



Archbishop Holgate's School

A Church of England Academy

COLLECTIVE WORSHIP POLICY

In this policy we set out our Aims and Objectives of Collective Worship, we include the legality and right for withdrawal and how will plan to monitor, evaluate and review. We include responsibilities and Inclusion and Equal Opportunities

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Member of staff responsible: Nh – Lay Chaplain

Archbishop Holgate's School is committed to developing to the full, the potential of each member of the school community, within the context set by its mission, its strategic aims, and its Christian values as a Church of England Academy.

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Vision and Values of Archbishop Holgate's School

As a Church of England school we strive to ensure that all of our young people are cared for, given every opportunity to develop through academic study, to grow personally and spiritually and to live into being those Values we hold dear in our community and in wider society. Our role as a Church school is to help nurture both academic excellence and to help shape young people who can make a significant contribution to the community they serve. Key to this is a clear recognition that all students have individual gifts and talents and with support every young person can flourish.

Archbishop Holgate's School is distinctive and effective as a Church of England school because our Christian vision and values are very explicit and drive all areas of school life. Our Vision is one which combines Values, Care and Achievement.

“A threefold cord is not easily broken.” Ecclesiastes 4:12

Through this vision we seek to be a Church of England School which is deeply Christian. As such, the three themes of our vision, Values, Care and Achievement are deliberately expressed in that order, our distinct Christian Values help ensure that every child is cared for as an individual and this in turn will help them to succeed academically.

Our school values of **Justice**, **Compassion**, **Forgiveness** and **Trust** have been embedded across our school community and permeate all areas of school life.



This policy is to complement our vision and values and to enable the school to allow all members of Archbishop Holgate's community to live them into being every day.

COLLECTIVE WORSHIP POLICY

Principles

Archbishop Holgate's School was founded in 1546 by Archbishop Robert Holgate. It is upon this Anglican foundation that our collective worship is based.

This Christian foundation sustains our desire to nurture the whole person within a caring community. We aim to provide quality opportunities to develop the spiritual life of all the members of our community within a Christian educational context.

Pupils and staff come to Archbishop Holgate's School from a variety of denominations, beliefs and faiths. It is therefore intended that our collective worship should, in keeping with the inclusive character of the Anglican tradition, take a broad approach.

Introduction

This policy has been prepared by the Governors, Headteacher and the Deputy Headteacher - Pastoral Care, with assistance from the Lay Chaplain who is responsible for coordinating collective worship and the Incumbent. Worship Works, which is the York Diocesan guidelines for collective worship, has been referred to.

Archbishop Holgate's C of E School is a Church of England Academy. Worship is therefore an important part of the school day as it gives us the opportunity to come together as a school community to reflect on our distinctive values of Justice, Compassion, forgiveness and Trust and also to "develop the whole person, so that they may flourish as a child of God and contribute positively to His creation" (Chadwick Review 2012). It is attended by all students, staff and any visitors in school are very welcome to join in.

Legal Status of Collective Worship

All acts of worship are in accordance with the school's Trust Deed and reflect the Anglican status of the school. In addition to daily school worship, special celebrations take place in the school hall at Christmas and Easter. We also hold school Eucharist's on a regular basis. These usually occur once a month and pupil and staff may attend them on a voluntary basis.

The 1988 Education Reform Act requires that 'all pupils in attendance at a maintained school shall on each day take part in an act of Collective Worship'. The school accepts the desirability of this legislation but has considerable practical difficulties in meeting this requirement. We seek to do our best to keep the spirit of this legislation seeking to provide as many high quality acts of worship as is practically possible.

To provide students with variety in their experience of worship acts of worship may take the form of a whole school act of worship for all pupils or separate acts of worship for students in different year groups or form groups. Collective Worship may be held at any time during the school day. The responsibility for arranging school worship in our school rests with the Governors who after consultation with the head teacher have appointed Richard Nihill as Lay Chaplain, with the responsibility for co-ordinating Collective Worship in the school.

All acts of worship are in accordance with the 'Ethos Statement for Church of England Schools' issued by the York Diocesan Board of Education. This states that:

Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level.

The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice.

It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils.

Acts of Collective Worship at Archbishop Holgate's school take into account the student's ages, aptitudes and family backgrounds. Each person leading worship is asked to plan their act of worship on a simple proforma. These include a space for evaluation. These planning sheets along with any power points or other materials should be forwarded to the Lay Chaplain when completed as this then forms the schools record of worship.

Right of Withdrawal

At Archbishop Holgate's School we seek to be an inclusive community however we respect the right of parents to withdraw their children for Collective Worship. This school expects that withdrawal will only be made following parental discussion with the head teacher followed by written confirmation of withdrawal.

Students over the age of 16 are able to withdraw themselves from worship, this request should also be made in writing.

If there are any students whose parents exercise their right to withdraw them from worship alternative activities will be provided in consultation with the student's parents. This does not mean that the students will be in any way exempt from the Christian ethos of the school which underpins the whole of school life. Parents are made fully aware of this when they enrol their children.

Aims and Objectives

At Archbishop Holgate's School we always seek to reflect in our worship the Christian foundation of the school and its care for all who work here. Students are helped to understand the meaning of Christian worship and we hope that believers will be able to share in it and that others of no faith will reach the 'threshold of worship'.

Our central aims of collective worship are to:

- enable students and staff to explore and celebrate the differences and diversity found in the variety of forms of worship in the Anglican Christian tradition.
- lead the school community to the 'threshold of worship' in order for them to make an informed choice about their own involvement and to consider their own personal relationship with Jesus Christ.
- seek to deepen and widen the experience of those of 'faith' and encourage those of 'no faith' so that they begin to feel for themselves something of what it means to worship.
- use celebration, silence, stilling, reflection, contemplation, meditation, prayer, song, symbols and imagery as vehicles for worship and spiritual growth.

- provide opportunities for the whole school community to address God directly through Jesus in the power of the Holy Spirit through acknowledging his presence, reflecting upon his character and giving Him praise and honour.
- use a vocabulary of worship that encourages the whole school community to attend, participate and lead worship.
- encourage all present to explore their own beliefs and understanding of God within a Christian framework by learning more about the Christian faith and by encountering Christ through worship.
- raise awareness through reflection of the ultimate questions of life relating to matters of faith.
- reaffirm, strengthen and practise key Christian values. (e.g. Love, Justice, Compassion, Forgiveness, Trust) and celebrate each unique individual member of the school community as made in the image of God.
- nurture and encourage respect and care for God's created world by promoting a positive attitude to environmental issues locally, nationally and globally.
- seek to provide opportunities for spiritual, social and moral development that is characterised by feelings such as awe, wonder, being uplifted, elation, appreciation, gratitude, respect, and reverence.
- develop a sense of community within the school, the locality, (e.g. local church) and foster the sense of being part of a wider community through the celebration of achievements, festivals and special occasions.
- foster a concern for the needs of others.

In summary within our daily act of collective worship, we aim to provide opportunities for students to:

- provide an opportunity for students to worship God;
- celebrate all that is good and beautiful and express thankfulness for the joy of being alive;
- provide opportunities for students to share what is meaningful and significant to them, including the darker side of life;
- ensure that the experiences provided are relevant to the age, aptitude and family background of the students;
- give time for silent reflection and exploration of inner space;
- illustrate forms of worship that others have found helpful in their spiritual development, e.g. silent contemplation, dance, singing;
- provide a rich variety of forms of expression, e.g. art, drama, music, story and give students the opportunity to experience these at their own level rather than teachers imposing their own interpretations;
- take place in an environment that is conducive to worship, which is professionally coordinated and properly resourced;
- always invite, never coerce, remembering that students will be at different stages of spiritual development and that they should feel able to respond and participate at their own level.

Monitoring, Evaluation and Review

Monitoring and evaluation are part of a whole school cycle of self-review and this will be achieved over time by asking all stakeholders to reflect on school worship.

Monitoring

Monitoring of collective worship will be carried out jointly by the headteacher and the worship co-ordinator. Useful strategies for collecting the evidence will include:

- observing students' attentiveness and level of interest
- reading Collective worship record sheets compiled by staff
- conducting occasional formal observations of collective worship and providing feedback
- seeking feedback from students, staff, parents, governors, incumbent and visitors
- observing the extent of the collective worship's influence on students' attitudes and behaviour throughout the school
- holding regular discussions with colleagues
- pupil voice meetings and school council sessions

Feedback will be brought to staff meetings which will review collective worship which will be held regularly.

Evaluation

The information gathered via one or more of the strategies listed above will be analysed carefully in order to evaluate the quality and effectiveness of the collective worship. The worship co-ordinator, the headteacher and foundation governor(s), including the incumbent, will be the main evaluators. Formal evaluation of collective worship will take place at **least annually** as detailed in the school improvement plan.

Review

The headteacher, governors and staff will review this policy every *three* years. A form tutor collective worship record folder is kept weekly to ensure that acts of worship are generally compatible with the requirements of the policy and to inform our learning and planning for further developments. These will regularly include any formal and informal evaluations of acts of collective worship which will assist monitoring, future planning and delivery. Visitors outside the school community who are regularly involved in acts of worship are provided with a copy of the collective worship policy.

Inclusion and Equal Opportunities

A daily act of collective worship is held for all students regardless of their background of culture or religion. Every effort is made by the school to involve all students unless withdrawn by their parents in accordance with the law. The following extracts from our schools, 'Inclusion Policy' are relevant to collective worship:

We aim to achieve inclusive education through engendering a sense of community and belonging, within which individual pupils feel valued, secure and supported, and can achieve success, making the best progress of which each is capable and aiming for excellence.

Responsibilities

It is the ultimate responsibility of the head and governing body of a school to ensure a daily act of collective worship takes place. At Archbishop Holgate's School the responsibility to co-ordinate the acts of worship is delegated to the Lay Chaplain (collective worship co-ordinator). He plans themes, plans the form tutor worship, invites and liaises with visiting speakers and the Ordained school Chaplain. Monitoring and evaluation is the responsibility of the Lay Chaplain, Deputy Head – Pastoral Care and the Heads of Year.

Conclusion

At Archbishop Holgate's School, collective worship is highly valued and every effort is made to ensure that all students and staff take an active part in a high quality daily act of collective worship. Worship may contain many elements but at Archbishop Holgate's School we seek to specifically ensure that the act of collective worship is a learning experience as well as a spiritual encounter.