



Our mission - 'To create and sustain an inclusive and outstanding learning community for all, rooted in the teachings of Jesus Christ, in which all will aspire to excellence in learning, teaching and care for one another, so all will achieve and grow as unique individuals made in the image of God'.

Our Core Values;

Faith, Aspiration & Unity

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic and Church of England Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

COLLECTIVE WORSHIP POLICY

Collective Act of Worship Policy in School Policies - Document Status			
Inception of new Policy	July 2016	Named Responsibility	Christian Character, Curriculum & Standards Committee
Date of Policy Adoption by Governing Body	July 2016	Review Date	July 2022
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Holy Trinity Academy's Values, Vision and Christian Character

The Three Core Values of Holy Trinity Academy are Faith, Aspiration, Unity.

The Vision for Holy Trinity Academy is:

to create and sustain an inclusive and outstanding learning community for all, rooted in the teachings of Jesus Christ, in which all will aspire to excellence in learning, teaching and pastoral care, and all will achieve and grow as unique individuals made in the image of God.

At the heart of Holy Trinity Academy, there will be:

- A learning and living experience founded on Gospel values.
- Excellent teaching, promoting high achievement for all.
- A vibrant, innovative curriculum and teaching and learning programme which meets the needs of each individual.
- A commitment to individual care and guidance.
- A supportive environment that enables students to explore and be nurtured in their own faith within an inclusive worshipping Christian community;
- Strategies to promote all students' future wellbeing and their positive contribution to our society.
- An exciting range of learning beyond the formal curriculum which enriches and enthuses.
- Strong and affirming partnership with parents/carers and with the local community.
- Partnerships with primary schools, parishes, Anglican and Roman Catholic dioceses, and local organizations and with the University of Wolverhampton to raise aspiration and ensure progression.
- A commitment to developing cultural links locally, regionally, nationally and globally.
- A commitment to fostering environmental understanding.
- An outward looking ethos which seeks to provide opportunities and provision for local families and the wider community.

Distinctive Character of the Academy

Holy Trinity Academy is the only Church secondary school and faith-based centre for secondary education across a very wide area. As such it has a distinctive Christian character:

Holy Trinity Academy is an inclusive faith-based school that serves the whole community of Telford & Wrekin, Shropshire and beyond. The Academy has a distinctive character and ethos, which reflects the teachings of Jesus Christ and Christian values and the principles of the Roman Catholic and Anglican Churches.

The Nature of Worship at Holy Trinity

Worship at Holy Trinity is Christian in character, which is concerned with giving glory, praise and thanks to God. It is our loving response to the invitation from God to be in relationship with Him, made possible through Jesus Christ and the Holy Spirit. Worship at Holy Trinity reflects the traditions of the Roman Catholic Church and Church of England, taking into account the spiritual and educational needs of all who share in it:

- Those who form part of the worshipping community in churches
- Those for whom school may be their first and only experience being part of a worshipping community
- Those from other Christian traditions, faith communities or none.

Worship in this school is more than just a legal requirement. It is an integral part of school life, central to the Christian character of the school and provides spiritual experiences for all to be enriched and encouraged in their own personal spiritual journey. Everyone in our community is able to embrace and contribute to the Christian character of the school and gain from it, regardless of level of belief and commitment.

What are our legal requirements?

The 1988 Education Act (consistent with the 1944 Education Act) and the guidance from DfEE Circular 1/94 and the Roman Catholic and Church of England Diocesan policies and guidance are the documents that guide the forms of collective worship in schools.

We understand that simply holding an assembly that includes a prayer, said either by the worship leader or everyone present, does not fulfil this requirement. We also acknowledge that acts of worship and business assemblies are distinct activities.

The act of worship is not designated curriculum time under regulations and will not be subsumed under any part of the curriculum, including religious education.

We acknowledge the legal requirement that there must be a daily act of worship for all pupils. Parents have a right to withdraw their child from Worship. However, given the importance of Worship at Holy Trinity, parents and prospective parents need to be made aware of the fact that it can never be confined to 'timetabled slots' but may take place in a variety of contexts other than those which are specifically structured.

In addition to the legal requirements for all schools, as an RC/CE Aided Church school, the Trust Deed and the Roman Catholic and Church of England inspection schedules determine the expectations of the school to:

- provide the opportunity for students to worship God;
- consider spiritual and moral issues;
- explore beliefs;

- encourage participation and response;
- develop community spirit, promote a common ethos and shared values;
- reinforce positive attitudes

Our faith community at Holy Trinity will aim to provide the opportunity for staff and pupils to worship God as a community through daily prayer in the classroom, through participation in weekly assemblies for worship and through regular celebrations of Eucharistic and other Liturgies, consistent with the two Christian traditions foundational to the school. Not only does this meet our legal obligations but it is a true reflection and manifestation of our school's mission and Christian character.

What are the aims of Collective Worship at Holy Trinity

- To invite staff and pupils to journey to the threshold of worship and beyond to a relationship with God.
- To contemplate the mystery of God.
- To reflect on spiritual and moral issues and to respond to current affairs.
- To explore our own beliefs.
- To respond to and celebrate life.
- To experience a sense of belonging and develop a community spirit animating our school's Christian character and mission.
- To enrich religious experience.
- To give opportunities for silent contemplation, guided meditation, reflection, personal response and prayer.
- To respond to life's challenges and contemporary issues, celebrating life's joys, sorrows , achievements, and spiritual development as a learning community.
- To grow in liturgical understanding, biblical awareness, and development with specific reference to the Roman Catholic and Church of England traditions.
- To heighten our awareness of questions related to the ultimate mysteries of life and to consider the beliefs and commitments made by ourselves and others in response to such questions.
- To affirm the Christian faith and the Christian understanding of the Trinity: Father, Son and Holy Spirit.
- To learn about and reflect upon Christian Teaching, Biblical material and Christian festivals, in a way that relates to the pupils' experience and to living together in community

How will we fulfil these aims?

- Ensure the expression of our faith is seen as essential to spiritual development, part of the total curriculum, an integral part of the life of our school and seen to be important;
- Have a coherent plan for Collective Worship, such as that detailed in Appendix A.
- Adopt an approach that is based on educational principles which aid the spiritual development of individuals. Therefore the form, shape and content will be drawn on the educational context of the school;

- Respect the integrity of the individual, give the opportunity to participate creatively and encourage each to make an individual response to a shared experience;
- Provide and keep records of a planned worship programme that is interesting, challenging, relevant and draws on a variety of Christian traditions and practices;
- Build up resource materials for use in worship
- Endeavour to provide a physical environment that is appropriate to the provision of high quality acts of worship (e.g. seating, music, singing, décor etc.);
- Involve a wide combination of staff, pupils and relevant members of the churches and community from which pupils are drawn in leading acts of worship
- Enable student to take ownership of their own spiritual journey and worship experience
- Provide an opportunity to evaluate acts of worship.

All Acts of Worship in our school will:

- Give glory and honour to God
- Be a quality experience, fundamental to the life of our school and our distinctive Christian character.

How is Collective Worship developed?

The school will have a development plan for collective worship, indicating short, medium and long term intentions. This will be the responsibility of the chaplaincy team, with oversight provided by SLT. It will be reviewed annually by the Christian Character, Curriculum and Standards Committee.

The development plan will include, but is not limited to:

- Themes and approaches
- Development of resources
- Staff training and support
- Pupil participation and response

How is Collective Worship resourced?

The chaplaincy team has responsibility for managing and resourcing this area of the curriculum on a day to day basis, ensuring all legal requirements are complied with. This involves:

- The production of a coherent programme for Collective Worship, which has continuity of Christian teaching and experience and breadth and balance as is appropriate to the school community.
- Providing and curating resources for collective worship so that they are wide ranging but not overwhelming.
- Auditing and keeping records of resources and ensuring they are accessible to pupils and staff as appropriate.

- Managing the budget that is set to ensure the worship programme can be carried out effectively.
- Keeping in touch with developments in the subject and acting in an advisory capacity to colleagues
- Ensuring that worship is prioritized on the School Development plan, to allow for INSET and resource development.

How is Collective Worship recorded, monitored and evaluated?

The purpose of monitoring and evaluation is to celebrate the excellent work of the teaching staff in delivering Acts of Worship and to support and improve the quality of prayer and worship because we believe that this is key to spiritual development of our community. This will ensure that the legal requirements and school policy are being fulfilled and the quality of prayer and worship is maintained and improved.

It is important that the monitoring of Acts of Worship in Holy Trinity is not seen as a threatening activity but rather that it takes place within a culture of self-improvement, where strengths will be recognised and celebrated and areas for development are identified.

- Records of Tutor Group Collective Worship, Key Stage Collective Worship and Liturgical Celebrations are kept using appropriate forms, an example of which is in Appendix B, so that full records and knowledge of the actual implementation of the worship programme is covered.
- The chaplaincy team and SLT will monitor the quality of Collective worship regularly. There is a robust monitoring schedule.
- When an act of Collective Worship has been observed, written and verbal feedback is given immediately. (See Appendix C) which is then filed for confidentiality. Only the person(s) responsible for monitoring and the Headteacher will have access to this file. If necessary, following the observation a meeting may be arranged to identify areas for further development and offer guidance and support.
- The impact and perception of Collective worship is monitored by the Pupil and Parent Voice.
- Governors will visit and observe Collective Worship and complete Note of Visit reports for these observations.
- The chaplaincy team will review and evaluate Eucharistic and Collective Worship celebrations at their termly meetings.
- The chaplaincy team will report to the Headteacher and the Governors annually via the Christian Character, Curriculum and Standards Committee.

Appendix A

How is worship organised in our school?

Worship in our school is planned:

- Following a structure with reference to the Church's seasons, significant dates or events, around Scripture
- Involving consultation with appropriate parties and reference to school aims and policies
- With flexibility to respond to changing situations within the school and the wider community
- To encourage in pupils skills, faith and insight that enable them to prepare, organise and lead worship rather than always participating or contributing in a token way.

The worship and prayer life of our school is organised into 3 mains areas:

- A daily act of worship and prayer in tutor groups.
- A weekly worship assembly for each Key Stage group.
- Eucharistic celebrations and other liturgical celebrations.

Worship in Tutor Group time

- Worship in tutor time takes place as soon as the register is taken. No other business should take place until the liturgy of morning prayer is concluded.
- Resources are provided for staff containing prayers for the week. Each week will follow a theme and will include an appropriate reading from scripture.
- The prayer resources are not to be prescriptive; topical and seasonal events may be taken into account when staff deliver tutor group worship
- Additional resources to aid worship are provided by the chaplaincy team (eg, candles, visual aids, prayer books etc)
- Tutor Groups will have the opportunity, on a rota basis, to have their Tutor Group worship in the Chapel.

Worship for Key Stage Groups.

- Each Key Stage group meets once a week in our Assembly Hall for Collective Worship
- There may also be opportunity for visiting speakers or business announcements following the completion of Collective Worship.
- There is a Collective Worship rota with a designated Worship Leader for each week.
- The content of the Worship assembly will be determined by the weekly worship theme which is also followed in tutor group worship.
- Collective Worship resource material is provided to help staff in their planning and delivery of acts of worship.
- The chaplaincy team will be available to assist individual staff in their planning of Collective Worship.

Eucharistic and Other Liturgical Celebrations

- A programme of worship related activities for each term will be planned.
- Year 7 will take part in a Welcome service during the first half term.
- Collective Worship celebrations will be attended by all pupils at Christmas, Easter, and Trinity.

- Year 11 and Year 13 Leavers will take part in Farewell services at the end of the year.
- Each Term will end with a time for prayer and reflection for staff. Opportunities for prayer and reflection for staff should also be provided on inset days.
- The school will provide opportunities throughout the year for all students to take part in Eucharistic worship in both the Roman Catholic and Church of England traditions.
- Provision will be made for special Collective Worship on other occasions throughout the year as appropriate.

Appendix B – Example Collective Worship Record

Whom did it involve? (eg whole school, class, year group, tutor group key stage)	Who led the worship?
Theme: (eg celebration)	Faith focus:
Date & Time of worship:	Length:
During the worship there were opportunities for: (please mark with a tick if applicable and add a comment if you wish)	
Reflection	
Prayer	
Educational content	
Story or a moral	
Bible reference	
Hymn/singing	
Use of music	
Use of artefacts/resources	
Celebration	
Spiritual atmosphere	
Pupil response/involvement	
Staff participation/involvement	
Parent/community involvement	

ACT OF COLLECTIVE WORSHIP
EVALUATION FORM

Leader: _____

Observer: _____

Worship Theme: _____

Time Allocation: 25 minutes

Collective worship at Holy Trinity Academy should at its simplest create a time and space where we can come closer to God and God can come closer to us.

ASPECT	COMMENT
Is there a real sense of a marking the start of a very special time in the school day?	
Immediate impact, relevant, welcoming, stimulates interest or dull, uninteresting, lacks focus.	
Does the worship leader capture the attention of the children and staff so they become actively engaged in the content?	
Excellent - well expressed, stimulating or poor communicator	
Convincing, enthusiastic, warm or lack of rapport.	
Does the leader allow for a response from the children and adults – whether active or passive, noisy or quiet?	
Does the leader send us out with a clear “thought for the day” something that changes our behaviour in some way?	
Clear summary, learners given opportunity to reflect or unclear what the message was.	
Clear Christian / Biblical content and teaching.	
Woolly, lack of structure, largely secular.	

Observation form pointers for consideration - NB not a check list.

***Collective Worship in Christian Faith Schools should at its simplest
create a time and space where we can come closer to God
and God can come closer to us.***

Gathering	Music (entry/exit)	appropriate / random, linked to theme, creates atmosphere, delivers a message
	Welcome	whether greetings exchanged and introduction made
	Atmosphere	extent to which act of worship is portrayed as special and important
Engaging	Focus	table, cloth, Bible, cross, candle, artefacts ICT / Visual / drama provides appropriate, linked relevant visual/factual information
	Awe and Wonder	sense given of marvel of world / creation
	Conviction	extent to which message is clear and compelling or words lack power and appear as paying lip service
Responding	Participation	extent to which learners involved in responding, partner talk, opportunities for some to participate directly
	Singing	whether there was appropriate hymn / song, quality, enthusiasm of participation
	Reflection	learners given time to pause and reflect
	Prayers	extent to which prayers are appropriate and learner friendly, whether learners are invited to respond
Sending	Dismissal	whether the person takes charge, smiles, engages with some learners, says 'thank you'
Other aspects	Distinctively Christian (RC and Anglican)	clear reference is made to the Bible and Christian teaching and belief e.g. the Trinity - God, Jesus and Holy Spirit
	Inclusive	the worship reflects the multi faith / cultural nature of the world and feels inclusive to those of other and no faith
	Dynamism & Theatricality	was it a performance rather than an act of worship
	Open or Closed	does the leader give room for the children to build their own meanings / connections / links or are they told what to think?
	Age Appropriateness	are the language, concepts, ideas appropriate? Is it meaningful for the youngest yet appropriate for the oldest?