



St. Mary's Church of England Primary School

Collective Worship Policy

Date: July 2025

Reviewed and Ratified by: 16th September 2025

Review Date: July 2028

Signed : _____ Rev'd Melissa Carter, Chair of Governors

Signed : _____ Helen Comfort, Executive Headteacher

Equality

We recognise our duty and responsibility to establish equality for all pupils, staff, other members of the school community and service users regardless of their ethnicity, gender disability, sexual orientation, age or beliefs as defined within existing equalities legislation.

Our school's distinctive Christian Vision:

Through the loving example of Jesus Christ, we strive to provide opportunities for all members of our **diverse** school community to **flourish** within a **caring, aspirational, spiritual and inclusive** environment.

We aim to create **successful learners, confident** individuals and **responsible citizens** ready to take the next steps in life.

How is this policy a reflection of our distinctive Christian vision?

The daily act of Collective Worship at St Mary's CEP follows the requirements of the 1988 Education Reform Act.

At St Mary's CEP, daily Collective Worship implies the recognition of a Deity and may be school or class based. Collective Worship is the '**unique heartbeat**' of our school providing the opportunity for all our school community to **learn, reflect and flourish**.

A range of stakeholders are involved in the planning of Collective Worship, ensuring that it is always **inclusive, invitational and inspiring**.

Our planning is in line with guidance given from the Canterbury Diocese, as well as tailored to our school's Christian vision and values.

In addition, our RE lead and EYFS practitioner use guidance from 'Principles for planning and leading Collective Worship in an EYFS classroom' to support Collective Worship in our Foundation Stage class.

Aims:

- To consider spiritual and moral issues which are of a wholly or mainly of a Christian character.
- To celebrate or reflect on things that are of worth.
- To facilitate the development of a sense of community, of belonging and of sharing.
- To encourage pupils to learn how to be part of large and small gatherings.
- To celebrate achievements of others within the school community.
- To develop understanding of, and reflect upon the value of, our environment and its importance in our lives.

An Introduction to Collective Worship in St Mary's CEP school

As a Church of England school Collective Worship is the beating heart of our school life. It brings and gives life to all we do. Collective worship is a sacred and significant time of each school day, where we gather together as a school family.

Collective worship strengthens and supports the Christian identity of our school, reaffirms our vision and associated Christian values of **Peace; Friendship; Respect; Trust; and Perseverance** and celebrates the central role that each pupil and adult have to play in our community.



Our acts of collective worship reflect the variety of traditions found in the Church of England and recognise and follow the Christian liturgical year. The daily Christian act of worship is central to our ethos and is supported by all staff and governors. It makes an important contribution to the overall spiritual, moral, social and cultural development of the whole school community.

Each adult and pupil will experience worship that is truly welcoming, inclusive and exemplifying the principles of Christian hospitality.

Collective worship therefore will be:

- **Inclusive** – Our acts of worship recognise that pupils and staff come from homes of different faith backgrounds as well as no faith backgrounds, so it will be inclusive of, and fully accessible to all. Care will be taken to ensure that language used by those facilitating worship avoids assuming faith of those participating, listening or watching.
- **Invitational** – In our acts of worship, there is no compulsion to 'do anything'. Rather, worship will provide the opportunity to engage whilst allowing the freedom of those of different faiths and those who profess no religious faith to be present and to engage with integrity. Pupils and adults will only be invited to pray and sing if they wish to do so.
- **Inspiring** – By asking and discussing big questions about who we are and what we do in worship we hope to motivate pupils and adults into action. There will be opportunities to think, reflect and ponder on their and the wider community's behaviour and actions.

Collective Worship offers pupils, staff and the wider school community the opportunity to:

- Gather together to share sacred moments of joy, challenge, grief and love.
- Explore the school's distinctive Christian vision and values in action
- Reflect on the nature of God and on the teachings of Christ through Biblical texts
- Express praise and thanksgiving to God
- Be still, pray and reflect
- Explore the big questions of life and respond to national events

- Foster respect and deepen spiritual awareness
- Explore Christian values and attitudes
- Share each other's joys and challenges
- Celebrate significant and special times in the Christian calendar

In line with the requirements of the Statutory Inspection of Anglican and Methodist Schools (SIAMS) schedule, we aim to ensure that collective worship:

- a) Offers the opportunity, without compulsion, to all pupils and adults to grow spiritually through experiences of prayer, stillness, worship and reflection whether they are engaged in learning in school or at home.
- b) Enables all pupils and adults to appreciate that Christians worship in different ways, for example using music, silence, story, prayer, reflection, the varied liturgical and other traditions of Anglican/Methodist worship, festivals and, where appropriate, the Eucharist.
- c) Helps pupils and adults to appreciate the relevance of faith in today's world, to encounter the teachings of Jesus and the Bible and to develop their understanding of the Christian belief in the trinitarian nature of God and its language.
- d) Enables pupils as well as adults to engage in the planning, leading and evaluation of collective worship in ways that lead to improving practice. Leaders of worship, including clergy, have access to regular training.
- e) Encourages local church community partnerships to support the school effectively in developing its provision for collective worship.

The Anglican Christian Tradition

The following are shared as Christian elements of collective worship through invitational and inclusive language:

- Exploring the Christian understanding of God as Father, Son and Holy Spirit
- Using the Bible for inspiration, stories and guidance
- Observing the cycle of the Church's Year – Advent, Christmas, Lent, Easter, Pentecost and Saints Days amongst ordinary days
- Saying prayers from a number of sources, in particular the Lord's Prayer and the blessings in common use
- Singing a wide variety of hymns and songs from traditional to modern
- Experiencing Christian symbols in worship and reflecting on their meaning
- The use of prayer, silence and reflection
- Using Psalms with simple responses – Taizé style

We may also use elements which are more distinctively Anglican:

- Using prayers from Common Worship
- Using Anglican sentences and responses at the beginning and end of worship
- Using Collects as a focus for worship

- Celebrating Eucharist

Implementation

Collective worship is planned by a variety of stakeholders including staff, pupils, the incumbent of our local church and external visitors in consultation with the collective worship leader. This act of worship can take place at any time of the school day and in any regular school grouping e.g. whole school, key stage or class. Typically Collective Worship is at 9.05am with the whole school – see outline below. Our school plans systematically and cohesively using Canterbury Diocesan Collective Worship Planning which is adapted and changed to meet the needs of our community. This ensures that there is a shared understanding of the long and short term planning of worship and this enables continuity.

Visitors to our school are asked to read and comply with our school visitor and safeguarding policies – this includes discussing any content being discussed and shared with the Collective Worship leader. In line with safeguarding procedures, visitors are never left alone with the children; the supervision of the children remains the responsibility of the staff.

Below is an outline of the week:

Monday – Whole School – Headteacher

Tuesday – Worship through singing – Music Lead

Wednesday – Whole School – Visiting Clergy

Thursday – Key Stage Worship – Class Teachers

Friday – Whole School Celebration* – Headteacher/Assistant Head of School. * This may be led by a Class Teacher if it is the Class Family Collective Worship.

We are mindful of the variation in personal spiritual styles and provide a range of creative opportunities to enable all to engage in the acts of worship. These include: music, silence, symbolism, drama, use of IT.

Our worship consists of 4 stages:

- **Gather** – we welcome the community, for example, (with music, liturgy and the lighting of a candle)
- **Engage** – we share, for example, (a Bible reading, followed by an activity to engage pupils with the Christian message)
- **Respond** – pupils, for example, (discuss, share, reflect, pray or sing)
- **Send** – we share, for example, (the message of the worship again and ask pupils to think about how they will affect their day / learning/ behaviour. We close with liturgy, final prayer, music and the blowing out of our special candle)

Expectations of pupils

In St Mary's CEP, there is an expectation that all pupils will be involved within worship on a regular basis. Pupils are invited to evaluate and reflect on the impact of acts of worship they have joined with. Their voice is integral to improving the structure, content and in shaping future plans for worship.

House Captains are supported, encouraged and resourced to contribute meaningful acts of worship on a voluntary basis – this will include lighting our candle and saying our opening/closing words at the start and end of collective worship.

At the start of every Collective Worship:

Worship leader: *May the light and peace of Jesus Christ be with you all.*

Children & Staff reply: *And also with you.*

Worship leader: *This is the day the Lord has made.*

Children & Staff reply: *Let us rejoice and be glad of it.*

Worship leader: *Lift up your hearts.*

Children & Staff reply: *We lift them to the Lord.*

At the end of every Collective Worship:

Worship: *Go in the light and peace of Jesus Christ.*

Children & Staff reply: *Thanks be to God.*

Developing worship

Parents, pupils and adults in St Mary's CEP are entitled to be led in worship by those who have a secure understanding of the nature of collective worship in a Church School context.

Therefore, all those leading worship, including clergy, have access to regular Diocesan-led training.

The leader for collective worship will:

- Ensure that all pupils have access to a daily act of collective worship, therefore meeting statutory requirements.
- Ensure that collective worship is inclusive, invitational and inspiring.
- Attend regular training and network meetings with Canterbury Diocese
- Produce and regularly review the collective worship policy to ensure that it remains reflects current practice and thinking.
- Liaise with the Executive Head/Headteacher and Governors to feedback on the monitoring and impact of collective worship across the school.
- Ensure all stakeholders know what the expectations of worship are when leading, planning and joining worship.
- Join those who are leading worship to provide supportive feedback on how worship could be developed.
- Evaluate the impact of collective worship on the whole school community by gathering pupil and adult voice.
- Signpost staff to a wide range of resources to ensure that worship is both inspiring and engaging.
- Support colleagues by sharing new ideas and resources, to help develop their confidence in leading acts of worship.

- Ensure there is a school protocol, that covers safeguarding procedures and a suitability process, for when visitors are invited to lead collective worship.

Self-assessment and Inspection

Our school regularly evaluates all acts of collective worship and the impact they have on the school and our wider community. This involves monitoring by school leaders, staff, pupils and governors in order to grow and develop. We also welcome the contributions of parents and pupils, which are reviewed and considered on a regular basis. These are shared with the senior leadership team, RE leader and governing body, and play an integral part in developing the spiritual growth of the school.

The impact of collective worship is independently inspected by law under Section 48 of the Education Act 2005 (SIAMS).

Parental Withdrawal

Worship is regarded as special time in our school day where we gather as a school family. Reflecting our ethos as a Church of England school, collective worship is an inclusive opportunity for those of all faiths and none to be present with integrity. We respect the legal right of parents to withdraw their child/children from acts of collective worship, so would welcome the opportunity to discuss this decision with them. Following these discussions, any desire to formally withdraw children from worship must be done via a letter to the Executive Headteacher.

Appendix

What is Collective Worship?

Legislation requires schools, including Voluntary Aided and Voluntary Controlled schools, to conduct daily acts of Collective Worship. However, the legislation does not define what is meant by the term 'Collective Worship'.

"... Worship in schools will necessarily be of a different character from worship amongst a group with beliefs in common. The legislation reflects this difference in referring to 'collective worship' rather than 'corporate worship'. (DfE Circular 1/94 para 57)

Corporate worship assumes a shared set of beliefs and values, i.e. a worshipping congregation meeting on a Sunday, where the worship is confessional and evangelistic (to spread the Christian gospel by public preaching or personal witness).

Collective worship, in recognising the collectivity of all participants, can make no such assumption that all have the same beliefs and values.

Collective Worship should be:

"Appropriate to the family backgrounds of the pupils and their ages and aptitudes."

(DfE Circular 1/94 p.22)

Therefore, collective worship in Church of England schools must be inclusive and invitational of all, to ensure all can be present with integrity.

The legal requirements of collective worship in Voluntary Aided and Voluntary Controlled schools.

- Be conducted in accordance with the provision of the Trust Deeds of the school and Instrument of Government and should be consistent with the beliefs and practices of the Church of England
- The Governing Body should ensure that **all** pupils **each day** engage meaningfully in a real act of Christian worship which is in accordance with the faith and practice of the Church
- Arrangements for collective worship, in foundation schools of a religious character, are the responsibility of the Governing Body, after consulting with the Headteacher *(DfE Circular 1/94 para 52 & 53)*
- All acts of worship in Church schools must be Christian in character (based on Biblical teachings)