

# WORMLEY C of E PRIMARY SCHOOL (VC)

*With God, all things are possible*



**Have Faith, Show Respect, Take Responsibility and Achieve**

## **Collective Worship Policy**

**Policy approved: Sep 2024**  
**Policy renewal date: Sep 2027**

## Context

*With God, all things are possible (Matthew 19:26)*

## Vision

Our vision is that, from arrival at Wormley CofE Primary School, each child should **grow in their awareness of themselves and others**, moving forward in their learning journey and **maximising their learning potential** in school and beyond. Our intention is that they come **to know that they are loved by God, and therefore, all things are possible**.

To this end, we provide an ambitious, relevant and creative curriculum that supports children to develop as individuals with the knowledge, skills, behaviours and attitudes necessary to navigate and flourish in our rapidly changing world where high technology must be balanced with respect for humanity and the natural world.

## Core values

The curriculum, in its broadest sense, develops curious, engaged, life-long learners who have faith in God, themselves and others; show respect for themselves and others, and the world in which we live; take responsibility for themselves and in their learning; and achieve their potential by developing as resilient, resourceful and reflective beings.

Have Faith, Take Responsibility, Show Respect and Achieve.

## Ethos

Wormley Church of England Primary School is a caring church school with a distinctive Christian ethos. It sets high store on the value of all of its community. Expectations of care and concern for the wellbeing of all children, staff and families are a central core of our Christian ethos. Wherever possible, this informs our relationships and the nature of our interactions.

## Mission statement

Our mission is to provide a unique environment and curriculum in which all participants are welcomed, valued, loved and helped to flourish.

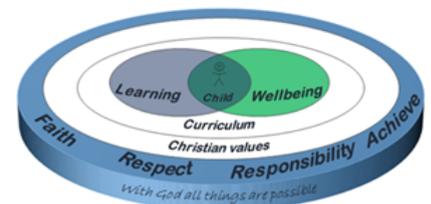
Our vision connects with the Church of England's vision: an education that is deeply Christian, with Jesus' promise of 'life in all its fullness' at its heart.

- ❖ Educating for wisdom, knowledge and skills: enabling discipline, confidence and delight in seeking wisdom and knowledge, and developing talents in all areas of life
- ❖ Educating for hope and aspiration: enabling healing, repair and renewal, coping wisely when things go wrong, opening horizons and guiding people into ways of fulfilling them
- ❖ Educating for community and living well together: a core focus on relationships, participation in communities and the qualities of character that enable people to flourish together.
- ❖ Educating for dignity and respect: the basic principle of respect for the value and preciousness of each person, treating each person as a unique individual of inherent worth.

## Values Education

In addition to our four core values: Faith, Responsibility, Respect and Achievement each year, alongside our clergy, we identify six Christian values to explore over the year. The values are introduced and explored through a range of biblical stories, psalms and proverbs in whole school collective worship and followed up in class collective worship and reflection time.

The school's vision and values are deeply grounded in theology, and firmly rooted in a Christian narrative. As a result of in-depth and rigorous exploration, discussion and debate about the school's vision, ethos and mission statement with stakeholders over several years, school leaders have developed and refined the kind of education and experiences we intend to offer our



children and their families. We have a model which puts the child at the centre.

## **Inclusive Invitational Inspiring**

### **Introduction**

Collective worship is core to our Christian vision: *With God, all things are possible*. We recognise and value collective worship as central to deepening our understanding of God and our faith whilst fostering a sense of belonging and community. This means that structure, planning, evaluation, participation, collaboration, and inspection of worship are all taken seriously.

In our Church of England school, collective worship is seen as more than a daily 'awe and wonder' moment. It is the unique heartbeat of the school and is offered as part of a wider opportunity for pupils and adults to encounter faith by engaging in conversations about God, both as individuals and together. We subscribe to the vision of The Church of England's guidance document and the following quote,

*"We want pupils to leave school with a rich experience and understanding of Christianity, and we are committed to offering them an encounter with Jesus Christ and with Christian faith and practice in a way that enhances their lives...Collective worship in schools, including prayer, reading and reflecting on the Bible, liturgy, sacrament and experience of the musical and other imaginative riches of Christianity, provide a vital opportunity for this.*

(The Church of England Education Office, Church of England Vision for Education: Deeply Christian, Serving the Common Good. (The Church of England Education Office 2016) page 10

### **Inclusive:**

Worship is collective in that it involves meeting, exploring, questioning, and responding to others and, for some, to God. In the Church school pupils, their families and other adults can expect to encounter worship that is inclusive of, and fully accessible to, all. Many pupils and staff in our schools will come from homes of different faith backgrounds as well as of no faith background. Moreover, many pupils will naturally be at different stages of their spiritual journey during their time in school. Pupils should be given the opportunity to think and ask questions. There should be space to consent, and dissent: to participate and to stand back; and to consider. It is an expectation that care will be taken to ensure that the language used by those facilitating worship avoids assuming faith in all those participating, listening and watching. Collective worship should not be 'done to' but will involve meaningful contributions from the whole school community, including pupils. It is recognised that pupils will bring their own experience to worship. Inclusion requires pupil involvement in planning, leading and the evaluation of worship. Although part of a national legislative framework, collective worship in the Church school grows out of the local context and out of pupils' experience, including their cultural backgrounds.

### **Invitational:**

Parents, pupils and adults can expect to encounter worship that is consistently invitational. There should be no compulsion to 'do anything'. Rather, worship should 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. The metaphor of 'warm fires and open doors' captures this idea (Speech by David Thomson, Bishop of Huntingdon 2014 quoted in The Fruits of the Spirit: A Church of England Discussion Paper on Character Education (The Church of England Education Office 2015) page 13). The warmth of the fire derives from the clarity and authenticity of the Christian message at its heart. Importantly the door is open, all are welcome to come in and sit as near or as far away from the fire as they feel comfortable. Pupils and adults should always only be invited to pray if they wish to do so and should be invited to pray in their own way. Prayer should always be accompanied by the option to reflect.

### **Inspiring:**

Pupils and adults can expect the worship they encounter in a Church school to be inspirational. Worship should be formational and transformational: it should enable pupils and adults to ask big questions about who we are and why we do what we do. It should motivate pupils and adults into action, into thinking differently, and into reflecting on

their and the wider community's behaviour and actions. As a result of inspirational collective worship, they should be inspired to become courageous advocates of causes. It should encourage them to think searchingly about their faith, beliefs and/or philosophical convictions. There will always be those who are uncomfortable to enter through this open door of worship in our schools and so the Church of England recognises the right of withdrawal from collective worship for those parents or pupils who wish to exercise this option. This, and how to exercise this choice, should be explained fully in the school's collective worship policy and referenced on the school's website.

## **ROLES AND ACCOUNTABILITIES**

This policy is written and implemented in line with our ethos of being distinctively Christian, community focussed and serving the common good. We are committed to the provision of high quality education where aspirations are high, diversity is embraced and all individuals are valued and enabled to flourish.

The Head Teacher and the governing body are responsible for the implementation of the policy. All employees are subject to the school's policy.

## **POLICY STATEMENT**

As a Church of England school, Collective Worship is an affirmation and celebration of our Christian ethos. It is a time where children have the opportunity to learn, reflect and grow in their understanding of God and of themselves. Collective Worship in our school is not simply a statutory duty but an opportunity to join together as a school community to Live God's Love through prayer, reflection, singing, sharing and communicating feelings.

We believe that at its heart, Collective Worship enables pupils and staff to gather together to respond to the presence, power and peace of God. It is a time where ethical and moral questions can be considered and reflected upon as a school community.

Worship should enable participants to develop an understanding of Jesus Christ and God as Father, Son and Holy Spirit.

## **THE LEGAL REQUIREMENTS**

We seek to comply with the School Standards and Framework Act 1998 (Section 70 and Schedule 20) which requires that:

- All registered pupils (apart from those whose parents exercise the right to withdrawal) must take part in an act of Collective Worship each day
- The daily act of Collective Worship should be conducted in accordance with the ethos statement in the Instrument of Government, and should be consistent with the beliefs and practices of the Church of England  
All acts of Collective Worship in this Church school must be Christian in character. Pupils can be grouped in various ways for worship such as the whole school, year groups, classes, or other combinations
- Acts of worship must be appropriate for the pupils in that they should take account of the pupils' age, aptitude and family backgrounds
- The daily act of Collective Worship will normally take place on the school premises but we are able to hold our Act of Collective Worship elsewhere (e.g. the local Parish Church)
- The headteacher has a responsibility to ensure that all arrangements for Collective Worship are secured. They act as the Collective Worship Leader.

## **ANGLICAN FAITH AND PRACTICE**

In addition to the above, we seek to provide acts of Collective Worship that reflect the faith and practice of the Church of England, therefore:

- We use the Bible as a source of wisdom for inspiration and learning and make pupils familiar with the Lord's Prayer, psalms and other verses of scripture. We also introduce them to a variety of well-known prayers, many of which express the central beliefs of Christians throughout the ages.
- We use aspects of Anglican liturgy to create a framework for worship. We use Christian symbols as a focus for reflection and provide opportunities to discover the value of meditation and silence. We observe the cycle of the Anglican year including celebrations of the major Christian festivals.  
In our school, we aim to provide a worship space which is attractive and well prepared with appropriate thought having been given to colour, space, seating, ambience and music.
- We foster links with St Augustine Church, St Laurence Church and Wormley Free Church, involving the clergy who lead collective worship weekly and provide coherence between worship in church and school.

## **CONNECTIONS WITH OTHER CHRISTIAN DENOMINATIONS AND FAITHS**

The Anglican Communion sees itself as part of a global church and promotes ecumenism. At Wormley CofE Primary School, we work to promote links with other local churches and Christian organisations and welcome their clergy and leaders as contributors to acts of collective worship. We recognise that while some of our pupils and families belong to Anglican churches, many worship regularly at churches of other Christian denominations, while others come from different faith backgrounds or none. We endeavour to provide a setting in which the integrity of those present is not compromised, where everyone finds something positive for themselves and there is no pressure to participate inappropriately or to believe.

## **RIGHTS AND RESPONSIBILITIES**

As established by the 1944 Act and reinforced through this policy, parents have the right to withdraw their children from Collective Worship. However, having chosen to send their children to Wormley CofE Primary School, it is hoped that no one will exercise this right. Should such a situation arise, appropriate arrangements would be made in keeping with the requirements of the Act.

## **AIMS AND PURPOSE**

The aims and purpose of Collective Worship as defined by the Education Reform Act 1988 are as follows:

- To provide an opportunity for the children to worship God
- To enable children to consider spiritual and moral issues
- To enable children to explore their own beliefs
- To encourage participation and response
- To develop in children a sense of community spirit
- To promote a common ethos with shared values and to reinforce positive attitudes

## **PLANNING**

Plans follow the cycle of the Anglican year and the Roots and Fruits scheme of work which is underpinned by Values for Life (based upon Christian Values). The Headteacher, in collaboration with our faith leaders, staff and pupils, produce each term's collective worship plan. Individuals and groups are responsible for using the plans as a basis for developing their own short term plans for individual acts of worship.

## **ORGANISATION**

An act of Collective Worship is held daily. This may involve the whole school, key stage groups or class worship. Where collective worship forms part of an assembly, we ensure that there is a clear distinction between the two elements of gathering.

The Headteacher, other members of staff, members of the local community together with our pupil Worship Leaders take turns to conduct Collective Worship. The local clergy leads one service a week on a Monday.

We conduct Collective Worship in a dignified and respectful way expecting children to behave appropriately. We create a suitable atmosphere by using music, pictures or other artefacts to act as a focal point.

## **RESOURCES**

The budget for Collective Worship is distinct from the budget for Religious Education. There is a wide selection of assembly books and artefacts which we regularly update and improve. We have a collection of CDs which are used to provide suitable music as children enter and leave the hall as well as to accompany singing.

## **CONTRIBUTION TO SPIRITUAL, MORAL, SOCIAL AND CULTURAL DEVELOPMENT**

We recognise that although SMSC development should be fostered across the whole curriculum, acts of Collective Worship provide a multitude of opportunities in this area. For example, children will be encouraged to reflect on and celebrate the deeper meanings of life, consider their own behaviour and recognise the need for forgiveness, appreciate the contributions of others and respond to their needs, value their own culture and the cultures of others.

## **MONITORING AND EVALUATION**

We aim to develop the monitoring and evaluation of Collective Worship by continuing to keep records of Collective Worship and surveying adults and children as to their views on its effectiveness. We make the criteria for successful worship available to all those who plan and lead it through CPD. The CW leader and others will routinely observe and monitor acts of Collective Worship.

## **INCLUSION**

We are committed to equality of opportunity regardless of race, gender, cultural background, ability or any physical or sensory disability. We therefore aim to make Collective Worship accessible to all and to accommodate ourselves to individual needs when appropriate. As when teachers prepare lessons, worship leaders take account of different learning styles and aim to present materials using multi-sensory approaches.

## **IMPLEMENTATION**

The Headteacher as Collective Worship Leader is responsible for this. Its implementation is the responsibility of all those planning and leading Collective Worship.

## **REVIEW**

The governors have responsibility for reviewing the implementation and effectiveness of this policy and making any changes. This policy will be reviewed every three years.

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