

# COLLECTIVE WORSHIP POLICY



## A place for all to grow and flourish

### Chudleigh Church of England VC Community Primary School

Last Updated - June 2025

Next Review - June 2027

In our school our Christian vision shapes all we do. Our Christian school will provide a safe and nurturing environment in which every child's gifts are celebrated so that they can flourish and achieve. Our school family will reach outwards to our community and the wider world in exploration, love and friendship.



**Mark 4:30-32** - The kingdom of God is like a mustard seed. The mustard seed is the smallest seed you **plant** in the ground. But when you plant this seed, it **grows** and becomes the largest of all garden plants. It **produces** large branches. Even the wild birds can make nests in it and be protected from the sun."

'Collective Worship in a Church school should enable every child and adult to flourish and to live life in all its fullness. (John 10:10). It will help educate for wisdom, knowledge and skills, hope and aspiration, dignity and respect, and developing community and understanding of living well together.

### Policy Statement

At Chudleigh CE VC Primary School Collective Worship is central to the life of school and is shaped by the school's vision and the Anglican Foundation of the school. It is well planned so that the whole school family gathers daily and is engaged on a journey of discovery and spiritual development, exploring the teachings of Jesus and the Bible. Collective worship strengthens and supports our school's identity and reaffirms our Christian vision (and associated values of Teamwork, Kindness, Love, Forgiveness, Respect and happiness).

For Christians, worship in church 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.

At Chudleigh Primary School Collective Worship aims to be inspirational, invitational and inclusive and will lead people to a threshold where they can witness worship and join in, if they wish.

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

# COLLECTIVE WORSHIP POLICY



## A place for all to grow and flourish

of the Christian (*and other faiths*<sup>1</sup>) calendar. Pupils will be offered time to be able to contemplate and develop spiritually.<sup>2</sup> We have therefore considered what spirituality and spiritual development means to us as a school and have our own agreed definition and language of spirituality.

‘Spirituality is an awareness of my relationship with myself, others, the world and beyond.’

Inspired by Rebecca Nye, we understand spirituality as:

- A capacity for **deep relationships** (with self, others, the world, and possibly with God or a higher power);
- A search for **meaning, purpose, and connection**;
- The experience of **wonder, awe, compassion, and reflection**.

This enhances and enriches collective worship and individuals’ spiritual development.

## Church of England Guidance

This Collective worship policy at Chudleigh Primary School draws on guidance from the Church of England<sup>3</sup>. This guidance document has been produced to challenge, to guide and set expectations for Church school communities and diocesan authorities, encouraging them to reflect on their practice and to ensure that collective worship remains the relevant and essential component of an education that enables all pupils to flourish. Leaders and governance should ensure that ‘collective worship is the unique heartbeat of a Church school and is offered as part of a wider opportunity for pupils and adults to encounter faith by engaging in conversations with God, both as individuals and together.’

## Legal Requirements

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 Chudleigh CE VC Primary School should be distinctly Christian and reflect Anglican traditions.

<sup>1</sup> 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.

<sup>2</sup> “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)

<sup>3</sup> <https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/collective-worship>

## COLLECTIVE WORSHIP POLICY



### A place for all to grow and flourish

The Governing body school have the responsibility for ensuring that the school meets the requirements for worship detailed in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Evaluation Document. They are also tasked with monitoring and evaluating the impact of worship on the school community in consultation with the headteacher.

They have a responsibility to ensure that:

- Collective worship reflects the schools Anglican/Methodist foundation and enables the spiritual flourishing of those in the school community
- The school has a regular and meaningful relationship with the Diocesan Board of Education (DBE) accessing expertise and support for collective worship, as well as effective regular partnership with the parish/local church

Additionally, governing body of the school consider the SIAMS sub-questions from IQ3:

- a) How do the theologically rooted Christian vision and the Anglican foundation of the school shape worship and spirituality in the school?
- b) How do partnerships with the DBE, and partnerships with parish/local church/es enhance this?
- c) In what ways is the worship life of the school inclusive, invitational, and inspirational?
- d) In the context of the school as a Church school, what do pupils and adults understand to be the meaning of spirituality? How does this enhance and enrich collective worship and individuals' spiritual development?

### The right of withdrawal

In Chudleigh CE VC Primary School there are some children whose families are members of another faith, or who hold a non- religious world view. Part of the distinctively Christian nature of Church of England Schools is that they should be as hospitable and inclusive to all in the community they serve. As collective worship occupies such a central place in the life of the Church school, this should be made clear on induction, and it is hoped that parents will be making a specific choice of the school knowing that the distinctive ethos will determine a Christian tradition within 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.

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:

# COLLECTIVE WORSHIP POLICY



## A place for all to grow and flourish

- The elements of worship in which the parent would object to the child taking part
- The other aspects of school life that are impacted by the Christian foundation of the school such as prayer and reflective areas
- 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.)*

### Guiding Principles

Collective worship in Chudleigh CE VC Primary School aims to:

- Have a pivotal place in the life of the school community.
- Support pupils and adults in their spiritual growth and development through experiences of prayer, stillness, worship and reflection.
- Be central in the life of the school and is shaped by the school's vision and the Anglican foundation of the school.
- Provide opportunities for pupils and adults to be inspired by the teachings of Jesus and the Bible and to appreciate the relevance of faith in today's world.
- 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 non-religious beliefs 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

## COLLECTIVE WORSHIP POLICY



### A place for all to grow and flourish

actively involved and develop their own spirituality whilst appreciating that Christians worship in different ways.

- Help pupils to become familiar with Christian language and symbolism and the cycle of the Church's year so that they are offered a pattern of meanings and a framework into which they can begin to integrate experience.
- Explore a variety of ways of praying, giving pupils the opportunity to form their own prayers using multi-sensory foci and introduce them to some well-known Christian prayers, as well as a variety of prayers of thanksgiving before mealtimes and home time.
- Offer opportunities to all pupils and staff to develop their skills in planning, leading and evaluating the impact of school worship with the support and shared engagement of the local church community. Pupils will be at the centre of this process taking on increasingly independent roles in planning and leading worship if it supports their own spiritual development.
- Ensure that materials and themes for worship are carefully selected to make sure pupils understand the diverse work of Christians and the church locally, nationally and globally and how this reflects the teachings of the Bible and the example of Jesus.

### Development of the policy and links to other policies and documentation

The Collective Worship Policy at Chudleigh Primary School was developed through a collaborative process, ensuring it reflects the school's Christian ethos and the diversity of the school community.

- **Staff Involvement:** Teaching and support staff were consulted through staff meetings and surveys. Their feedback helped shape the structure, timing, and content of collective worship to ensure it is inclusive, age-appropriate, and meaningful for all pupils.
- **Pupil Voice:** Pupils were engaged through discussions with Christian Ambassadors, class reflections, surveys and informal feedback sessions. Their input highlighted the importance of interactive and creative worship formats, leading to the inclusion of more music, storytelling and drama, and pupil-led worship opportunities through Picture News.
- **Governors' Contribution:** The governing body, including the Foundation Governors and Christian Distinctiveness group, played a key role in ensuring the policy aligned with the school's Christian foundation. They contributed to discussions on statutory requirements, and ensured the policy met SIAMS (Statutory Inspection of Anglican and Methodist Schools) expectations.

### Resources and Information Used:

# COLLECTIVE WORSHIP POLICY



## A place for all to grow and flourish

- **Church of England Guidelines:** National guidance on collective worship from the Church of England and the Diocese informed the theological framework and spiritual objectives.
- **SIAMS Framework:** The policy was designed with reference to the latest SIAMS inspection criteria, ensuring compliance and best practice in promoting Christian values.
- **Educational Resources:** Worship planning materials from organisations such as *Roots & Fruits*, *Values for Life*, Picture news, SPCK, Diocesan planning were reviewed and adapted to support consistent and engaging worship themes.

### Outcome:

The resulting policy provides a clear, inclusive, and spiritually enriching framework for collective worship. It promotes the Christian vision and values of the school while respecting the beliefs of all pupils. The policy is subject to regular review to maintain its relevance and effectiveness.

We ensure that the principles for collective worship are reflected and applied in our policies and practice including those that are concerned with:

- Pupils' personal development and wellbeing
- SMSC and PSHE
- Staff recruitment, retention and professional development
- Care, guidance and support
- Behaviour, discipline and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community

We also ensure that information about collective worship is included in the school prospectus and / or on the school website.

### How Collective worship is organised

#### Leadership

- Collective worship is led by a range of people within the school community, including the Head Teacher, Worship Leader, staff, members of the clergy, and the children themselves. This shared approach ensures variety, inclusivity, and a rich experience for all. Visitors are also welcomed to lead worship, with the Worship Leader offering comprehensive planning and support to guide and structure their contribution effectively. An information leaflet for visitors is produced by the Diocese and shared with visitors.



# COLLECTIVE WORSHIP POLICY



## A place for all to grow and flourish

### Planning

- Collective worship (Long term planning) is strategically planned by the Worship Co-ordinator, Headteacher, Deputy Head Teacher and often in collaboration with clergy from our local Parish Church and Baptist Church. Children are involved in short term planning and evaluating collective worship. Planning ensures there is an outward working of the school's Christian vision as well as the seasons of the Church calendar.
- Staff receive regular training through staff CPD and Diocesan training. Resources are readily available and discussed. Staff seek support from the Worship Leader with their planning. Children have been involved in National Picture News training and use this training to guide them.
- Worship reflects the Church calendar, including major festivals such as Advent, Christmas, Lent, Easter and Pentecost. Special services are held to mark these occasions in partnership with our parish church.
- The school's Christian vision and values are central to collective worship. They are made explicit and celebrated through themes, prayers, songs, and reflections, shaping the ethos and daily life of the school community.
- Bible stories are regularly shared and clearly linked to the school's Christian Vision and Values (Love, Friendship, Respect, Forgiveness, Kindness, Teamwork, Happiness). These connections help children understand how biblical teachings can be lived out in daily life and personal development.
- Worship follows a pattern rooted in Anglican tradition, including greeting responses, lighting of candles, use of liturgical colours, and the Lord's Prayer. This structure fosters a sense of familiarity, reverence, and spiritual growth.
- A wide range of engaging materials is used to enrich worship, including online resources, artefacts, storytelling, drama, art, music, songs, film clips, and focal objects such as candles or pictures, helping to capture interest and deepen understanding.
- Worship provides space for children and adults to reflect on how faith relates to contemporary life through the use of Picture News. Real-world issues and ethical challenge as well as big questions are explored through a Christian and World View lense, encouraging thoughtful discussion and personal growth.
- The Christian belief in the Trinitarian nature of God—Father, Son, and Holy Spirit—is regularly explored through language and symbolism at an age-appropriate level, helping children develop a deeper understanding of this core aspect of Christian faith.

## COLLECTIVE WORSHIP POLICY



### A place for all to grow and flourish

- Spiritual growth and development are nurtured through regular opportunities for prayer, stillness, and reflection, which help children connect with God, develop an understanding of themselves, and consider their place in the world. Creative approaches such as art/origami, storytelling, and role play allow pupils to explore their own beliefs and express spiritual ideas in imaginative and personal ways. Through song, music and poetry, the school community engages emotionally and joyfully with worship, deepening their sense of awe, belonging, and connection to God.

#### Organisation

##### Monday

Collective worship, as a whole school, explores our vision and values alongside the Christian Church Calendar. This is a gathering in the school hall at 9:10am

##### Tuesday

Collective worship focuses on Singing Worship, bringing the whole community together in joy and awareness of the presence of God. This is an active offering of worship through the engagement of songs and music deepening their sense of awe, belonging and connection to God. This takes place in the school hall at 9:10 am

##### Wednesday

Collective worship, in Key Stages, focuses on Bible Stories. Collective Worship on these days may take place in the hall, outside in the school environmental area or in the church. Open the Book support worship in Key Stage One at 3:00pm. Key Stage 2 Collective Worship at 9:10am

##### Thursday

Collective worship takes place in classrooms (individual classes or whole Year Group) and focuses on exploring 'Big Questions' and the themes of our Christian values and vision in a more bespoke way. 'Picture News' can support this collective worship and is often led by children. There is also time for stillness and reflection using our Spiritual Spaces. This takes place at 9:10am at Key Stage 2 and 3:00 at Key Stage 1

##### Friday

Collective worship, as a whole school, focuses on celebration worship. Celebrating Star of the Week, Learner of the week and other achievements where children have grown and flourished, reaching outwards to the community in love and friendship. This develops their sense of belonging and connection with each other and the local/wider community. This takes place in the school hall at 9:10am

For all Collective Worship, the school Worship Team prepare the atmosphere through lighting a candle, playing music and setting up the worship table - using coloured cloths which reflect the I



## COLLECTIVE WORSHIP POLICY



### A place for all to grow and flourish

seasons of the Church year. The worship team open and close the worship with liturgical responses and prayers. Children are seated in a variety of ways determined by the worship leader.

#### Roles and Responsibilities

**The governing body** plays a crucial role in making sure Collective Worship within our school is effectively planned and led, by regularly monitoring Collective Worship alongside children and discussing the results of surveys and actions taken. At Christian Distinctiveness and Foundation Governors meetings, they work alongside the Headteacher and Collective Worship lead, sharing ideas and regularly evaluating and updating the action plan.

**New staff** are made aware of our school policy on Collective Worship when they join us.

**The headteacher and the senior leadership team** are responsible for ensuring Collective Worship is led well and that all staff responsible receive regular training.

**Clergy and church partners** have a vital role within our school and we hold regular Foundation Governors and Christian Distinctiveness meetings to update and discuss new initiatives and to listen to pupil voice. Collective Worship is often held at the church and the children are encouraged to take part.

**Teaching and support staff** always have the opportunity to attend Collective Worship and all staff are given the appropriate training to take part in leading daily worship on the Worship rota.

**Pupils** are encouraged to give their views by filling in surveys and following up Collective Worship themes with activities/action points given at the time. They have the opportunity to share their thoughts with the Christian Distinctiveness Group and be involved in monitoring and evaluating alongside the governors. When available, some pupils attend the Picture News Pupil Worship training. Worship Teams in all classes are responsible for setting up, welcoming, leading the introduction and lighting the candle with a daily prayer and response.

**Parents and carers** are informed of what is being taught on the school website and are invited in to speak with the children if they are able to contribute to RE lessons.

**Visitors** understand the educational aims of Collective Worship at the school and the need to avoid any proselytising. Attempts to persuade pupils to adopt a particular religious or non-religious belief are not appropriate. In general, the headteacher is consulted before a visiting speaker is confirmed. Visitors should not speak about raising money for any particular cause(s) without the prior permission of the Headteacher or Deputy headteacher. Visitors are informed of procedures on arrival.

# COLLECTIVE WORSHIP POLICY



## A place for all to grow and flourish

### 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. Staff have access to the Diocesan Education Board Guidance and support materials for supporting Collective Worship.

### Monitoring and evaluation

Governors play a crucial role in evaluating the impact of collective worship within our school by engaging in activities such as learning walks, capturing pupil voice, and evaluating children's workbooks. During learning walks, governors observe how collective worship develops children's spirituality, understanding of Jesus' teachings and big questions. They observe displays, collective worship and collective worship scrap books. By speaking directly with pupils, they gain valuable insights into how children understand and experience collective worship in their daily school life, including through reflection, values and activities. Additionally, looking through collective worship scrap books allows governors to assess how opportunities for spiritual growth are developed through collective worship and whether these are meaningful and reflective. Together, these approaches help governors form a well-rounded understanding of the effectiveness of the school's collective worship provision

The Collective Worship Leader, SLT and clergy, monitor collective worship in a range of ways: observe collective worship; gather pupil voice through collective worship surveys and talking to a range of children across the school; staff surveys; evaluate collective worship scrap books and monitor planning.

Our Christian Distinctiveness Ambassadors, Governors as well as members of the Christian Distinctiveness group also monitor collective worship and its impact.

The monitoring of collective worship at our school—through regular observations, staff and pupil surveys, and discussions with children—has provided valuable insights that have directly informed its development. Feedback identified key areas for improvement, including increasing pupil participation and deepening opportunities for spiritual reflection using different spiritual temperaments. In response, we have introduced more interactive formats and actively involved pupils in the planning and leading of worship as well as planning more opportunities for developing individual spiritual temperaments. A review of collective worship scrapbooks over time demonstrates clear progression in the richness and diversity of themes, evidencing the school's ongoing commitment to enhancing this vital aspect of school life.

### Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy is available on our school website.

**Other Useful Documents:** (can be found on the diocesan website<sup>4</sup>)

<sup>4</sup> <https://exeter.anglican.org/schools/christian-ethos-siams/collective-worship/>



# COLLECTIVE WORSHIP POLICY

A place for all to grow and flourish



Date of last review: June 2023

Headteacher signed:

*E. England*

Date: 19.06.2025

Chair of Governors signed:

*Chris Nester*

*Crab All*

Date: 19.06.2025