



Bennett Memorial Diocesan School

Collective Worship Policy

Adoption Arrangements and Date

All statutory policies in the Trust are ultimately the responsibility of the Trust Board. To enable it to discharge this responsibility appropriately and in collaboration with the constituent schools, the Trust Board will

1. either set a full Trust wide policy,
2. or set a 'policy principles' document (a framework within which LGBs develop a full and appropriately customised policy),
3. or delegate to LGBs the power to develop their own policy which the Trust Board will then ratify.

Review Body:	Local Governing Body	Adopted:	03.10.17
Leadership Grp Responsibility:	Headteacher	Date of next review:	Oct 2020
Policy Type:	Non-statutory	Review period:	3 years

This is a Level 3 Policy against the Trust Governance Plan.

Background

The Board of Governors accepts its responsibilities for Collective Worship as set out in the 1944 Education Act (re-enacted 1988 Education Reform Act) and DfEE Circular 1/94. They aim to ensure that worship is of as high a quality as possible, as set out in the Statement of Aims, below. The Board of Governors will also comply with the legal requirement to make parents aware in the prospectus that they have a right of withdrawal from collective worship.

The content of the act of worship must be in accordance with the Trust Deed; that is to say in accordance with the teaching of the Church of England.

The 2012 Diocese of Rochester guidance sets out a framework for understanding the nature of collective worship in a Church of England school which seeks to distinguish Anglican worship; the Governing Body accepts this definition of the character of worship.

Governors have agreed a Complaints Procedure with the Department for Education, under which the final arbiter on any parental concern is the Bishop of the Diocese.

Statement of Aims

The aims of school worship at Bennett are:

- Through a range of rich experiences to nurture students spiritually and morally in the context of our shared Christian values and beliefs
- To offer worship and praise to God
- To provide opportunity for reflection underpinned by our Christian values and beliefs
- To celebrate the common Christian values and beliefs of the school community
- To enable students and adults to develop an understanding of Jesus Christ and of the Christian understanding of God as Father, Son and Holy Spirit
- To enable students and adults to experience Christian worship according to the traditions of the Church of England
- For students and adults to glimpse and live a human life in a community that strives to be characterised by God's hope, love, forgiveness and joy.
- To be aspirational. Inspired by our Christian values and beliefs to encourage students and adults to seek to serve others; to build one another up, to be humble, to never give up, to hold no prejudice, to forgive and be reconciled.
- For students and adults to be aware of a deeper structure of life that goes beyond current trends and fashions through an engagement with Christ as the revealed wisdom of God.
- To enable students to understand the value of personal prayer as part of their own spiritual journey.
- To be inclusive and accessible to all members of the school community whatever their religious background or stage of development but to always be rooted in the Christian faith.

Educational Practice

A school act of worship should be an educational experience as well as a religious one; school worship is not the same as a church service, where the congregation attends voluntarily. Some implications of this are:

- Worship should be related to classroom RE, a practical experience of the spiritual ideals explored in the classroom
- Teachings and ideas from other faith traditions will be explored in RE or in a separate event rather than as part of an act of Christian worship.
- It may include: prayer, silence, music, student involvement and leadership, the use of visual and oral material, Eucharistic worship
- The content of worship should be educationally justifiable, that is, accessible to students and delivered at a level appropriate to students' understanding. It should also aim to be inclusive of all students, whilst rooted in the Christian faith, and be something they value and engage with
- Students should be confident in planning and leading acts of worship and have frequent opportunities to do so, including both corporate acts of worship as well as through student led groups
- Worship should include biblical material which students are able to relate to the school's Christian values and their own lives.
- Students should be able to confidently and sensitively contribute towards prayer in worship.
- Worship should be planned, prepared and evaluated to give a coherent and progressive experience at all 3 Key Stages over the year; it should establish and reflect a simple framework of gathering, engaging, responding and sending.
- Clergy, coming from different traditions within the Anglican communion, will offer students a rich experience of worship
- Parents and others might be invited to attend on occasion.
- Worship should be enhanced by music or other means as students gather to worship.

Leadership and management of worship:

The School Chaplain in consultation with the Headteacher, member of school leadership team(with responsibility for collective worship) and others, shall be responsible for:

- Coordinating acts of worship by agreeing themes for the term and year. These should be varied but always underpinned with a clear focus on Christian beliefs and festivals.
- Devising a programme of assemblies
- Publishing the programme to staff, students and governors
- Monitoring and reporting on the programme to governors and others
- Coordinating and distributing resources for the act of worship
- Inviting outside speakers from a range of Christian traditions.

- Planning music in consultation with the Director of Music
- Invitations to Eucharistic celebrants
- Maintaining supplies of Eucharistic elements
- Selecting and training student readers, servers, intercessors, etc. for Eucharists
- Care and maintenance of the chapel furnishings and vestry
- Supporting and training students to confidently plan and lead acts of worship
- Supporting and guiding sixth form worship prefects.
- Providing professional development training for staff on leading collective worship.
- To provide the opportunity for baptism and confirmation.

Pattern of Worship

Each year group comes together to celebrate the Eucharist at least three times in each academic year.

Collective worship takes place in year group assemblies which take place between 8:45 and 9:20am every morning. There is a cycle of these assemblies which sees each year group participating at least once and more usually twice each week.

Tutor Group worship

When a tutor group is not involved in an organised assembly there will be an act of worship organised by their form tutor during their tutor period on that day. A series of electronic resources is published by the chaplain weekly to guide and support tutors with this. Training for tutors and year managers in leading tutor group worship is provided annually. The chaplain is also able to support individual tutors as appropriate during the course of the year.

Online worship for students, parents and the wider community

Each week the theme of the week and prayer will be published on the school website and BSpace. This is co-ordinated by the assistant headteacher responsible for collective worship and the chaplain. Relevant prayers reflecting current events (e.g. following a natural disaster, during exams, national events) are also published on both forums.

Termly/Yearly

The principal festivals and seasons of the Christian year will always be reflected and celebrated in the cycle of collective worship (Harvest, Advent, Christmas, Lent, Easter, Ascension and Pentecost). The programme for each term will also include a number of saints and notable Christians whose commemoration days fall during the particular period according to the Church's calendar.

The quality of collective worship

All those involved in planning and conducting collective worship will seek to ensure that it is done in such a way that it encourages students to engage in worship and hold it in high regard. This means planning collective worship in a stimulating, dynamic and responsive way, which promotes both participation and reflection. Working groups will occasionally be convened to support this process. Training will also be annually provided to support different aspects of collective worship and to help build capacity for the future leadership of church schools. Year managers will work tutor teams to build capacity for tutor worship and monitor its quality in liaison with the assistant headteacher with responsibility for collective worship.

In consultation with the assistant headteacher the chaplain will recommend staff to the headteacher to be licensed as Eucharistic assistants following the most recent diocesan guidance. The list of Eucharistic assistants will be reviewed annually in accordance with diocesan policy.

Reviewing and Evaluating Policy and Practice

Review and evaluation of practice is undertaken by the assistant headteacher responsible for collective worship and the chaplain once a term. Governors will be involved in the review of the implementation of the policy through their annual programme of school visits. This policy is reviewed and updated every three years by the Bennett Local Governing Body.