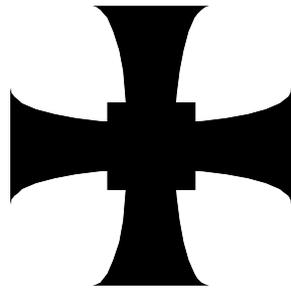


TRINITY SCHOOL CARLISLE



A CHURCH OF ENGLAND ACADEMY

COLLECTIVE WORSHIP POLICY

*“I came so that they could have life, and have it full to overflowing”
John 10:10*

Church Foundation Policy

Reviewed: March 2025

Approved by the Church Foundation Committee: May 2025

Next review: March 2027

Collective Worship

Rationale

The Education Act 1996 requires that 'all pupils...shall on each school day take part in an act of collective worship...[which] shall be wholly or mainly of a broadly Christian character.'

The Church of England's guidance for Collective Worship notes:

'In Church schools the requirement...to reflect the Anglican status of the school as expressed in its trust deed liberates those leading collective worship to build on the rich, lived diversity of Anglican tradition and identity. In the same way as worship in churches is aspirational, constantly evolving and being re-imagined there is an expectation of a continuous, dynamic reimagining of what collective worship means in the Church school.'

Trinity School has a Church of England foundation so Collective Worship must be consistent with and rooted in our Anglican identity.

The SIAMS inspection framework 2024 asks 'How is daily collective worship enabling pupils and adults to flourish spiritually?' This is the overarching aim of Collective Worship at Trinity. The SIAMS framework also notes that 'In all things, the contextually-appropriate theologically rooted Christian vision is the driving force.' In our context as a diverse community of people of all faiths and none Collective Worship should therefore allow *everyone* to participate fully and with integrity. Our theologically-rooted Christian vision recognises the value and dignity of every individual and emphasises our commitment to enabling all to live 'life in all its fullness' (John 10:10).

In drawing up this policy the Governors have considered the guidance from the Carlisle Diocese and the National Society for Education and the DfE. The policy meets all statutory requirements.

Therefore, Collective Worship:

- is provided for all students each day;
- is distinctly Christian in character and in-keeping with our Anglican identity, while also drawing on the depth of wisdom and spirituality of other faiths or non-religious traditions.
- does not assume or expect a particular faith or belief system but respects all students and staff whether of the Christian faith, other faiths or no faith, allowing all to participate with integrity;
- is inclusive, invitational and inspiring (see below)
- uses a wide range of resources within large and small groupings;
- stimulates students to reflect on the school's Christian vision and values, to develop their own spirituality, their place in the world and well as their responsibilities to themselves and to others;
- promotes the spiritual, moral, social and cultural development of each student.

Aims

We will provide the opportunity for students and staff to participate in daily Collective Worship that enables them to flourish spiritually. They will:

- take part in a daily act of Collective Worship, and consider the spiritual aspects of being human;
- spend time in reflection on our own lives, on the important questions we all face, and on the wider life of the school community, our city, nation, and the world;

- participate actively via different means such as reading, acting, leading parts of an assembly and AMOS time;
- more deeply understand the school's theological-rooted Christian vision and values.

The School's Christian Theologically-Rooted Vision

Collective Worship has a key role in communicating and promoting the school's theologically-rooted Christian vision and values and in challenging our students to live their lives to the full, as described in John 10:10: "I came so that they could have life and have it full to overflowing" (see school vision document).

Spirituality

At Trinity, Spirituality is defined as follows:

'Spirituality is about how we understand the meaning and purpose of our lives and our world.

It helps us understand the world around us and our place in it. At Trinity we believe strongly that life is about more than just being alive – it is about flourishing as a whole person.

It doesn't just relate to religion but is an important part of how we all develop and flourish.'

It is framed as three ways of looking:

- Looking in: turning our attention towards ourselves
- Looking out: turning our attention towards others and the wider world
- Looking up: turning our attention towards and finding inspiration from something greater than ourselves.

Collective Worship (CW) actively:

- encourages students to develop their understanding of what 'overflowing life' might mean for them and for others;
- supports students in their spiritual development, enabling them to actively 'look in, out and up'.
- fosters compassion, trust, hope, endurance and community;
- develops tolerance and combats all forms of prejudice;
- promotes social responsibility, both for others and for the wider environment, with each year group and the Sixth Form involved in charity projects and partnerships;
- encourages students to look after each other, to stay safe in their daily practices, and to choose healthy lifestyles;
- provides opportunities for students to relate to other communities including the wider local community, the Cathedral and other religious groups, and the global community;
- includes a wide range of resources from various countries, groups and cultures.

Roles and responsibilities of the Headteacher, of other staff and of Governors

The **Headteacher** will ensure that:

- the Governing Body is briefed on the arrangements for Collective Worship. (This will be done through the Governors' Church Foundation Committee.)
- a daily act of Collective Worship is provided for all students, within the constraints of the capacity of the school's assembly halls. (Where this is not possible, material will be provided for each form to spend time in reflection each day.)
- alternative supervision is arranged for students who are withdrawn from Collective Worship.

- a rota is drawn up which ensures that the school makes effective use of its spaces for Collective Worship and arranges for the leading of the school's assemblies.
- the delivery of worship is monitored and evaluated and that appropriate professional development or support is provided for staff leaders.

The **Chaplain** will ensure that:

- quality resources are provided to support Collective Worship that is inclusive, invitational and inspiring.
- notes and other support are provided for staff leading Collective Worship through Thought for the Week and AMOS time in forms, so that there is a consistent approach throughout the school.
- the school continues to develop our links with the cathedral and to involve other ministers in our worship.
- the effectiveness of Collective Worship is evaluated and that this evaluation leads to further improvements in our practice.
- students have opportunities in school, for example through the Christian Union and chapel services, to explore spiritual questions in depth and openly, and to take further issues raised in our assemblies.

School Leaders will ensure that:

- an act of Collective Worship, with time for reflection for all students, happens each day in form time and in assemblies.
- in leading acts of worship, they do so in the light of this policy and in keeping with the school's ethos as a Church of England school.

All **staff** are invited to participate in, and make an active contribution to, Collective Worship, and to encourage students to become actively involved. This will occur through year group assemblies, AMOS time and in the Year 12/13 assemblies in the Sixth Form.

The **Governing Body** will:

- ensure the regular review of the school's policy on Collective Worship, and that through it the school is fulfilling its statutory duty.
- ensure that the school evaluates and develops its approach to Collective Worship for the benefits of all students and staff.
- receive a report from the Headteacher and Chaplain annually on the delivery and effectiveness of Collective Worship.

Organisation and Content

Trinity School: Inclusive, Invitational, Inspiring

Within the busyness of the school day, Collective Worship at Trinity provides a valuable space for spirituality for all members of the school community. It is rooted in our Anglican Christian identity and draws deeply on our school's Christian values of community, compassion, endurance, hope and trust. Collective Worship encourages participants to look 'in, out and up'. As well as allowing time for self-reflection it points them beyond themselves and their own experience to that of others, to the world around them and to a source of strength greater than themselves (for many this is understood as God). The Church of England, through its worship and mission, seeks to serve the whole community, not just those who identify as Christian or gather in the church building. In the same way, the worshipping life of Trinity School is for the benefit and enrichment of all.

Inclusive

Being inclusive means that worship at Trinity is available and accessible to all. It recognises and honours the breadth and diversity of our community. While it is distinctively Christian and rooted in our Anglican identity, this is not expressed to the exclusion of those of other faiths or no faith. Those of all faiths and none should be able to participate with integrity. In recognising and valuing the diversity present in our school community, we appreciate that worship in school has a different character to worship in church (*Collective Worship* being different to *corporate* worship).

Invitational

To say that our worship is invitational means that it is offered to, but not forced upon participants. In practice students will be expected to be present and respectful during times of worship, but there will be no compulsion to (for example) pray or assent to religious beliefs expressed. The metaphor of 'warm fires and open doors' (from +David Thomson) is helpful. Worship, like a warm fire, has a vitality and energy to it. The door is open for all to come in and enjoy its warmth, but they are not compelled to do so.

Inspiring

Our worship should aim to inspire. It is not a neutral experience, but one through which participants may grow and develop. At its best, worship in school will be uplifting, and an assurance of the hope that sits at the heart of our school values. It will also inspire action. In pointing participants to the world beyond themselves, Collective Worship can be a starting point for justice, responsibility and courageous advocacy, speaking-out and acting for a fairer and more just world.

Our pattern of worship

Times of worship are shaped by the rhythm of the year, with weekly themes reflecting important seasons, key moments (both religious and secular) and the seasons of the Church's year. They are planned in advance, linked to our five Christian values, three ways of spiritual 'looking' and British values. Weekly themes will sometimes be changed and adapted in response to current affairs.

The weekly theme is the thread that connects all our times of worship throughout the week. In that sense, the various instances throughout the week should be understood as contextually appropriate elements of one act of worship.

Every day

- 'AMOS' Time – (A Moment of Stillness).
A daily time of focus gives students the chance to reflect with their Form Tutor. A set pattern (a form group's 'liturgy') is followed, using a focus for reflection which relates to the weekly theme. This is usually a picture and verse but is sometimes a short video or piece of music and is used by Forms across the school. (See Appendix).

Every week

- Thought for the Week
This is led by the Chaplain using Microsoft Teams during Form time, either live or pre-recorded. Classes join from their Form rooms and light their Form group candle. Students are invited to reflect deeply on the weekly theme, and respond in a variety of ways, for example through prayer, discussion or action.
- Assembly
Each year group has a weekly assembly during afternoon form time, led by a member of the Senior Leadership Team. This is a moment of Collective Worship for the whole year group. Assembly leaders draw their focus from the weekly theme. This assembly is separate from their morning assembly which is administrative and not part of our Collective Worship provision.

Throughout the Year

At various points during the year the school community gathers for moments of Collective Worship. These include:

- Year 7 welcome service at Carlisle Cathedral
- Whole school Act of Remembrance for Armistice Day
- Year 7 Nativity
- Whole school Christmas Service (streamed from the Chapel to Form rooms)
- Christmas Carol service at Carlisle Cathedral
- Year 11/13 leavers' service at Carlisle Cathedral
- Key Stage 3 Awards Service at Carlisle Cathedral

The School Chapel

The Chapel provides a physical space within school for prayer, reflection and worship. It is a visible sign of our Christian identity, a place of encounter and spirituality at the heart of our school. The Chapel is open most days at breaktime and lunchtime. Sometimes there are set activities (Christian Union, discussion groups, meditation, games), at other times students are free to drop-in as they wish. There are interactive prayer stations, and a place to leave prayer requests. Cards with set prayers and Bible verses are available for students to take away. There is a weekly service of Christian worship held after school on a Monday. A small community of students and staff spend time in prayer, worship and Bible study. Students have the opportunity to explore the Christian faith and receive support towards, for example, baptism and confirmation.

A varied pattern, recognising the diversity of our community

It is important to recognise that Collective Worship takes on a different character depending on the context in which it takes place (Form group, year group, whole school...), and who is leading it (Form Tutor, Head of Year, Chaplain...). When the Chaplain leads the whole school in a service at Christmas, this is naturally different to a Form Tutor leading AMOS

Time with their tutor group or a Head of Year leading worship within an assembly. This variety is important and valuable.

Those taking assembly or leading AMOS Time are not expected to be practising Christians or have a depth of theological knowledge. Therefore, it is important that Collective Worship must be genuinely inclusive if all staff are to be able to lead it with integrity. While staff leading worship are not expected to be practising Christians, they do need to be willing to lead with sincerity, using the established framework.

Worship at Carlisle Cathedral

When the school gathers for services at Carlisle Cathedral, worship takes on a different character compared to that which happens in school. We recognise that in the Cathedral we are invited to participate in the worshipping life of the wider Church. The emphasis shifts away from *collective* and towards *corporate* worship. The best example of this is probably the Christmas Carol Service, when there is an appreciation that attendees will participate in the singing of carols and the saying of prayers.

Arrangements for monitoring and evaluation

Feedback will be gathered from staff and students about the impact of Collective Worship and the Senior Leadership Team will evaluate this.

Withdrawal from Collective Worship

Parents have the right to withdraw their child if they wish. Parents who have concerns about the provision or practice of Collective Worship should contact the Headteacher. Parents who wish to withdraw their children are asked to state this in writing to the Headteacher. Collective Worship is not part of curriculum time so the Headteacher will arrange alternative supervision for the student, but this will not involve additional teaching. In line with non-statutory guidance the students in Sixth Form may withdraw themselves from Collective Worship. They are asked to meet with the Headteacher before making the request in writing.

APPENDIX

AMOS Time ('A Moment of Stillness')

A short time of Collective Worship, led by Form Tutors each day. Some elements are constant and used by everyone (candle, picture/verse etc.), others can be made bespoke to suit the Form group (introduction, response).

Structure

1. The Form candle is lit (lights dimmed?)
2. A familiar and recognisable introduction is used. Suggestions are provided for staff, but this could include:
 - Set words that are used each time
 - A response
 - A breathing exercise
3. A focus for reflection is shared. This will usually be a picture and/or words but may also be a short video or piece of music. There are four of these each week (one for each day that a form is not in assembly) and are will be common across the school.
4. Students have the opportunity to respond. This could be through:
 - Discussion (pairs, small groups or whole-class)
 - A moment of silence for individual prayer or reflection
 - One person reading/leading the class in prayer
 - A creative response
 - A written response
 - Taking action