

Collective Worship Policy

Non-Statutory Policy

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For internal use.

Link to other policies:

- Behaviour for Learning;
- Child protection and safeguarding;
- Relationship and Sex Education;
- SEND;
- SMSC/PSHE;
- Religious Education;
- Teaching and learning



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1. Rationale

As a Church academy everything we do is based on Christian values and is summed up in our mission statement and through our vision 'Lord direct us to LIVE life to the full'. The Governors and staff of St Wilfrid's Church of England Academy are committed to the provision of high-quality Collective Worship opportunities in a Christian context. We aim to provide opportunities where we can live out our vision and enable all to flourish. At the heart of the commitment is the notion that whilst Learning we are Inspired, and develop Values through Experiences so that each member flourishes in this life whilst preparing for the next. This echoes our motto '*Domine dirige nos*: 'Lord direct us'.

We believe that this life should be lived out to the full, through direction and guidance from the Lord. Our hope is that the daily experiences within the Academy will enable our students to develop holistically; growing in character and valuing all others.

Students will learn values through academic study and everyday interactions. They will be inspired by the spiritual and extra- curricular experiences, and in turn, inspire hope in others. Students will become stronger, well-rounded and content individuals who value themselves and others. They will be given opportunities to develop and experience a fully-inclusive environment.

The statement below was written by the foundation governors and summarises our pursuit, as we promote high standards and develop our understanding that the Christian faith is the worship and service of One God who is Father, Son and Holy Spirit.

'St Wilfrid's Church of England Academy sees education as an integral part of the mission of the Church to proclaim God as Creator, Christ as Redeemer and the Holy Spirit as Inspire of all that is good in human living. The main purpose of the Academy is to provide an excellent education, both academic and social, in a Christian context, to enable its students to grow up to take their full part as citizens of this world and the next.'

Our vision statement is rooted in the words on Jesus, found in the gospel of John, combined with our school motto and Proverbs 3:5-6.

"The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full."

John 10:10 (NIV)

"Trust in the Lord with all our heart, and lean not on your own understanding. In all your ways acknowledge him and he will make your paths straight."

Proverbs 3:5-6

L.I.V.E theology – rooted in scripture

Our mission statement is rooted both in the tradition of the school, as shown in our mission statement, but also richly established in scripture. As we look at each of the four areas, we build confidently on these truths.

Learning with Wisdom

In 2 Timothy 3:6-17, we read that scripture is useful for more than just learning. It has the power, through the enabling of the Holy Spirit, to teach, rebuke, correct and train. It is with this thought that we vision a school community that 'Learns with Wisdom'. In Proverbs, we read that wisdom is to sought and pursued more than riches, fame and honour. In James 1:5 we read that God, in his great love and mercy, wants to give wisdom to those who ask. We are therefore confident that to direct our student community to 'Learn with wisdom' to the full, is core to their development.

2 Timothy 3:6-17

"All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work."

James 1:5

"If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you."

Inspiring Hope

Hope is an anchor for the soul and a core part of the experience we aim to engender in students and staff here at Saint Wilfrid's. We read in Proverbs 13:12, that a life without hope brings sickness, but hope brings life. Hope is both inspired by the stories and experiences of others, as well as by rooting our lives in God and seeking him. We recognise that we are called to work together, and take great encouragement from the fact that we are part of a body, and we all play our part. We ask the Holy Spirit to inspire us, and look to let our lights shine, to offer light, hope and inspiration to others. When we grow weary and tired, we find that our hope in God brings renewed strength for our days.

Proverbs 13:12

"Hope deferred makes the heart sick... but a longing fulfilled is a tree of life."

1 Corinthians 3:6-7

I planted the seed, Apollos watered it, but God has been making it grow. So, neither the one who plants nor the one who waters is anything, but only God, who makes things grow.

Isaiah 40:39

"He gives strength to the weary and increases the power of the weak. but those who hope in the LORD will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint."

Valuing Love

Love is the foundation of our interactions with others and underpins our policies and decision-making steps. When questioned by a teach of the Law in Matthew 22:37 as to which of the commandments was the most important, Jesus answered, "Love the Lord your God with all your heart, soul, mind". He went on to say, "The second is like it; Love your neighbour as yourself." It is the value Jesus put on love, that we aim to communicate to all those involved in the life of the school. Paul, in 1 Corinthians 13, elevates love as a virtue above all others. In 1 John 4:7, the disciple calls us to, "Love one another, because love comes from God." God is love, and God calls us to love others. Followers of Jesus were known to others by the way they loved others. It is with this confidence that we show value, dignity and respect for others in our community by valuing love.

Matthew 22:37

"Love the Lord your God with all your heart, soul, mind". He went on to say, "The second is like it; Love your neighbour as yourself."

1 Corinthians 13:13

"And now these three remain: faith, hope and love. But the greatest of these is love."

John 13:34

"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another."

1 John 4:7

"Love one another, because love comes from God."

Experiencing Koinonia

'Koinonia' is a Greek work, used in the early church to describe 'Christian fellowship'. It is used twenty times in the New Testament to describe the unity and togetherness experienced by the early church. In Romans 12:15-16, we read of the closeness felt by those early believers: "Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another." We celebrate the togetherness we feel at Saint Wilfrid's and look to take advantage of every opportunity to grow together. In Hebrews 10:24, we read the fruits of Koinonia and the mission of our faith community: "And let us consider how we may spur one another on towards love and good deeds." We get more done because we are parts of teams in forms, year groups, houses and extra-curricular clubs and teams.

Romans 12:15-16

"Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another."

Hebrews 10:24

"And let us consider how we may spur one another on toward love and good deeds."

Therefore, everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock.

2. Collective Worship at St Wilfrid's Church of England Academy

As a Church of England Academy, the Christian Ethos and Values filter through each and every aspect of our lives. We have been described as providing "a distinctively Christian environment in which all students and staff, from whatever background, are supported and encouraged to flourish and be the best they can be" (SIAMs Report 2016).

St Wilfrid's holds worship right at the heart of the Academy and expresses its Christian Distinctiveness not only in the way we live out our lives together but in our collective worship life too. Whilst we recognise each member of the Academy has a different background and story, we seek to create an atmosphere where the God-given potential is drawn out of all, in order for them to thrive wherever life takes them.

Practically, we celebrate a new theme each week in a relevant and relatable way through collective worship, business assemblies and in form groups. All staff and members of the Saint Wilfrid community receive a weekly devotional as part of their briefing paper, which also features on the school website. The themes are set annually by a core group of staff who collaboratively seek God and share what is on their heart for the year ahead.

One of the unique opportunities at Saint Wilfrid's is celebrating together at Blackburn Cathedral. Each year there are several occasions where the Academy comes together to share in communion and collective worship within the cathedral. Cathedral services bring together the whole school community as well as local clergy, governors and cathedral members who worship together.

Saint Wilfrid's is supported extensively by the local parish church of St Luke's and their team. This includes youth workers, clergy and governors. Weekly faith clubs are led and run by their team, as well as monthly Eucharist services and regular support of the RE curriculum. Students regularly attend clubs that take place at the local church and older students are actively encouraged to take leadership roles within these clubs.

Our school prayers

*Dear God,
At the start of this day we take this time to give thanks.
Help us to see the positive in all we face today.
Give us the strength to face challenges and the determination to succeed.
We choose today to live life to the full.
Help us to learn with wisdom, inspire hope, value each other in love
and know the fellowship of others in all we do.
In your name we pray,
Amen*

*Dear God,
At the end of this school day we take this time to reflect on our day.
We are grateful to you for the blessings and good times we have had.
We thank you for the strength and determination you have given us to succeed.
We are sorry for the things we have done that have not valued others or inspired hope.
Help us to learn from these, so we can create a stronger sense of Koinonia tomorrow.*

*In your name we pray,
Amen*

3. Christian values

As an Academy, we believe each student has the opportunity to influence far beyond the walls of the Academy. For this reason, we know it is essential to equip our students with Christian values that serve as an anchor in their lives.

13 pebbles continue to represent our values and we have chosen to build on this established foundation by linking each of these values to the strands of our LIVE vision:

Learn – Wisdom, Contentment, Honesty, Trust

Inspire – Service, Hope

Value – Forgiveness, Respect, Patience, Thankfulness

Experience – Courage, Koinonia, Love

Why pebbles? When a pebble is dropped into water, it creates a ripple effect which filters out across the water. This is what we believe our students can influence others in their communities, with these Christian values being the first thing people notice.

We choose to focus our attention at this time on the following core values, as we communicate and live out our vision. These are: Learning with Wisdom, Inspiring Hope, Valuing Love, Experiencing Koinonia. Students are encouraged to focus on the Christian values linked to our vision statement. Staff are enabled to merit students who demonstrate these values.

4. Policy aims

It is our aim at St Wilfrid's to create a culture and atmosphere that embeds worship as an integral part of the learning journey of all students and staff. It is inclusive and supportive of those with no faith, different faiths as well as those who follow a Christian faith. This is achieved by balancing the teaching of scripture with life applications, responses and challenges. In addition, opportunities are given through clubs for students to deepen and demonstrate their faith in the way they serve others.

Students and staff are supported in their faith journey. This happens collectively in Cathedral services, assemblies, form-time and in faith clubs. Students are encouraged to take an active role in collective worship experiences. This includes leading prayers, readings and taking part in the music elements. The recently formed worship form includes a variety of students from different year groups who take a specific key role in the facilitation of music in both collective worship and cathedral services.

The aims for the various strands of the Worship life of St Wilfrid's are as follows:

Aims for year group collective worship services:

- provide members of the school community with the opportunity to praise and reach out to God;
- provide members of the school community with the opportunity to respond to Christian language and symbolism;
- provide members of the school community with the opportunity to experience stillness and quiet;
- provide members of the school community with the opportunity to experience a variety of forms of prayer and meditation. These might include praise, seeking forgiveness, asking on behalf of self and others or quiet reflection;
- to help students to begin to understand the nature and purpose of worship;
- provide a foundation for a mature understanding and practice of worship in the future;

- contribute to the spiritual, social, moral and cultural development of each child;
- support staff and pupil well-being;
- allow reflection and response to the fundamental questions of life and those things that are of eternal concern and value to human beings;
- foster and enable a concern for the needs of others, a recognition of the vulnerability of self and of others;
- celebrate and give thanks for the achievements within the school, local and international community and occasions of significance, including festivals;
- promote community cohesion;
- give expression to, and reaffirm and practise the values of the school community;
- support the social and emotional aspects of pupils learning;
- reflect the Christian tradition and foundations of the school.

Aims for Cathedral services:

- Invitation for students, staff and governors to experience Worship in Blackburn Cathedral;
- Invitation for all students and staff to celebrate the Eucharist;
- Invitation for all staff and students to reflect in word, hymn and meditation on the significance of the Christian Faith, demonstrated in the Anglican tradition;
- A witness to Blackburn that St Wilfrid's is a Church of England Academy, as we process to and from the Cathedral;
- Continue to develop strong links between the school and the Cathedral and the Diocese;
- An opportunity to celebrate occasions within the church calendar: St Wilfrid's Day, Nine lessons and carols, Ash Wednesday, Holy Week.

Aims for form time worship activities:

- Students given the opportunity to reflect on the weekly theme and on the content covered in the Year group collective worship assembly;
- Students given the opportunity to go deeper into the weekly theme in form with tutors and fellow students;
- Students are encouraged to respond to the challenges given in the year group worship assembly and in the video devotional;
- Students reflect as a group on the theme of the week and record these in their form's collective worship journal.

Aims for 'Compassionate':

- Year 8 students are given the opportunity to serve;
- Raising the profile of Compassion in and around school;
- Students take ownership of prepare resources to inform house tutors of our sponsor children and the work of compassion;
- Students to coordinate the writing of letters and disseminating information when letter have been received.

Aims for the Chapel Eucharist:

- To increase the opportunity for staff and students to share in the sacrament;
- To give students the opportunity to lead in song, readings, prayers and sharing thoughts and testimonies;
- To celebrate the death and resurrection of Jesus each month as a central feature of our worship experience;
- To further develop links with local clergy in the diocese.

Aims for the wall art:

- To focus students and staff on the importance of the Bible as the foundation of our mission and values;
- To strengthen students in their understanding and recall of Bible passages;
- To encourage staff and students to engage with and remember the Bible references.

Aims for departmental displays:

- To demonstrate the vision and values through all aspects of academy life;
- To remember that all areas of learning are rooted in God as creator;
- To encourage students to realise that all learning is part of the Worship of St Wilfrid's.

Aims for Prayer Spaces:

- To create space for students and staff to reflect on their personal faith journey;
- To demonstrate the importance of resting from the business of school life to listen and be silent;
- To practice the discipline of quiet reflection leading to restoration of the soul.

Aims for Worship Committee meetings:

- To support the Christian Distinctiveness focus of St Wilfrid's;
- To create strong links between the Worship Coordinator, SLT Lead, Learning Area Coordinator of RE, Governors and local church leaders;
- To offer vision and support further developments of the Christian Distinctiveness focus of St Wilfrid's.

5. Legal requirements

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 academy seeks to fulfil this obligation by delivering high quality Collective Worship in accordance with the school's Trust Deeds and reflecting the Anglican status of the school. In addition to daily school worship, special services take place in the school and local churches during the course of the academic year, with the Eucharist being celebrated regularly.

The Worship Coordinator, supported by the SLT link for Christian Distinctiveness, is responsible for the strategic planning of the worship life of the school.

6. Opportunities to worship

We celebrate the differences we all share in our beliefs and recognise that we are all on a different part of a faith journey. It is our aim that all staff and students engage positively in the core worship activities as well as create exciting ways to deepen their understanding and faith. Faith clubs take place regularly. These have adapted and changed over time and will continue to develop.

SPACE Club – Each Wednesday, the St Luke's team come to meet with students and play games, talk and share a message about faith. This is an exciting opportunity for students who are new to faith or who have a different faith or none. The team are passionate about helping students learn more about God and build strong relationships through their enthusiasm and passion.

Questions of Faith – Each Thursday, students, staff and St Luke's team meet to share lunch, hot chocolate and discussions around the theme of the week. Students are encouraged to take leadership roles and are responsible for music, sharing their thoughts and praying.

Chapel Eucharist services – Led by members of the local clergy, chapel Eucharist services take place monthly, and are open to all staff and students. Students take an active role in leading and serving through music, song, readings and prayers.

St Wilfrid's is committed to developing students both academically and spiritually through their time here. Through our additional clubs, as well as the core worship activities, students and staff have every opportunity to grow in faith as part of the school community.

7. Organisation

Collective worship takes place at the following times within the school day:

Day	Collective Worship (Hall)	Business Assembly (Sports/Sixth)
Monday	7	9
Tuesday	8	11&12
Wednesday	10&12	8
Thursday	9	7
Friday	11&13	10

Presentation guidelines are given to all staff and visitors involved in the delivery of collective worship, as follows:

- 'setting the tone slide' is displayed at the start of each gathering



- music is played at the start of business assemblies and instrumental or vocal worship music will feature at the start of all Collective Worship. This will be led by members of the Worship Form Group.
- involves students in the delivery, whether that be reading a prayer or a reflection.
- is varied in pace, format, emotional tone eg: there are lively and quiet times
- appeals to the senses
- allows for a variety of learning styles
- allows for a range of responses
- includes effective use of eye contact, variation in tone and pitch, body language and gesture
- is clearly related to pupils' previous learning and experiences
- prayer is displayed at the end for all to engage with

Content is:

- relevant to the pupils' age, interests, ability
- referenced to religious texts/holy books related to the school curriculum
- linked to distinctive Christian values (core values – Love, hope, wisdom and koinonia)
- linked to distinctive human values
- inclusive of all faiths and none
- is well resourced.

The leader succeeds in:

- creating an appropriate emotional environment (eg secure, warm, lively, amusing, challenging and / or reflective etc)
- promoting spiritual, moral, social and cultural development
- providing appropriate opportunities for meaningful reflection, not only but including silence.

8. Evaluation of Collective Worship

Evaluation of the impact of collective worship forms part of the form worship journal completed as a form group and recorded. Each collective worship experience focuses clearly on the challenge or change that the theme initiates in those who are included, both students and staff. The impact of the worship experience at St Wilfrid's is gauged through the gaining of LIVE merits by students throughout the year. SLT peer review collective worship delivery, according to the calendar of the next person delivering worship observes and provides feedback.

Student voice is undertaken every half term, to evaluate the impact of collective worship, faith clubs and involvement in local church settings.

9. Right to withdraw

At St Wilfrid's we seek to be an inclusive community which values differing points of view. Parents have the legal right to withdraw their children from collective worship. The Governing Board would express concern if any parent who had accepted a place in this Church of England Academy were to do so. Any parent who does wish to exercise that right should contact the Principal.

School will make alternative arrangements for the supervision of students withdrawn from acts of Collective Worship. However, no additional work is set or followed in this time and parents are asked to supply suitable material for reflection appropriate to their child's needs. Please note the right of withdrawal does not extend to assemblies.

10. Implementation of the Policy

It is the responsibility of the Principal to ensure that the Collective Worship policy is implemented correctly within the academy and all staff follow the procedures set out in it. This will be reinforced by the Worship Coordinator and as new staff join the academy they will receive support regarding the delivery of Collective Worship. This will coincide with the new staff induction training.

Staff, visiting speakers and members of the local clergy delivering collective worship have a responsibility to ensure that the content is delivered in a sensitive and age-appropriate manner; respecting the beliefs and values of all students. Any disclosures made by any student as a consequence of the week's theme are to be reported by the member of staff by following appropriate steps outlined in the Academy's 'Safe Guarding Policy'.

11. Evaluating the policy

Monitoring and evaluation of the Collective Worship policy is the responsibility of the Worship Coordinator; alongside the SLT link for Christian Distinctiveness and is conducted and reviewed as part of the monitoring of Collective Worship in the Academy This policy will be reviewed every 3 years as minimum. It is next due for review in September 2026.

12. Faith Group Partnership Agreement

Before we partner with organisations to support us in an ongoing manner through faith clubs and worship experiences, the following partnership agreement is established.

Welcome to St Wilfrid's CE Academy. We would first of all like to thank you for your willingness to enhance the faith journey of the students and staff here, by serving. We hope that our partnership develops as we consider our shared values and vision.

As part of our partnership agreement, we want you to know the foundations that St Wilfrid's is built on and we would like to do the same. To do this, please read through the following policies and provide copies of your faith groups policies for our records.

Document	Signature	Date
St Wilfrid's Mission Statement		
St Wilfrid's Vision and Values Document		
St Wilfrid's Child Protection Policy		
DBS certificate and photo verification		

Please confirm that you have provided the following from your organisation:

Document	By email	Printed	Date
Organisations Statement of Faith			
Organisations Child Protection Policy			
Organisations Key roles, relevant to your involvement at St Wilfrid's (e.g. Church leader, Youth leader, CP officer)			

We ask that all those who come in to St Wilfrid's to support students in lunch clubs and activities are committed to:

Purpose

- Encouraging students and staff to 'Live life to the full' by setting an example of serving
- To provide a supportive and encouraging environment for students to connect and feel valued
- To demonstrate God's love through all activities and promoting a positive experience of a life of faith.
- To support students to develop their own faith, or explore the faith of others through conversation and presentation.

Attitude

- Demonstrating the values consistent with the vision statement of St Wilfrid's – Honesty, Wisdom, Love and Koinonia
- Engaging with all pupils – irrespective of ethnicity, disability, political or religious persuasion, gender or sexuality
- Demonstrate a personal example of living out the vision statement – 'Lord direct us, to live life to the full'

Standards

- A high level of professionalism, following school procedures and expectations in regard to preparation, punctuality, speech, dress and positivity
- Transparency and openness – being prepare and sharing key objective and aims for Collective worship and clubs, prior to delivery. Open to members of the school community observing delivery
- Seeking and receiving permission before handing out follow up promotional materials to pupils

Evaluation

- A commitment to improvement through seeking feedback from pupils and teachers as appropriate
- Having a commitment to ongoing training and personal/professional development

Safeguarding

- Protecting the safety and well-being of all pupils they come into contact with in school
- Ensuring relevant DBS checks have been undertaken
- Assessing risk and adapting accordingly
- Being aware of and supporting the safeguarding policy in school