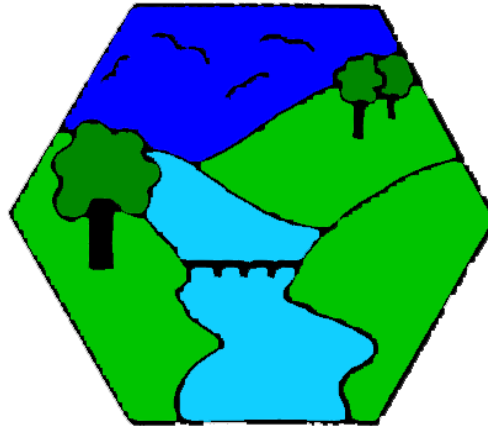


BY BROOK VALLEY CE PRIMARY SCHOOL

Collective Worship Policy



Last Review Date: July 2025

Ratified By Governors Date:

Next Review Date: July 2027

Equal opportunities lie at the heart of all that we do at By Brook Valley Primary CE School. We are committed to ensuring that every member of the school community is given the same chance as any other to access the services and support of the school.

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

This policy is designed to meet the needs of all pupils. The policy is designed to be child-centered and to make sure as far as is possible that pupils understand what is happening in their lives, why, and what options are available to them.

Roots to grow, wings to fly
"They will soar on wings like eagles" Isaiah 40:31

Our Vision

***Roots to grow, wings to fly
"They will soar on wings like eagles." Isaiah 40:31***

The roots of our school community, based on our Christian values, nurture, help and support us to grow to be the best versions of ourselves. The wings of faith allow us to soar freely and flourish now and in the future

At By Brook Valley we are committed to creating a positive, safe and caring Christian environment, where all members of the school and wider community will be respected and valued.

We support one another to put down strong roots within our distinctively Christian culture, growing from our core values of hope, honesty, forgiveness and friendship. In this way, we will each be the very best we can be.

This policy should be read and understood from this perspective.

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices	Collective Worship Policy	Date	July 2023
EIA CARRIED OUT BY:	F & E Committee	EIA APPROVED BY:	

Groups that may be affected:

Are there any concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for positive impact
Age (young people, the elderly: issues surrounding protection and welfare, recruitment, training, pay, promotion)		

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Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication).		
Gender Reassignment (transsexual)		Policy focuses on celebrating each unique individual member made in the image of God.
Marriage and civil partnership		
Pregnancy and maternity		
Racial Groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)		
Religion or belief (practices of worship, religious or cultural observance, including non-belief)	People of different religions/beliefs could feel excluded or "different"	Policy states that collective worship should be inclusive and appropriate for those of different beliefs or non-belief
Gender (male, female)		Policy focuses on celebrating each unique individual member made in the image of God.

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Sexual orientation (gay, lesbian, bisexual; actual or perceived)		Policy focuses on celebrating each unique individual member made in the image of God.
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Any adverse impacts are explored in a Full Impact Assessment.

This policy has been drawn up by the Headteacher and Governors of the school in consultation with other members of staff and in accordance with the Church of England Education Office 'Collective Worship in Church of England Schools- Inspiring Invitational Inspiring' Guidance Document May 2021

Legal Requirements

By Brook Valley School is an Academy with Church of England status. As such it has a Trust Deed which states that Worship should be 'in accordance with the principles and practices of the Church of England.'

In accordance with the legal requirements (School Standards & Framework Act 1998) an act of collective worship is provided daily for all pupils except those withdrawn by parents.

- The school expects that withdrawal will only be made following discussions with the headteacher, followed by written confirmation of withdrawal.
- The school has a system of suitable supervision for children withdrawn from acts of worship.
- Staff have the right to withdraw from the act of collective worship.

Rationale

As a Church of England School, we are committed to offering high quality collective worship and recognise it as central to fostering a sense of community and to expressing the school's Christian foundation and vision: "Roots to grow, wings to fly"; Isaiah 40:31 "They will soar on wings like eagles", The roots of all worship are in the Christian Values we learn about and reflect upon, helping us to 'grow', 'show' and then 'share', within and beyond school, our awareness of self, others, the world and God. Collective Worship is offered as part of a wider opportunity for pupils and adults to encounter faith by engaging in conversations about God, both as individuals and together.

Collective Worship is Inclusive, Invitational and Inspiring

- We aim for worship to be truly welcoming, inclusive and exemplifying the principles of Christian hospitality so that the needs of all, wherever they may be on their journey of faith and belief are met.
- We aim that all pupils to leave By Brook Valley CE Primary School with a rich experience and understanding of Christianity
- Through collective worship, we are committed to offering an encounter with Jesus Christ and with the Christian faith and practice in a way that enhances their lives

Collective worship serves three purposes:

- To foster a sense of fellowship and cohesion through gathering together as a school community

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- Explore, reflect upon and respond to the mystery and meaning of the Christian faith
- Provide an opportunity for those of any religious faith or none to focus and reflect on the larger questions of meaning and purpose, moral and spiritual matters.

Aims of Collective Worship

At Brook Valley School Collective Worship aims to:

- Explore the school's vision and how that underpins shared values and virtues
- Allow reflection on moral values and develop virtues that develop character and contribute to academic progress and success
- Help pupils and adults to appreciate the relevance of faith in today's world by encountering the teachings of Jesus and the Bible and develop understanding of the Christian belief of the Trinitarian nature of God
- Offer the opportunity, without compulsion, to all pupils and adults to grow spiritually through experiences of prayer, stillness, worship and reflection
- Enable all pupils and adults to appreciate that Christians worship in different ways (music, silence, story, prayer and reflection), as well as through the varied liturgical and other traditions of Anglican worship, festivals and Eucharist.
- Enable pupils to develop skills through engaging in the planning, leading and evaluation of collective worship in ways that lead to improving practice
- Strengthen and support the school community and celebrate each unique individual member made in the image of God.
- Give expression to, reaffirm and practise the values of the school community.
- Allow reflection and response to fundamental questions of life and those things that are of eternal concern and value to human beings.
- Celebrate and give thanks for achievement within the school, local and international community and occasions of significance, including festivals.
- Contribute to spiritual, moral, social and cultural development of pupils.
- Foster and enable a concern for the needs of others.

Implementation

Planning

In Planning Worship regard is given to:

- Observing the cycle of the church's year and selecting themes appropriate to this.
- How worship reflects the Anglican heritage:
 - Using the Bible as a source book for inspiration and learning
 - Reflecting upon Christian symbols and their use in worship e.g. cross, candle
 - Celebrating the major Christian festivals and seasons including: Christmas, Easter and Harvest
 - Focussing on particular events in the Christian calendar, e.g. Experience Pentecost
 - The start and end to the academic year are also marked by formal acts of worship
 - In times of crisis or celebration, there will be additional opportunities to gather and support one another as a community

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The Head teacher/ Worship leader creates a worship programme for each term. Careful planning and preparation ensure that there are clear learning intentions for pupils.

- Each term there is a focus on a different Christian value.
- Each year we re- visit the school vision and the core values of hope, honesty, friendship and forgiveness.
- We follow a two year plan based on “Roots and Fruits”, supplemented by other quality resources
- We use resources from Imaginor to link our whole school worship area to those in the classrooms.
- Each worship follows the pattern of gathering, engaging, responding and sending.
- Each worship will involve a time of prayer/ and or reflection, music, stillness, discussion or consideration of a bible passage or story. Other stories linked to the theme or value
- Music will be carefully selected: It will take into account the traditional and modern riches of Christian hymns and music
- Links are made to Understanding Christianity through reference to the frieze that depicts the Bible.

Class worship is led by the class teachers and structured around challenging ‘Big Questions’ based on:

- the value being taught that term;
- appropriate themes in the Church calendar;
- special events in the school year.
- challenging world events (appropriate to age)

Worship is led by:

- The children
- The teachers
- The Head Teacher
- Clergy from the Benefice
- Other church members and visitors (e.g. “Open the Book” worship)

Staff expertise and knowledge

It is a school priority to build up the expertise of all pupils and adults who are facilitating collective worship. To do this, By Brook Valley CE Primary School ensures the following: Worship leaders have access to regular training, primarily through the diocesan education team
Worship leaders should have access to high quality and current resources

Monitoring and evaluation

Effective evaluation of worship, by governors, teachers and children, will ensure that there is continual review, development and innovation and the requirements of the law are being met

- Collective Worship will be monitored and evaluated by the worship leader and the foundation and ethos committee at least three times per year
- The foundation and ethos committee are informed of the programme of worship each term

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- Foundation governors will evaluate collective worship and this monitoring will involve meaningful pupil voice. The governors will feedback their finding to the Head teacher and the ethos and foundation governors committee
- Peer-to-peer evaluation will be used as a developmental and improvement tool
- Pupil conferencing will be used as part of the evaluation process with reference made to the following questions:
 - a) *What was the theme of today's CW?*
 - b) *How did it make you feel?*
 - c) *What did it make you think about?*
 - d) *What has it helped you understand about God?*
 - e) *Have you learnt anything new about yourself?*
 - f) *Do you think you will behave differently?*
 - g) *Do you want to ask anything about what you heard/ saw/ thought?*
- At the end of each term, classes discuss and evaluate the impact of the worship

This policy will be reviewed every two years

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