Be the best for God you can be!

Our vision is that we become the best for God that we can be, in all we do, whilst demonstrating Christian values which are pertinent to all faiths.

Our vision is based on Colossians 3:23. *'Whatever you do, work at it with all your heart, as though you were working for the Lord and not for people.'*

Trust:
'Trust in the Lord with all your heart and lean not on your own understanding'
Proverbs 3:5

Compassion:
'Love the Lord your God with all your heart, with all your soul and with all your mind. And love your neighbour as yourself'
Matthew 22:37

Thankfulness:
'Be thankful in all circumstances. This is what God wants from you in your life'
Thessalonians 5:18

Hope:
'But those who hope in the Lord will renew their strength'
Isaiah 40:31

Perseverance:
'I know your deeds, your love and faith, your service and perseverance'
Revelations 2:19

Forgiveness:
'For if you forgive other people when they sin against you, your heavenly father will also forgive you'
Matthew 6:14

Collective Worship Policy

1. Collective Worship Statement of Intent

At St Barnabas and St Paul's Church of England Primary School, our vision is that we become the best for God that we can be, in all we do, whilst demonstrating Christian values which are pertinent to all faiths.

Our vision is based on *Colossians 3:23, 'Whatever you do, work at it with all your heart, as though you were working for the Lord and not for people.'*

Collective Worship at St Barnabas and St Paul's is defined by the children of the Worship Group as, "A time to give thanks and reflect. It is when we can take the time to talk and listen to God." *St Barnabas and St Paul's Worship Group, December 2022*

At St Barnabas and St Paul's, we believe Collective Worship to be at the heart of our school community, allowing us to foster an ethos that ensures all of our stakeholders feel valued and a sense of belonging. It is our view that Collective Worship is a valuable opportunity to come together to worship God, consider a range of spiritual and moral issues and learn about fundamental Christian values. We consider Collective Worship to be a crucial tool in supporting our pupils to make positive contributions to society and achieve their full potential throughout their time at our school and beyond.

At our school, we are fortunate to have pupils who come from a variety of faiths and ethnic backgrounds. The diversity this creates as a school community, generates a unique richness that allows us to foster more opportunities for meaningful and personal reflection and development. The majority of the children who attend our school, come from an Asian heritage background with the Islamic religion being the main faith. Therefore, we strive to ensure Collective Worship is delivered in a sensitive manner that is respectful of other religions, but continues to be authentic to our Christian roots. An example of this is highlighted in our School Vision, as we acknowledge that our Christian values are also fundamental concepts in a variety of religious and non-religious worldviews, thus enabling us to provide opportunities for all of our pupils to participate in Collective Worship whilst feeling valued and respected.

1.1 Aims of Collective Worship

The aims of Collective Worship are:

- To worship God.
- To develop knowledge and understanding of the Christian faith.
- To contribute to the Vision and Mission statement of the school.
- To embed our Christian values into the ethos and teaching of our school, whilst encouraging respect for other world faiths and views.
- To create an environment in which all children and adults have the opportunity to worship.
- To promote care and respect for our immediate and wider environments.

- To prepare our pupils to achieve their full potential and make positive contributions to society.
- To contribute to the spiritual and moral development of pupils.
- To develop links with the local Church and introduce pupils to the Worship heritage of the Church of England.

As a school we endeavour to nurture a love of all God's children and ensure that worship is open and accessible to all pupils. Worship helps to create a happy and safe community for all pupils and staff. We believe that Worship is a time to celebrate our God given talents and abilities, that make our children "individually unique" and "loved by God." (*Valuing all God's children, 2019*)

Worship should encourage participation and response, whether through active involvement in the presentation of worship, singing a hymn or through listening to and joining in with the worship offered. It should include time for prayer which allows the school community to give gratitude and share their hopes and fears. Worship gives the time for silent reflection and for contemplation, set in a context clearly designed for worship through the use of candles, pictures, scriptures or objects associated with worship.

1.2 Fundamentals

Collective Worship at St Barnabas and St Paul's Church of England Voluntary Aided School is in conformity with the ethos statement and the rites, practices and doctrines of the Church of England, as laid down in the Trust Deed and has a Christian emphasis. 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/ Diocesan level. The daily act of Collective Worship required by law in the school shall be consistent with the faith and practice of the Church of England.

Our 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 all pupils. Collective Worship contributes to the working out of our Ethos Statement through our vision, mission statement and the aims and ethos of the school, and therefore to the Christian Education we provide. It also contributes to the celebration and exploration of the values of the school.

Collective Worship is at the heart of school life and Governors see it as an essential part of all pupils' education. As such we are concerned to resource it properly and ensure that it is of the highest standard. The worship and prayer life of the school is not limited to the legally required daily acts of worship. Opportunities will be taken to use prayer and reflection in the curriculum generally and at the end of the sessions.

The Church of England Forms of Worship within our denomination differ and these differences enable us to provide a varied range of approaches to worship whilst remaining true to the school's Trust Deeds. As well as drawing on our denominational heritage, we also

occasionally expect to draw on the rich tapestry of practice in the world-wide Christian Church.

2. Roles and responsibilities

The **Worship leader** is responsible for:

- Raising the profile of Collective Worship within the school.
- Preparing policy documents, worship timetables (**Appendix One**) and sourcing resources to ensure high-quality Worship is delivered in our school, liaising at all times with SLT.
- Reviewing Diocesan changes and recommendations and advising teachers on their implementation.
- Monitoring the delivery of Worship, providing support and training for staff where necessary.
- Helping to develop colleagues' expertise and confidence when delivering Collective Worship.
- Organising the deployment of resources and carrying out an annual audit of all Worship related resources.
- Communicating developments in Worship to all teaching staff.
- Organising, providing and monitoring CPD opportunities in the Worship.
- Working alongside other senior leaders to create a Christian ethos that ensures all members of the school community feel valued.
- Organising religious celebration days (**Appendix Two**) and Worship to ensure all members of the school community feel valued and respected.
- Forming close links with the local church and organising joint events/Worship sessions.
- Liaising with SLT, Staff, Governors and the Worship Group to ensure we continue to drive Worship forward within our school.

The **classroom teacher** is responsible for:

- Acting in accordance with this policy.
- Planning and teaching Collective Worship effectively, ensuring they follow the routines outlined by the Worship Lead.
- Liaising with the Worship leader about key topics, resources and support for individual pupils.
- Undertaking any training that is necessary in order to effectively deliver Worship.
- Actively take part in any CPD and staff meeting opportunities.
- Organising and maintaining the reflection areas in their classroom.
- Setting high expectations for pupil behaviour during Collective Worship.

3. Legal Requirements

Collective Worship in Church Schools is governed by both the 1944 and 1988 Education Acts as well as by the Trust Deed of the School. The Collective Worship provided by the school must be in accordance with the Trust Deed.

Daily Collective Worship is provided for every pupil. This Worship may take place in various groupings such as whole school, separate Team groups, year groups or in classes, but not faith groups. Worship may take place at any point in the school day. Worship should normally take place on the school premises, but may take place in Church on special occasions.

Collective Worship at St Barnabas and St Paul's is in accordance with the Trust Deed and has taken account of the guidance offered by the Local Authority and Diocese. Therefore, the provision of Collective Worship conforms to Diocesan Policy.

2.1 Withdrawal of Pupils

Parents have the right to withdraw their children from Worship, without giving an explanation. However, as a school we believe that it is our duty to discuss the basis of the withdrawal request in order to understand the religious issues that the parent objects to, in addition to the practical implications of the withdrawal. We will strive to hold this discussion as quickly as possible, whilst always honouring the parent's right to withdrawal without explanation. It is hoped that any complaint about the provision of Worship at St Barnabas and St Paul's will be resolved by the Worship Lead and Head teacher, in consultation with the Governors, and possibly with advice from the Diocese or District. However, if the complaint is not satisfactorily resolved, then formal procedures will come into play and the matter will be adjudicated by a specially constituted sub-committee of the Diocesan Board of Education, acting on behalf of the Bishop of the Diocese.

The Worship provided by the school is in accordance with the Church of England Foundation. This Foundation is also reflected in the curriculum and the whole life of the school community. Since the conduct of the school as a whole reflects the Church of England ethos, removal of pupils from Worship cannot insulate pupils from the religious life of the school. If a pupil is withdrawn from Collective Worship the school has a duty of care to the pupil but is not expected to provide an alternative Worship session or extra educational activities.

The school meets together for Collective Worship regularly, but there will be times when we assemble together for other purposes, e.g. important notices and announcements. Such 'assembly' times are legally distinct from Collective Worship and parent's rights to withdraw their children do not apply.

4. Organisation and Delivery of Collective Worship

The pattern of Worship times, locations and groupings is available from the Worship Leader and is subject to annual review.

Though Worship is not designated as curriculum time under current DFE regulations, it is a major aspect of the whole curriculum provided by the school. We believe that Worship is a vehicle for exploring aspects of the National Curriculum and Religious Education, and as

such may involve a range of teaching and learning activities, for example questioning and discussion. Likewise, pupils may be asked to listen to readings or to think about and respond to a stimulus such as a work of art and artefact or an interactive stimulus such as an image on the whiteboard.

Worship is also concerned with the celebration of the curriculum, with pupils displaying or recounting details of what they have learnt. Pupils may be involved in leading worship or performing through dance, drama or music. When any such activities occur, they may be counted as teaching time even though they take place within Worship. It is appropriate that, in a Church school, Worship and learning is seen as a seamless whole, even though for the purposes of recording teaching time, we distinguish between the two.

We believe that it is initially important to set the correct atmosphere for Worship. Therefore, children and staff enter quietly. The person taking Worship is ready in the hall to receive the children. Music is played as the children enter and leave the hall. This may be used to provide an atmosphere of calm or it may reflect the theme of the Worship. Worship usually takes place in the school hall, which has a designated Worship area and includes relevant material to stimulate interest or reflection. Visual stimuli are also used during acts of Worship to focus thought and reflect the special nature of the gathering-these could be religious artefacts, books, personal possessions, candles or items relating to the theme.

Opportunities will be provided for parents, family and governors to attend Collective Worship.

Notices will be kept separate from Worship. This will be done in a variety of ways including:

- Notices being given by a different person from the Worship leader.
- Notices being given either before the start of worship or after the end.

Worship may take place in the Church at Festival times during the year. These services may be led by the children, a member of staff, the Vicar or Lay Team or a combination. Worship at the Church is an important part of school life, and therefore children will not normally be withdrawn. If we are unable to attend the Church during these special Festival times, we will ensure a special Worship is held in the School Hall and invite all stakeholders to join us.

4.1 Inclusion and Equal Opportunities

All children regardless of their ability, race, religion or gender are given full access to Collective Worship. At St Barnabas and St Paul's school we pride ourselves on our inclusive school community, were all members feel valued and respected. Therefore, we encourage staff to incorporate comparative links and connections to the religions of the children in their class throughout any topic as appropriate. Given the population of the school, this is often Islam. It is essential that we draw upon our pupil's experiences and beliefs in order to continue to foster a caring Christian ethos, where all school members feel a sense of belonging.

4.2 Worship during periods of closure/remote learning or restrictions within school

When necessary, temporary changes to Worship may be implemented and this will be reflected in the half termly Worship planners (Appendix One). During periods of closure or remote learning Worship will be delivered via Microsoft Teams. The Worship will be led by class teachers, phase leaders or senior leaders. Similarly, when pupils are in school but unable to join collectively for Worship it will be delivered to each class by the class teacher or MLT/SLT (via pre-recorded video or Microsoft Teams). Visits to Church may be temporarily suspended and, in their place, pre-recorded sessions will be delivered to the whole school using Microsoft Teams.

5. Content and Approaches to Collective Worship

Content is arranged in weekly themes which are linked to our Christian Values and recorded on our half-termly Worship Planner (**Appendix One**). These take account of seasons in the school year, Church and other religious festivals, the celebration of curriculum work and the children's common experience and religious beliefs. The acts of Worship may be adult or pupil led and includes a wide range of activities, including storytelling, music, visual aids, dance, drama etc.

During each act of Worship children will be given opportunities for reflection. This will be done in a variety of ways including periods of silence, prayers being said, music being played, lighting a candle, watching a slide show of images on the interactive whiteboard or focusing on an object. Whilst respecting the diverse nature of religious beliefs at our school, we expect that pupils will be introduced to the key beliefs and aspects of the Christian faith.

These may include:

- The nature of God as Father, Son and Holy Spirit (The Holy Trinity).
- The nature of human beings as children of God, part of his creation and though sinful, destined for eternal life.
- Jesus as the Son of God who, through his life, death and resurrection, broke the power of evil and restored humanity's relationship with God.
- The central values of forgiveness, selfless love, redemption, goodness, compassion and charity.
- The connection between our school values of hope, trust, thankfulness, forgiveness, compassion and perseverance and the Bible.
- The central place of the Bible as God's word and a source of knowledge about God and Jesus and as a source of inspiration and guidance.
- The importance of prayer.
- How Christianity is practised by other denominations and in other countries.
- The central symbols of Christianity.
- The cycle of the Church year.

Children are encouraged to take part in prayer at key points during the day i.e. before lunch and before departing at the end of the day. Some classes may use their own personal prayers or the whole school prayer may be used. Whilst praying, children are encouraged to be calm and show consideration for reflection.

5.1 Resources

Money is allocated to Worship annually to allow for replacement and up-dating of resources. Books, posters, artefacts etc. can be found in in each building. Specific Worship books can be found in the Worship cupboard in the school hall. The Collective Worship Leader is responsible for purchasing resources.

6. RE and Collective Worship

Although Religious Education and Collective Worship naturally compliment and enrich one another, we are aware that they are distinctively separate and therefore, are managed separately. However, it is recognised that RE and Collective Worship can support children's learning and development, for example material presented in Worship can act as a stimulus for class discussion in a RE lesson. As a result, staff members, particularly those who lead RE and Collective Worship, are committed to working closely together to continue to drive these crucial areas forward.

7. Consultation, Management, Recording and Review

The Collective Worship leader co-ordinates the planning of Worship, advises on class / group worship, keeps up to date with resources and liaises with appropriate school staff, the Curate from St Andrew's Church, as well as the Vicar and the team at St Luke's Church to plan services and Worship. The Worship Leader will also keep records of acts of worship, when necessary.

The Continuous Professional Development (CPD) of staff is a high priority within school and as a result regular training is provided, according to the school development plan, to support staff in their planning and delivery of high-quality worship. This CPD is led by the Leadership Team and Worship Leader, who attend regular Diocesan training and clusters within the Diocese to ensure their knowledge is up to date. It is the responsibility of the Headteacher, Senior Leadership Team and Worship leader to regularly monitor and evaluate the quality and content of worship, regularly reporting to Governors and ensuring the policy is reviewed regularly.

Appendix One

Sample Worship Planner

Term ? 2023 Whole School Worship Planner
SCHOOL VALUE:
CHARITY FOCUS:

St Barnabas and St Paul's Church of England Primary School Worship Planner						
	Monday Whole School Worship Agreed worship theme introducing the value and Picture News question.	**Tuesday** Whole School Worship in hall: Through the Bible.	**Wednesday** Rec & KS1 Class Worship linked to picture news	**Thursday** Whole School Hymn Practice in the hall Whole School Worship led by WG Whole School Worship led by classes	**Friday** Celebration Worship in hall Celebration of Achievement linked with either Christian Values, special events and God's world	**Key Dates**
Worship Lead:	SLT	Team Leaders/ Class Teacher	Class Teacher in class	SLT/ Team Leader/ Class Teacher/ Worship Lead	Team Leaders/ SLT	
Date: **Theme:** **Value:** **Song:**						
Worship Group Evaluation						

Appendix 2

Religious Festival and Celebration Days Calendar

Month	Date	Festival/ Holy Day	Religion	Celebration	Information
September	15th – 17th Sept 23	Rosh Hashanah	Judaism	Whole School Worship	Jewish New Year. It commemorates the creation of the world and lasts two days.
	24th – 25th Sept 23	Yom Kippur	Judaism	Whole School Worship	The day of atonement. It is the most sacred and solemn day in the Jewish calendar. It's a day to reflect on the past year and ask forgiveness for any sins.
October	29th Sept – 6th Oct 23	Sukkot	Judaism	Whole School Worship	Commemorates the 40 years Jews spent in the wilderness on the way from slavery in Egypt to freedom in the promised land. Also, the Jewish harvest festival.
	1st Oct 23	Harvest	Christianity	Whole School Worship	A Christian festival celebrating the food grown on the land.

November	1st Nov 23	All Saints Day	Christianity	Whole School Worship	A chance to give thank for all the Saints, particularly the lesser known ones.
	11th Nov 23	Remembrance Day	-	Whole School Celebration Day	Remembrance Sunday falls on 14th Nov. It marks the end of WW1 in 1918.
	12th Nov 23	Diwali	Hinduism/ Sikhism	Whole School Worship	Also called the festival of lights. It is the most popular festival from South Asia and is celebrated by both Hindus and Sikhs.
	30th Nov 23	St Andrew's Day	-	Whole School Worship	Commemorates the patron saint of Scotland.
December	3rd Dec 23	First Sunday of Advent	Christianity	Whole School Worship	Advent is observed in most Western Christian churches as a time of waiting and preparation for the celebration of Christmas and the birth of Jesus.
	7th - 15th Dec 23	Hanukkah	Judaism	Whole School Worship	The Festival of Lights. It is celebrated by lighting one candle on the Hanukiah each day.
	8th Dec 23	Bodhi Day	Buddhism	Whole School Worship	Also known as the day of Awakening. Celebration of the attainment of enlightenment under the Bodhi tree (the

					sacred place and birth of Buddhist traditions).
	25th Dec 23	Christmas Day	Christianity	School celebration days for Christmas	Celebrates Jesus' birth.
January	6th Jan 24	Epiphany	Christianity	Whole School Worship	Celebrates the visit of the Wise Men to Jesus. It takes place on the 6th January but most Christians celebrate it on the following Sunday.
	15th Jan 24	Makar Sankranti	Hinduism	Whole School Worship	One of the most important Hindu festivals, which celebrates the sun's journey into the northern hemisphere. It marks the end of winter and a new harvest season beginning.
	21st Jan 24	World Religion Day	-	School Celebration Day	Celebrated on the third Sunday of January. Its aim is to promote understanding and peace between the different world religions.
	24th- 25th Jan 24	Tu B'Shevat (Arbor Day)	Judaism	Whole School Worship	It is a minor Jewish festival called the 'birthday of all fruit trees'.
	25th Jan 24	Conversion of St Paul	Christianity	Whole School Worship	Feast celebrating the conversion of St Paul on the road to Damascus.
February	2nd Feb 24	Candlemas	Christianity	Whole School Worship	Celebrates the first occasion of Jesus being presented in the temple and Mary's purification (mainly in Catholic churches).

	6th- 7th Feb 24	Lailat al-Mi'raj/ Shab-e-Mai'raj	Islam	Whole School Worship	Commemorates the Prophet Muhammad's journey from Mecca to Jerusalem where he ascended to heaven and was purified.
	10th Feb 24	Chinese New Year	-	Whole School Worship	Chinese New Year starts with the New Moon on the first day of the new year and ends on the full moon 15 days later.
	13th Feb 24	Shrove Tuesday	Christianity	Whole School Worship	Traditional feast day before the start of Lent, where people indulge in food that they will be giving up. Also called 'Pancake Day'.
	14th Feb 24	Ash Wednesday	Christianity	Whole School Worship	The beginning of Lent. Lent is the period of 40 days which come before Easter. It is a season of reflection and preparation. Most Christians replicate Jesus' sacrifice and withdrawal into the desert for 40 days.
	14th Feb 24	Valentine's Day	-	Whole School Worship	Annual festival to celebrate love, friendship and admiration. Also known as the Feast of St Valentine.
	24th Feb 24	Magha Puja Day (or Sangha Day)	Buddhism	Whole School Worship	The day commemorates a time when 1,250 Buddhists spontaneously came together to pay their respect to Buddha. It is a chance for people to reaffirm their commitment to Buddhism. The spiritual aims are to do only good things and to purify one's mind.
	25th Feb 24	Shab e-Barat	Islam	Whole School Worship	A Muslim celebration of forgiveness and atonement. The night is spent in prayer.

March	1st March 24	St David's Day	-	Whole School Worship	Commemorates the patron saint of Wales.
	10th March 24	Mothering Sunday	-	Whole School Worship	Also known as Mother's Day, is a chance to say thanks for all the things our mothers do for us. It is always the fourth Sunday of Lent.
	10th March – 8th April 24	Ramadan	Islam	Whole School Worship	Ramadan is the Muslim month of fasting.
	17th March 24	St Patrick's Day	-	Whole School Worship	Commemorates the patron saint of Ireland.
	23rd- 24th March 24	Purim	Judaism	Whole School Worship	Purim is one of the most joyous Jewish holidays, which celebrates the time when the Jewish people living in Persia were saved from extermination.
	24th- 25th March 24	Holi	Hinduism	Whole School Worship	Holi is also known as the festival of colours or love. It is a spring festival.
	24th March 24	Palm Sunday	Christianity	Whole School Worship	The feast to commemorate Jesus' entry into Jerusalem. It is the beginning of the Holy Week and always falls on the Sunday before Easter.
	28th March 24	Maundy Thursday	Christianity	Whole School Worship	Helps Christians to remember the Last Supper, when Jesus washed the disciples' feet and established the ceremony known as the Eucharist or Holy Communion.
	29th March 24	Good Friday	Christianity	Whole School Worship	Commemorates Jesus' sacrifice on the cross. It is the Friday before Easter.
	31st March 24	Easter Sunday	Christianity	School Celebration Days for Easter.	Commemorates the resurrection of Jesus Christ. It is the culmination of the Holy

					Week and considered one of the important Christian festivals.
April	9th April 24	Ugadi	Hinduism	Whole School Worship	Hindu's New Year Day.
	10th April 24 (TBC)	Eid al Fitr	Islam	Whole School Worship	The end of Ramadan when Muslims celebrate the end of fasting and thank Allah for His help with their month-long act of self-control.
	13th April 24	Baisakhi/Vaisakhi	Sikhism	Whole School Worship	Vaisakhi is a historical and religious festival in both Sikhism and Hinduism. It is very important to Sikh's as it marks the founding of the Khalsa (the Sikh Community) in 1699
	22nd – 29th April 24	Passover	Judaism	Whole School Worship	This is one of the most important festivals in the Jewish calendar. It commemorates the exodus of the Jews from slavery in Egypt.
	23rd April 24	St George's Day	-	Whole School Worship	Commemorates the patron saint of England.
May	9th May 24	Ascension Day	Christianity	Whole School Worship	Commemorates the Ascension of Jesus into heaven.
	19th May 24	Pentecost	Christianity	Whole School Worship	It is held 50 days after Easter and is the close of the Easter season. It is a major feast where Christians remember how God gave the Holy Spirit to the disciples after Jesus' ascension.
	23rd May 24	Wesak/Vesak (Buddha Day)	Buddhism	Whole School Worship	The most important of the Buddhist festivals. It celebrates the Buddha's

					birthday and for some, his enlightenment and death.
	26th May 24	Trinity Sunday	Christianity	Whole School Worship	The Sunday that follows Pentecost. Celebration of The Holy Trinity; God, Jesus and the Holy Spirit.
June	11th June 24	St Barnabas Day	Christianity	Whole School Worship	Commemorates St Barnabas, one of the named saints of the school.
	11th- 13th June 24	Shavuot	Judaism	Whole School Worship	Also known as the feast of Weeks. It is one of the important Jewish harvest festivals
	16th June 24	Father's Day	-	Whole School Worship	A celebration honouring fathers and all they do for us.
	16th June- 17th June 24 (TBC)	Eid-al-Adha	Islam	School Celebration Day	One of the most important festivals in the Muslim calendar. It is also known and the Greater Eid or the Festival of Sacrifice. It commemorates the prophet Ibrahim's willingness to sacrifice his son when God ordered him to.
July	6th - 7th July 24	Al-Hijra	Islam	Whole School Worship	Islamic New Year. Marks the migration of the Prophet Mohammad and his followers from Mecca to Medina.