



## Small Beginnings; Endless Possibilities

"The kingdom of heaven is like a mustard seed, which a man took and planted in his field. Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches."  
*Matthew 13 31-32*

*Growing together with Compassion, Curiosity and Courage*

# Collective Worship Policy

<b>Policy agreed (date):</b>	<b>November 2025</b>
<b>Policy published (including on website) (date):</b>	<b>November 2025</b>
<b>Next review (date):</b>	<b>November 2028</b>

## 1. Introduction

### 1.1 Purpose of the Policy

This policy outlines the vision, organisation and daily practice of Collective Worship at our Church of England Voluntary Aided (VA) school. Worship is central to our school life and provides an opportunity for the whole community to come together in reflection, spiritual growth and fellowship. It is a time when we affirm the school's Christian foundation and values, develop spiritual literacy, and encounter the teachings and example of Jesus Christ.

### 1.2 Scope

This policy applies to all who are involved in the planning, delivery and evaluation of Collective Worship: school leadership, class teachers, pupils, clergy, governors and visitors. It addresses the statutory and ecclesiastical expectations and reflects the distinctively Christian character of the school.

## 2. Statutory and Regulatory Context

### 2.1 Statutory Guidance

Under Schedule 20 of the School Standards and Framework Act 1998, Collective Worship in VA schools must be consistent with the tenets and practices of the Church of England. Daily acts of worship must be provided for all registered pupils. The Department for Education's (DfE) Circular 1/94 guides Collective Worship provision and supports schools in ensuring legal compliance.

Collective Worship must be:

- Wholly or mainly of a broadly Christian character;
- Reflective of the Christian traditions of the Church of England;
- Provided daily, whether in groups, classes, key stages or as a whole school.

### 2.2 Ofsted and SIAMS Frameworks

Although Ofsted does not directly inspect Collective Worship, it evaluates personal development, behaviour and attitudes, leadership and management—all of which are informed by the quality of collective experience in the school. Ofsted's *Inspection Handbook 2025* encourages evaluation of spiritual development and character education.

Under the 2023 SIAMS Framework, inspections evaluate the effectiveness of Collective Worship in:

- Enabling all pupils and adults to flourish;
- Encouraging spiritual growth;
- Offering opportunities for questioning and theological engagement;
- Supporting school Christian vision and values.

## 3. Vision and Theological Foundation

### 3.1 School Vision

Our vision:

**"Small Beginnings; Endless Possibilities. Growing Together with Compassion, Curiosity and Courage"**

This vision is rooted in the Parable of the Mustard Seed (Matthew 13:31–32), where Jesus likens the Kingdom of Heaven to a small seed that grows into a large tree. This reminds us that, while our beginnings may be small, through nurture, faith and perseverance, growth is limitless. This vision underpins all that we do, including Collective Worship.

### 3.2 Theological Inspiration

The Parable of the Mustard Seed serves as a theological lens through which pupils explore moral courage, compassionate action, and the curiosity to ask profound questions about the world, themselves and faith. It highlights:

- The importance of faith, possibility and transformation;
- God's kingdom as open and welcoming for all;
- The call to nurture each other's growth, no matter how small the beginning.

## 4. Aims and Values of Collective Worship

### 4.1 Aims

Our Collective Worship aims to:

- Provide a sacred time in the school day to encounter Christian beliefs and practice;
- Cultivate children's and adults' spiritual growth;
- Allow exploration of life's deeper meanings and moral challenges;
- Provide a sense of community and shared values;
- Reflect upon our core values through Biblical themes and Christian festivals.

### 4.2 Core Values Integration

Worship reflects and reinforces our three core school values:

- **Compassion** – learning to act with kindness and empathy;
- **Curiosity** – fostering a thoughtful and questioning faith;
- **Courage** – standing up for what is right and making wise choices.

These values are explicitly taught and modelled through Collective Worship, story-telling, shared reflection, and acts of kindness.

### 4.3 Worship Values

Each half term, worship explores one of our values for living in community:

- **Community** – working together to build inclusive relationships;

- **Honesty** – valuing truth and integrity;
- **Sustainability** – taking responsibility for God's creation;
- **Identity** – understanding who we are in relation to others and to God;
- **Positivity** – hopeful outlooks shaped by faith and trust;
- **Perseverance** – building resilience in the face of challenges.

## 5. Principles and Characteristics of Collective Worship

### 5.1 Anglican Tradition

As a Church of England school, we draw upon Anglican liturgical tradition including:

- Use of the Bible as a source of wisdom and guidance;
- Observing the Christian liturgical year;
- Use of Christian symbols and artefacts;
- Incorporation of prayer, silence and reflection;
- Opportunities for pupil-led prayer and response.

We engage in Christian worship that is accessible, respectful, and enriching for all, irrespective of belief or background.

### 5.2 Inclusive, Invitational and Inspiring

In line with *Inclusive, Invitational and Inspiring – Collective Worship in Church Schools* (Church of England, 2021):

- **Inclusive:** Worship values all participants, acknowledging the diversity of belief and background.
- **Invitational:** Children may choose how and if they respond; there is freedom of expression and conscience.
- **Inspiring:** Worship encourages aspiration, action and deeper thinking.

## 6. Structure and Implementation

### 6.1 Organisation of Daily Worship

Collective Worship is delivered daily in the following formats:

- **Whole School Worship:** Led by Headteacher, teachers, clergy or visitors.
- **Singing Worship:** Involves hymns and reflection.
- **Celebration Worship:** Led by a teacher or class, this celebrates learning, extra-curricular achievement and demonstration of our core values
- **Seasonal Services:** Marking Christian seasons such as Advent, Easter, Lent and Pentecost.

### 6.2 Planning and Themes

Worship is planned using a half-termly overview aligned with:

- The liturgical calendar;
- School vision and values;
- Major festivals and Bible stories;
- Wider world events (e.g. Creationtide, Remembrance, Refugee Week).

Planning includes:

- A key scripture or theological idea;
- A guiding question;
- Structured opportunities for prayer, reflection and response;
- Music, silence and storytelling.

### 6.3 Curriculum Links

Worship complements PSHE, Religious Education (RE), and Relationships and Sex Education (RSE). It specifically supports:

- **Mental health and well-being** (DfE 2018 Guidance);
- **Character education and discipline** (DfE Behaviour in Schools 2022);
- **Spiritual, Moral, Social and Cultural (SMSC)** development.

## 7. Involvement and Participation

### 7.1 Role of Pupils

Pupils are active worship leaders and participants. Opportunities include:

- Leading prayers and reflections;
- Script-writing and presenting dramas or retellings;
- Sharing personal reflections or experiences;
- Creating spiritual areas and artefacts.

### 7.2 Role of Staff

Staff model respectful participation in worship and help to:

- Plan and lead worship sessions;
- Develop pupils' spiritual literacy and theological understanding;
- Encourage reflection and response.

Staff training supports confidence in leading inclusive worship annually.

### 7.3 Role of Clergy and Governors

- **Clergy visitors** lead regular worship, especially at key festivals.
- **Foundation Governors** monitor Collective Worship and contribute to planning, feedback and evaluation.

### 7.4 Parents and Community

Parents are invited to Celebration worship, church services, and key festivities. Their involvement enriches the school's sense of collective purpose and enables shared understanding of our Christian ethos.

## 8. Monitoring, Evaluation and Impact

### 8.1 Monitoring

Leadership, clergy and governors monitor worship using:

- Observation linked to SIAMS criteria;
- Learning walks and pupil voice;

- Worship planning documentation.

## 8.2 Evaluation

Termly evaluations consider:

- Theological depth and biblical relevance;
- Inclusion and spiritual engagement;
- Pupil voice and impact evidence;
- Alignment with the school vision.

Feedback informs planning and staff CPD.

## 8.3 Impact

The impact of Collective Worship is seen in:

- Pupils' lives and choices;
- A sense of belonging and inclusion;
- Deeper understanding of values and morality;
- Preparation for life in modern Britain, rooting character formation in Christian values.

## 9. Right to Withdraw

Parents have the legal right to withdraw their child from Collective Worship. The right is explained at induction. Requests to withdraw are handled sensitively and respectfully by the Headteacher, and alternative supervised provision is arranged.

## 10. Roles and Responsibilities

- **Headteacher:** Ensures overall leadership, development and compliance with worship policy; oversees daily implementation, planning and training.
- **Clergy:** Support spiritual development and deliver worship in partnership.
- **Governors:** Monitor and evaluate provision through visits and reports.
- **All Staff:** Participate respectfully and support the Christian ethos in their contributions to worship.

## APPENDICIES

### Appendix A: Weekly Worship Schedule

Day	Format	Leader
Monday	Values Linked	Headteacher
Tuesday	Curriculum Linked	Teachers
Wednesday	Whole School	Headteacher/ Church
Thursday	Singing Worship	Teachers
Friday	Celebration	Classes on rotation

### Appendix B: Bible Stories by Worship Value

Value	Story/Event	Reference
Community	Feeding of the 5,000	Matthew 14:13–21
Honesty	Zacchaeus the Tax Collector	Luke 19:1–10
Sustainability	The Creation Story	Genesis 1
Identity	Jesus' Baptism	Matthew 3:13–17
Positivity	Paul's Missionary Journeys	Acts 13–28
Perseverance	Moses and the Exodus	Exodus 5–13

### Appendix C: SIAMS Evaluation Questions for Worship Monitoring

- Is Collective Worship distinctively Christian and theologically rooted?
- Do pupils find it inclusive, invitational and inspiring?
- Does it reflect the school's Christian vision?
- How is it planned in response to monitoring and current events?
- Are pupils engaged in the planning and leading of worship?

### Appendix D: Relevant DfE and Church Guidance Links

- DfE Circular 1/94: <https://www.gov.uk/government/publications/collective-worship-in-schools>
- Mental Health and Behaviour in Schools (2022): <https://www.gov.uk/government/publications/mental-health-and-behaviour-in-schools--2>
- RSE Statutory Guidance (2019): <https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>
- Church of England Vision for Education: <https://www.churchofengland.org/about/education-and-schools/vision-education>
- Inclusive, Invitational, Inspiring: The Church of England's Guidance on Collective Worship (2021)