

Willersey C of E Primary School

Policy for Collective Worship



We learn together through faith, fun and friendship

September 2026

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Legal Framework

There must be a daily act of collective worship in all maintained schools for all pupils, other than those in a nursery class or a nursery school. This can take place at any time in the school day and in any groupings.

Collective worship in a Church of England School must be in accordance with the tenets and practices of the Church of England. In other words, the law on collective worship that applies in a community school, "that it should be wholly or mainly of a broadly Christian character", is not relevant.

Worship in Willersey C of E Primary School should be distinctly Christian and reflect Anglican traditions.

The governing body of the school have the responsibility for ensuring that the school can respond to IQ3 in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework, which asks ***'How is daily collective worship enabling pupils and adults to flourish spiritually?'***

They are also tasked with monitoring and evaluating how collective worship is helping pupils and adults flourish spiritually in consultation with the Head Teacher.

School Statement on Collective Worship

In Willersey C of E Primary School worship is central to the life of school and is the main platform for exploring the school's vision and associated values. Our school vision is ***'We learn together in faith, fun and friendship.'***

It is well planned and of high quality, enabling spiritual flourishing for pupils and adults. It will be invitational, inspirational and inclusive. In this way the whole school community is engaged on a journey of discovery, exploring the teachings of Jesus and the Bible.

For Christians in Church, worship is about honouring God and responding to the loving nature of God as revealed through the Trinity: Father, Son and Holy Spirit. A school is not a Church but is a collection of people who come from a variety of backgrounds for the purpose of education. The family backgrounds may be very different, and collective worship must take account of the varied circumstances of staff and pupils.

However, in Willersey C of E Primary School the purpose of collective worship will be to lead people to a threshold where they can witness worship and join in, if they wish. It is a place where all can flourish spiritually.

"Worship in (CofE) schools promotes theological and Religious Literacy and liberates participants to an imagining of a different order of justice, mercy and hope"¹

¹ CEEC Vision statement "Deeply Christian, Serving the Common Good" Autumn 2016

Through Collective Worship pupils will be offered a space and a place for the telling of the Christian story. They will be offered an understanding of worship through being invited to participate in or observe prayer, reading and reflection on the Bible, liturgy, sacrament and experience of the musical and other imaginative riches of Christianity.

Opportunities to reflect on the beauty, joy and pain of the world will be given. Pupils will be given time to consider their responsibilities to others and to grow in love and service.

Time will be given for celebration, both for the accomplishments of school members and to mark the seasonal festivals of the Christian calendar. (and other faiths)²

² Collective Worship in a CofE school must be in alignment with the religious foundation of the school (Christian), however there is a responsibility for schools in all contexts to mark, respond and learn from the festivals of other faiths. This may be designated as a separate act, not to be conflated with collective worship.)

Pupils will be offered time to be able to contemplate and develop spiritually.³

³ "To worship is to quicken the conscience by the holiness of God, to feed the mind with the truth of God, to purge the imagination by the beauty of God, to open the heart to the love of God and to devote the will to the purpose of God". William Temple (1881-1894)

Collective Worship in our school is invitational, inspirational and inclusive.

Aims and Guiding Principles

This school follows the guiding principles highlighted in the document: ***Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document, May 2021.***

Collective worship in Willersey C of E Primary School aims to:

- have a pivotal place in the life of the school
- support pupils and adults to flourish spiritually
- be the central vehicle by which the school's vision and associated values are unpacked and explored so that the whole school community is challenged and engaged with the teachings of Jesus and the Bible
- provide an experience of worship that will offer opportunities for those present to observe and/or respond to the presence, power and peace of God as understood by Christians. This will always be invitational, offering an opportunity to take part whilst allowing the freedom for those of other faiths and none to be present with integrity.
- support pupils in the development of their understanding of the Trinitarian nature of God in Christian belief
- provide a variety of different opportunities for reflection, understanding of diverse liturgical traditions, participation, challenge and enjoyment where all present can be actively involved and develop their own spirituality whilst contributing to the communal journey
- help children to become familiar with Christian language and symbolism and the cycle of the Church year so that they are offered a pattern of meanings and a framework into which they can begin to integrate experience
- ensure that materials and themes for worship are carefully selected to make sure pupils understand the work of Christians and the church locally, nationally and globally and how this reflects the teachings of the Bible and the example of Jesus.

Organisation

- The Head Teacher is responsible for leading collective worship.
- The role of the local incumbent is to support and lead collective worship in partnership with the school on a regular basis, including additional services in the church throughout the church's year where possible and appropriate.
- The local incumbent/church is available to support leaders of collective worship to develop their understanding of Christian theology, the teachings of the Bible and develop a deeper understanding of Anglican traditions and liturgy.
- Guidance and support is given to visitors leading worship using diocesan materials. Please see '**Guidance for Visitors Leading Collective Worship**' on our school website.

Planning

The head teacher is responsible for the planning of collective worship. The resources and materials used for this are as follows:

- The school subscribes to '**Classroom Worship/IsingPop**' and this provides collective worship materials for focus on Christian Values and some main aspects of the Church calendar. There are also resources for the singing/dancing aspects of worship
- The school also subscribes to '**Picture News**' which provides a topical/current affairs approach to worship with links to a relevant bible verse, song and prayers and emphasises the Bible and Christian teaching as being relevant today in 'modern' contexts.
- The school uses materials to focus on **our own Christian values and vision** over the course of the academic year.
- The school uses **resources from the diocese** to ensure that the Christian calendar can be used towards the structure of our worship.

The planned structure (liturgy) of our daily collective worship follows the pattern of:

- 1) **Gathering together** – worship begins when everyone comes together and remembers God is the focus and centre of this time. A candle is 'lit' to begin this time together. A prayer is said to help to focus at this point of worship.
- 2) **Learning together** – There is a time to enjoy being together and to learn something new
- 3) **Responding and Reflecting together** – There is a time to pause to think, feel and imagine. What has been learnt and what difference will it make in our lives?
- 4) **Leaving together** – When worship ends, it is possible to take away new ideas and ways to behave,

In planning our collective worship over the whole academic year, diocesan guidance is used such as the table below. This enables the main aspects of the church calendar as well as important events in the school year to be recognised and responded to.

Theme ideas for Collective Worship						
Christian value	Term 1	Term 2	Term 3	Term 4	Term 5	Term 6
Liturgical Year	Ordinary/Growing Time	Growing Time Christ the King Advent	Epiphany Lent	Lent	Easter	Ordinary/Growing Time
Festivals	Harvest	Christmas	Epiphany	Easter	Pentecost	Trinity
Significant Events	Bonfire Night All Saints Day/All Hallows Eve (Halloween)	Remembrance Day	Valentine's Day	Shrove Tuesday Mothering Sunday	SATS	Leaving/Transition events
Growing Together Questions	Why did God make the world as it is? Is there room for God in Halloween?	What is the Church for? What is Christmas about?	Who was Jesus Who loved first?	What does Lent mean to Christians? What difference does Easter make?	What is the Holy Spirit?	How do we grow in God? Did Jesus have fun?
Teachings and Parables of Jesus Learning from the Bible	What can we learn from the stories Jesus told? What can we learn from the way Jesus responded to people? What can we learn from the things Jesus did and the way Jesus lived? What can we learn from the sayings of Jesus? What can we learn from other Bible stories? What can we learn about the Trinity and the Eucharist?					
Faith in Today's World	Stories about the difference faith makes from history, from the current day, from the UK and from around the world.					

Practical Arrangements

- Collective worship is held daily at 9 am and is for the whole school (Years R to Year 6). Worship is usually held in the Middle Room as this is the most practical area for the school to come together
- The worship cloth reflects the liturgical colours of the seasons of the Church Year and this is placed on the front table alongside the candle, cross and Bible
- Christian signs and symbols, candles, music, and a focal point are used. An interactive whiteboard is often used to display relevant pictures, video, prayers and songs
- There are simple rituals and liturgical responses used as appropriate
- The children are seated either on the carpet or on chairs
- Outdoor worship is occasionally used. An outdoor spiritual area is currently under development (September 2026). The local church (St Peter's) is used for whole-school worship occasions to which parents are invited. There is an open invitation for the school to use this space
- Staff attend worship once per week (worship is open for staff to attend at any time)

Recording, Monitoring and Evaluation

- The liturgical structure of our collective worship ('*Gathering together*', '*Learning Together*', '*Reflecting and responding together*' and '*Leaving together*') are used as a simple structure for monitoring and evaluation using a 'Highlights' and 'Even better if' model against each section of the worship.
- Simple outline records are kept with key brief notes as applicable in order to make adjustments, to record particular successes and to plan for the future.
- Governor monitoring from the Ethos Committee is undertaken
- Children are involved in the evaluation at key points of the year
- External monitoring information (e.g., SIAMS and SIAMS support visits) are used to support monitoring and evaluation

Evaluation questions such as these below may be used in discussions with children:

- What did you like about collective worship today, and how did it make you feel?
- What would have made it better for you?
- What did you think was the most important message in today's collective worship?
- Has anything in this act of collective worship made you think differently?
- What was the main point of this collective worship?
- What do you think you will take away from this collective worship?
- How does collective worship impact how you live your life?
- Do you enjoy collective worship, and why?

Roles and Responsibilities

The Governing Body

- **Legal Compliance:** Ensuring the school fulfils its statutory duty to provide daily acts of collective worship that reflect the school's Christian trust deed and foundational documents.
- **Policy Oversight:** Approving, reviewing, and monitoring the school's collective worship policy in partnership with the headteacher and diocesan authorities.
- **Foundation Governors:** Holding a specific duty to preserve and develop the Christian character of the school through its worship.
- **Evaluation:** Monitoring the quality and impact of collective worship through learning walks, reports, and feedback from the school community.

The Headteacher and Senior Leadership Team (SLT)

- **Daily Management:** Overseeing the planning, organization, and daily delivery of high-quality, inclusive Christian acts of worship.
- **Curriculum Integration:** Ensuring collective worship aligns with the school's core Christian values, vision, and the liturgical calendar.
- **Staff Development:** Providing training and resources for staff to confidently lead or support collective worship as appropriate
- **Record Keeping:** Maintaining standard records of worship themes, planning, and evaluation data.

Teaching and Support Staff

- **Leading Worship:** Planning and leading classroom-based or whole-school acts of worship when timetabled, using appropriate Christian structures (e.g., gathering, engaging, responding, sending).
- **Role Modelling:** Demonstrating respectful behaviour, active listening, and engagement during acts of worship.
- **Supervision:** Ensuring a safe, reverent, and calm environment for pupils to reflect or pray.
- **Right of Withdrawal:** Exercising their legal right to withdraw from leading or attending collective worship on grounds of conscience (subject to specific contractual terms in certain faith schools).

Pupils

- **Active Participation:** Engaging respectfully through singing, listening, reflecting, praying, or sharing responses during the service.
- **Leadership Opportunities:** Planning, leading, or evaluating acts of worship alongside staff, often through roles like a "Worship Committee" or "Faith Team."
- **Respecting Diversity:** Demonstrating respect for the Christian traditions of the school and the varied personal beliefs of their peers.

Parents and Carers

- **Community Support:** Supporting the Christian ethos and values reinforced during school worship.
- **Home-School Links:** Engaging with worship themes shared via school newsletters or online platforms to extend reflection at home.

- **Right of Withdrawal:** Exercising their legal right to withdraw their children from all or part of collective worship without giving a reason, while collaborating with the school on alternative supervision arrangements.

Visitors (e.g., Clergy, Youth Workers, Charities)

- **Ethos Alignment:** Delivering messages and leading worship that directly support the Christian vision, values, and guidelines of the school.
- **Safeguarding Compliance:** Adhering to the school's strict safeguarding protocols, including identity checks and supervised delivery.
- **Collaboration:** Liaising with the collective worship coordinator beforehand to ensure content is age-appropriate, inclusive, and tailored to the current school themes.

Staff Development and Training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. Additionally, support and guidance are provided for visitors and the clergy who lead collective worship.

The Right of Withdrawal from Collective Worship

The 1944 and 1988 Education Acts state that parents have the right to withdraw children from collective worship and suitable arrangements should be made to accommodate these children. In Willersey C of E Primary School there are numbers of children whose families are members of another faith, or who hold a non-religious world view.

On occasions, a parent may make a request for their child to be withdrawn from Collective Worship. There is an expectation that parents wishing to request a withdrawal will meet with the headteacher to discuss their concerns and requirements. It may be helpful to establish:

- the elements of worship in which the parent would object to the child taking part
- the practical implications of withdrawal
- whether the parent will require any advanced notice of such worship, and if so, how much.

Where parents have withdrawn their children from collective worship and request religious worship according to their particular faith or denomination, the governors and head teacher will seek to respond positively to such requests providing:

- such arrangements can be made at no additional cost to the school
- that the alternative provision would be consistent with the overall purposes of the school curriculum as set out in the Education Acts.

If the Parent asks that a pupil should be wholly or partly excused from attending any religious worship at the school, then the school must comply. *(This means that a parent may, for example, request their child does not take part in a carol service when otherwise the child takes part in daily collective worship.)*

Development, Sharing, Review and Monitoring of this Policy

Development

This policy was developed by the school taking account of relevant legislation and guidance, stakeholder input (e.g. staff and governor consultation), and current school priorities. It should be read alongside related policies and documents, including:

- Safeguarding/Child Protection; Behaviour; SEND; Equality; Curriculum; Complaints.
- This policy is to be read in conjunction with the **Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document** and the **Diocesan Collective Worship Guidance Document**.

Sharing and Accessibility

This policy is published on the school website, so it is accessible to parents, carers and other stakeholders. All staff are made aware of the policy and any updates via email. Where appropriate, pupils are made aware of key elements of this policy in an accessible, age-appropriate way.

Review and Approval

This policy is reviewed **every two years** by the **ethos committee**, which considers any views expressed by parents, pupils and staff. The committee's recommendations are reported to the **full governing body/board** for approval and action as appropriate. As with all policy reviews, we ensure alignment with current statutory requirements, with other relevant policies, and with the school's **Christian vision**.

Monitoring of Implementation and Impact

Governors monitor the implementation and impact of this policy in line with the board's monitoring schedule and the school's monitoring arrangements (e.g. headteacher reports, link governor visits, committee scrutiny, and relevant data).

Approval and Review Record

- Date reviewed: _____
- Headteacher's signature: _____ Date: _____
- Chair of Governors' signature: _____ Date: _____
- Committee Chair's signature: _____ Date: _____
- Date of next review: _____

Approval and Review Record

Version:

Date Reviewed:

Approved by (Committee/ Board):

Headteacher's Signature:

Chair of Governors' Signature:

Date of Next Review:

