have the right to withdraw their children from RE lessons or from the Act of Collective Worship, the school has worked hard to build bridges with the families of children from other religions in order to make the assemblies as inclusive as possible. Muslim families have agreed that their children are allowed to remain in the assemblies, although they do not take part in the prayers or songs if they do not wish to.

THE AIMS OF COLLECTIVE WORSHIP

We believe that Collective Worship in our school aims to provide opportunity for all pupils and staff:

- To contemplate something of the mystery of God
- To reflect on spiritual and moral issues
- To explore their own beliefs
- To respond to and celebrate life
- To experience a sense of belonging and develop community spirit

- To develop a common ethos and shared values
- To enrich religious experience
- To grow in liturgical understanding and development
- To reinforce positive attitudes
- To participate fully
- To take time out 'to wonder at', 'to come to terms with' and 'to give worth to.'

ALL ACTS OF WORSHIP IN THIS SCHOOL WILL

- Give glory and honour to God
- Be a quality activity, fundamental to the life of the school and its Church of England character
- Reflect some of the practices and traditions of the local Church
- In order to do this, celebrations will be:
 - * Kept small wherever possible or appropriate to help to personalise the experience
 - * Be short and appropriately paced
 - * Be simple, including a range of experiences offered in a variety of groupings and in a variety of settings.

ORGANISATION OF COLLECTIVE WORSHIP

There is a time of collective worship each day:

- On Monday, worship commences at 11.15 and ends at 11.30 and is taken by the Head teacher.
- On Tuesday at 11.55, class teachers leads the class assembly with a rolling programme of the local clergy teams.
- On Wednesday, the Assistant Head teacher, with support of Head teacher, takes collective worship.

- On Thursday assembly commences at 9.00 and is led by the Head teacher.
- On Friday there is a 'Celebration Assembly', where parents are invited to attend, which commences at 2:30 and is led by the Head teacher or Assistant Head teacher.

THE PLANNING, CONTENT AND DELIVERY OF COLLECTIVE WORSHIP

Collective Worship is planned following a structure with reference to the Church's seasons, significant dates and the curriculum as well as taking into account the festival calendar of other minority faiths in the UK. Scripture and moral messages are often the focus in acts of worship.

From January 2016, '*Roots and Fruits*' will be the core source for these sessions, also making reference to our school aims and policies with flexibility to respond to changing situations within the school and the wider community.

ANNEX 1

The Role of the Governing Body Regarding Collective Worship
Governors should be aware of their legal responsibilities in regard to Collective Worship taking account of the requirements of the Education Reform Act 1988, Education Act 1996 and the School Standard Framework Act 1998.

LEGAL FRAMEWORK

"All Voluntary Aided and Voluntary Controlled Church of England Schools are required by law to conduct worship in accordance with the Christian character of the school. There is no difference in law."

There must be a daily act of worship for all pupils. This can take place at any time during the school day and can either be a single act of worship for all pupils, or separate acts of worship in different school groups (i.e. a group or combination of groups in which pupils are taught or take part in school activities).

Parents have the right to withdraw their children from Collective

Worship and this must be made clear in the Collective Worship policy statement and in the school prospectus.

The governing body makes arrangements for Collective Worship in an Aided School after consultation with the Head teacher. The Head teacher is responsible for ensuring requirements are met.

Governors must also take account of the fact that acts of worship shall be consistent with the rites and practices of the Christian Church, and reflect the fact the school is distinctively and recognisably a Christian institution. Foundation governors have particular responsibility for seeing, so far as is practicable, that this is so. Governors should also be familiar with any guidelines issued by the diocese.

Under Section 48 of the Education Act 2005, Inspectors will make judgements and give evaluative comments relating to the school's distinctive Christian character using the SEF as a basis for inspection.

The act of worship is not designated curriculum time under regulations and should not be subsumed under any part of the curriculum. It must be distinctive and be able to be identified as such if it is to meet legal requirements.

OTHER RESPONSIBILITIES:

Governors should be familiar with all documentation regarding Collective Worship issued on their behalf and may be actively involved in the process of Collective Worship development in the school.

Governors should ensure that there is a development plan for Collective Worship, which is appropriately reviewed as part of the whole school development plan.

Monitoring and evaluation is the overall responsibility of the governors, in consultation with the Head teacher, to ensure that legal requirements are met and that opportunities for quality Collective Worship are being offered. This may be delegated to the Head teacher or the Coordinator for Collective Worship. Those responsible will ensure that the acts of worship are in accordance with the School's Trust Deed and consistent with the rites and practices of the Anglican Church.

In order to ensure that effective monitoring of Collective Worship takes place the following questions need to be addressed:

- Is the monitoring of Collective Worship part of the school development plan?
- Is the monitoring/improvement of Collective Worship of importance to the governing body and therefore an item on the agenda?
- How will the monitoring process be used to further develop Collective Worship?

WHAT IS TO BE MONITORED?

The school may have a document on curriculum monitoring which could be appropriately adapted for Collective Worship. In the absence of such a document the following may be considered:

- Is sufficient time set aside to ensure that monitoring can take place? This may include observations of collective acts of worship, discussions with those who lead worship, discussions with those who experience worship (e.g. pupils, staff, parents, governors and other members of the school community).
- Is the observed practice of Collective Worship consistent with policy?
- Is Collective Worship adequately resourced in terms of leaders, materials, visual aids etc.?
- Is there a record of, or requirement for, staff development and in-service training?
- Are the various environments and groupings for Collective Worship maximising opportunities for worship?

A school audit for Collective Worship is also provided. This may assist governors as well as the Collective Worship co-ordinator to monitor Collective Worship in the school.

EVALUATION

Once the monitoring of *Collective Worship*, as described above and/or in the school audit, has been completed, it will naturally lead to an evaluation of the current position and plans for the development of *Collective Worship* within the school.

ANNEX 2

THE ROLE OF CO-ORDINATOR FOR COLLECTIVE WORSHIP:

- Formulating a written policy for *Collective Worship*.
- Ensuring that there is a development plan for *Collective Worship* which may at times form part of the school development plan.
- Ensuring that *Collective Worship* is appropriate to the age, aptitudes and family backgrounds of pupils.
- Ensuring that *Collective Worship* takes account of the religious and educational needs of all who share in it.
- Organising themes for *Worship*.
- Assisting the governors and the Head teacher to carry out their legal responsibilities with regard to *Collective Worship*.

PLANNING, RECORDING, MONITORING AND EVALUATING

- Maintaining and developing effective procedures and documentation.
- Observing, on occasions, an Act of *Collective Worship*.
- Informing the Head teacher of standards and developments in *Collective Worship*.

COMMUNICATION

- Communicating to members of the school community the significance and content of Acts of *Collective Worship*.

- Reporting to and consulting with the governors and Head teacher regarding matters of concern and development.
- Acting as consultant to colleagues.
- Encouraging positive attitudes towards Collective Worship.
- Informing newly appointed colleagues of school policy regarding Collective Worship.
- Communicating with parents, governors and the parish community
- Liaison with the school chaplain/parish vicar.
- Liaison with the Diocesan RE Centre.

PROFESSIONAL DEVELOPMENT/ON-GOING FORMATION

- Leading and organising in service training and on-going formation for Collective Worship.
- Attending appropriate in-service courses and reporting back.
- Keeping up to date by personal reading.

RESOURCES

- Evaluating existing resources.
- Developing the resources available for Collective Worship including visual visitors, leaders, new and relevant books, posters etc.
- Budgeting efficiently.

September 2015

(As a rule, acts of worship will take place on the school premises. However, the governing body has the discretion to allow acts of worship to be held elsewhere e.g. a church, "on a special occasion".)

