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**Guidelines for Primary school Collective Worship Policy**  
**Church of England/Academies in the Diocese of Chelmsford**

Date: January 25

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Name of school	Birch C of E Primary School
School vision	At Birch, we believe that as Jesus, the Good Shepherd, came to serve everyone, we also lead through service. With our key Christian Values of 'wisdom', 'trust' and 'friendship', we are a community who are kind, joyful, playful, responsible and inclusive. We reflect this each day in our relationships, in our learning and in our daily collective worship.

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### Introduction

Our Collective Worship Policy strengthens and supports the Christian ethos of our school, explores our vision of [Christian Leadership](#) and the associated values we derive from them of wisdom, trust and Friendship. Our worship reflects the variety of traditions found in the Church of England and will recognise and follow the Christian liturgical year.

Worship in our [Birch C of E Primary School](#) is not simply a statutory duty. The daily Christian act of collective worship is the heartbeat of our school, 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.

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.

### 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 on each [Birch C of E Primary School](#) day take part in an act of Collective Worship.
- The daily act of Collective Worship should be conducted in accordance with the provisions of the Trust Deeds of [Birch C of E Primary School](#) and 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 Church must be Christian in character. Pupils can be grouped in various ways for worship such as the whole school, year groups, tutor 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 [Birch C of E Primary School](#) premises but [Birch C of E Primary School](#) is able to hold the Act of Collective Worship elsewhere (e.g. the local Parish Church) on special occasions.
- Responsibility for the arrangement of Collective Worship in a Church of England [Birch C of E Primary School](#) rests with the Local Governing Body in consultation with the Headteacher.

## Principles of collective worship

Each adult and pupil will experience worship that is truly welcoming, inclusive and exemplifying the principles of Christian hospitality (see Church of England's Collective Worship Guidance).<sup>1</sup> 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.

## Implementation

In addition to the above, we seek to provide acts of Collective Worship that reflect the faith and

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<sup>1</sup> <https://www.churchofengland.org/sites/default/files/2021-05/Collective%20Worship%20Guidance%2018052021.pdf>

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practice of the Church of England. Therefore:

We use the Bible as a sourcebook 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, **for example a welcome of 'The Lord be with you' and use of the Peruvian Gloria, led by the Worship Team.** We observe the cycle of the Anglican year including celebrations of the major Christian festivals.

In **Birch C of E Primary 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 The Church of St Mary's Layer Marney, St Stephen's Great Wigborough and St Mary the Virgin, Salcott, involving the Reverend Rev **Anne Marie Renshaw, Rev Micahel Hatchett and Rev Andrew Vince** in leading collective worship and providing coherence between worship in church and **Birch C of E Primary School**. **Visits to churches are planned as part of RE and the children are invited to take part in services at specific points in the year, for example The Layer Marney Nativity.**

We recognise that different members of our school community spiritually reflect in different ways. Music, story, silence, prayer, drama and other approaches are incorporated within a varied collective worship offer.

## **Connections with other Christian denominations and faiths**

The Anglican Communion sees itself as part of a global church and promotes ecumenism. At **Birch C of E 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 endeavor 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 **Birch C of E 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.



## **Our Collective Worship Pattern and Practice**

### **Leadership**

Headteacher leads worship with support from a Y6 'Worship Team'; Local clergy take worship once each term, a locally ordained minister for the Free Church takes worship for KS1 once each term. Teachers take turns to lead 'Classroom Worship' once each week.

### **Planning**

*Consider your approach to planning Collective Worship. The following questions may support you with this.*

- The Headteacher/ collective worship lead maps out worship for the year, including all festivals, the church year and significant events.
- The focus on the Church Year allows that fundamental beliefs such as the incarnation, the trinity and salvation can be explored in Collective Worship
- There is a weekly timetable for worship which includes, worship linked to stories of leaders from the bible, saints and Christian leaders in history and today. This links our collective worship directly to our Christian vision
- Music is an integral part of all collective worship and one assembly each week has a singing focus, using a wide range of worship songs.
- A Y6 'Worship Team' help lead worship on Mondays with the Headteacher, using a simple structure that reflects Church of England traditions.
- Christian Values are displayed in the Hall and reflected upon in Friday's Celebration Assembly through awarding 'leaves' to those children demonstrating the values of WISDOM TRUST AND FRIENDSHIP.
- 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.
- Spirituality is experienced and explored through music, stillness, prayer and art
- A range of visitors from different churches and denominations visit to lead and share our collective worship regularly

### **Organisation**

How is CW organised to take account of:

- children experience Collective worship as a whole school, in Key stage group[s] and as classes across the week.
- The different settings and places for worship; how the worship space is made special; and how the atmosphere for worship is created using:



- A wheel of the Church Year is displayed
- Christian signs and symbols, candles, music, a focal point,
- Ritual and liturgical responses,
- How the children are seated,
- An outdoor area is used as a Forest church/ Outdoor Prayer Space
- Collective worship is sometimes first thing in the morning and sometimes at the end of the day, depending on the day

## **Resourcing, Staff development and training**

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 ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. (

## **Visitor Leaders to Collective Worship**

We welcome visitors to lead and participate in our Collective Worship. [Rev Anne Marie takes KS2 worship once each half term.](#) [Rev Andrew Vince leads KS1 worship each half term.](#) [Eric Blows from the Free Church takes KS1 worship each half term.](#) Visiting Collective Worship Leaders are asked to read and comply with our school visitor and safeguarding policies: The welcoming member of staff/headteacher/Collective Worship Lead will discuss with the visitor, prior to the visitor leading Collective Worship, the content, expectations and practices of Collective Worship. The purpose is to ascertain its suitability for the school community. Visitors are never left alone with children as the supervision of pupils remains the responsibility of school staff.

## **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**

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Our Collective Worship practice is regularly reviewed [by the Headteacher](#). She monitors [Collective Worship](#) through discussions with pupils and staff through observations and reflections. These evaluations feed into the planning and delivery of future worship by the Headteacher

Collective Worship is monitored by the [link governor for Collective Worship, Rev. Hatchett](#) and [feedback is used to help onward planning](#).

## **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 accommodate ourselves to individual needs when appropriate.

## **Implementation of Policy**

The [headteacher](#) as Collective Worship Coordinator is responsible for this policy which will be reviewed every two years. Its implementation is the responsibility of all those planning and leading Collective Worship.

## **Review**

This policy will be reviewed every two years.

Written By:	<b>Diocesan Board for Education and adapted by Rebekah May</b>
Adopted By:	<b>Full governing Body January 25</b>
Review Date:	<b>January 27</b>