

# Collective worship policy guidance

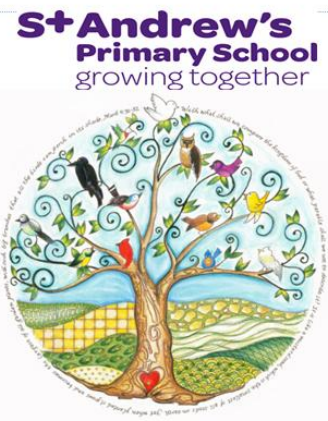




Reviewed: February 2026



# St Andrew's Church of England Primary School

*'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.'*

In our school our Christian vision shapes all we do is underpinned by our blueprint and biblical underpinning:

<p>As a church school, our ethos of 'growing together' is underpinned by the parable of the mustard seed. Through nurturing and care, we believe that from the day our children arrive at our school, they grow spiritually to be the very best versions of themselves. We, in partnership with their families and St Andrew's Church, will enable them to grow into strong, mindful young people with an inner confidence, who have an interest to support others and the world around them.</p> <p>Jesus told them the parable: The kingdom of heaven is like this. A man takes a mustard seed and sows it in his field. It is the smallest of all seeds but when it grows up, it is the biggest of all plants. It becomes a tree so that birds come and make their nests in its branches (Mark 4:30-32)</p>	 <p><b>Our three core Christian values: Compassion, Courage and Trust</b></p>	 <p>The S+ logo stands for:</p> <ul style="list-style-type: none"> <li>• Saint Andrew</li> <li>• The Christian cross</li> <li>• Growing together</li> <li>• Over and above</li> </ul>
<p><b>Compassion</b></p> <ul style="list-style-type: none"> <li>• Nurture UK accredited</li> <li>• Treehouse groups &amp; Treetop council</li> <li>• Developing relationships</li> <li>• Community building activities</li> <li>• Building a strong moral compass</li> </ul> 	<p><b>Courage</b></p> <ul style="list-style-type: none"> <li>• Learning without limits</li> <li>• Growth mindset</li> <li>• Global citizenship &amp; courageous advocacy</li> <li>• Unlocking potential</li> <li>• Forest School</li> </ul> 	<p><b>Growing together...</b> to unlock potential through a curriculum where pupils thrive and develop character and master knowledge and skills within a Christian community where everyone is valued and cared about.</p> <p><b>Trust</b></p> <ul style="list-style-type: none"> <li>• Restorative behaviour</li> <li>• Embracing diversity</li> <li>• Building self esteem and confidence</li> <li>• School rules — safe, respectful, caring, focussed</li> </ul> 

We believe in growing together within a Christian community to unlock potential through a curriculum where pupils thrive and develop character.

As a church school, our ethos of 'growing together' is underpinned by the parable of the mustard seed. Through nurturing and care, we believe that from the day our children arrive at our school, they grow spiritually to be the very best versions of themselves. We, in partnership with their families and St Andrew's Church, will enable them to grow into strong, mindful young people with an inner confidence, who have the courage and interest to support others and the world around them.

*Jesus told them the parable:*

*The kingdom of heaven is like this. A man takes a mustard seed and sows it in his field. It is the smallest of all seeds but when it grows up, it is the biggest of all plants. It becomes a tree so that birds come and make their nests in its branches.*



This artwork, as well as the story behind it is shared by all the children in our community at least once during the year, offering the chance for them to explore its meaning to them and how it plays out in day to day life at St Andrew's.

## **Policy Statement**

At St Andrew's, worship is central to the life of school and is the main platform for exploring the school's vision. It is carefully considered and of high quality so that 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.

At St Andrew's 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 reflecting 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 community and to mark the seasonal festivals 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>

### **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 St Andrew's Primary School should be distinctly Christian and reflect Anglican traditions.

The governing body of the 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.

### **The right of withdrawal**

At St Andrew's 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.

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<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)

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 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 at St Andrew's aims to:

- Be pivotal in the life of the school
- Offer spiritual growth
- Unpack the school's vision
- Provide an invitational offer into the presence, power and peace of God as understood by Christians.
- Develop understanding of the Trinity
- Create a communal journey with a variety of approaches to worship.

- Use Christian language and symbolism and the cycle of the Church year.
- Explore a variety of approaches to prayer
- Include children and staff to develop their skills in planning, leading and evaluating worship.
- Select resources carefully to ensure learning about Christianity on a local, national and global scale.

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

- SMSC and PSHE (including Nurture UK )
- Mental health and wellbeing
- Staff recruitment, retention and professional development
- Behaviour, discipline and exclusions
- Work with families and the community
- Religious Education

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**

At St Andrew's, we follow a structured Christian values curriculum to guide our collective worship. We use the 'Roots and Fruits' resource to support us, following twelve key Christian values over a two year cycle. The values we follow are: generosity, compassion, courage, forgiveness, friendship, respect, thankfulness, trust, perseverance, justice, service, truthfulness.

Worship takes place in different ways throughout the week. The current pattern of worship is as follows:

Monday – senior leadership led worship on the weekly values theme.

Tuesday – singing worship

Wednesday – Church led worship

Thursday – Treehouse groups or (prayer/ link to value/ Monday assembly) or class based worship developing the week's theme

Friday – Celebration service

### **Planning**

- Worship is planned by the senior leadership team, the RE/ethos lead member of staff and the church
- Children are equipped to lead and become involved in worship in various ways:
  - Writing a prayer for Friday celebration and Treehouse groups
  - Demonstrating the focus Christian value – shared in class worship and each week in celebration service
  - Regularly planning ideas for Friday celebration worship where they summarise and build on the Monday worship's key ideas
  - Leading an assembly in their crew 1x per year
  - Lighting the candle
  - liturgical responses – eg. "God is light"; "His light shines in the darkness"
  - Leading prayer in class or whole school worship
  - Evaluating worship
- Worship reflects the cycle of the church year through following the liturgical calendar. Liturgical colours are used on our altar, festivals of Christmas, Easter and Harvest are celebrated in church and 'built up to' during the periods of Lent and Advent.
- Major Saints days are recognised and celebrated in worship eg. St Andrew, St Congar, St George
- The core Christian values of courage, compassion and trust were identified by extensive consultation with staff, pupils and governors. These are expressed and celebrated through collective worship all year through.
- Bible stories are used every week in worship to connect the beliefs and messages linked with the Christian value each term.
- A GERS model of greet, engage, respond, send, is used to structure worship sessions. The images of window, mirror and door are used to identify these different parts of the service with pupils.
- A range and variety of materials are used, including: websites, artefacts, stories, drama scripts, artwork, music, songs, film clips, focal points e.g. a picture or candle

- Times of stillness, prayer or reflection are encouraged every week during worship to allow children time to be calm and thoughtful.

### **How is Collective Worship organised:**

- Children worship predominantly as a whole school, with the exception of class worship.
- Worship takes place at 10.25 daily
- Worship takes place predominantly in the school hall, as well as in classrooms and outdoors where appropriate.
- Worship includes the following:
  - Use of the liturgical colours of the seasons of the Church Year (see leader file)
  - Christian signs and symbols, candles, music, a focal cross
  - Ritual and liturgical responses – eg. “God is light” ; “His light shines in the darkness”
  - A spiritual garden, maintained by children, staff and church members
  - Celebration of Christian festivals and other events in the local church
  - Prayer – including the school prayer, pupils’ prayers and the Lord’s prayer

### **Roles and Responsibilities**

- The governing body, particularly the ethos sub-committee – overseeing the collective worship provision of the school, monitoring/evaluating collective worship regularly throughout the year.
- The headteacher and the senior leadership team – monitoring and adapting collective worship according to monitoring and feedback, ensuring engagement and spiritual of pupils and staff during collective worship, encouraging leadership of worship by staff and pupils.
- Clergy and church partners – delivering quality collective worship, liaising with school regards use of church and significant Christian festivals, offering guidance and support for content of collective worship
- Staff – ensuring participation of all pupils in collective worship, providing a role model for spiritual engagement, encouraging staff and pupil leadership and ownership of collective worship
- Pupils – engaging with collective worship in a positive and respectful manner, leading worship when opportunities arise, evaluating worship

- Parents and carers – engaging in conversations about collective worship, encouraging respectful and positive participation in worship, celebrating worship with children positively when possible

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### **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.

### **Monitoring and evaluation**

- Worship is evaluated by pupils, staff and governors:
- Governors are invited to participate/observe worship and record their observations

### **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 related policies:**

Spirituality guidance

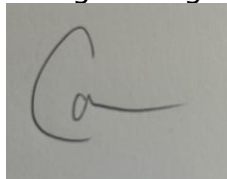
Signed:

Headteacher : Mrs Fran Martin

Safeguarding Governor Mrs Carol



Motteram



Signed Date: February 2026

