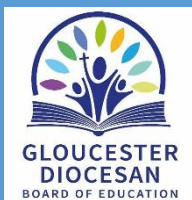


Wye Forest Federation

Redbrook Church of England Primary School
St Briavels Parochial Church of England Primary School



Collective Worship Policy



This policy was agreed by the Full Governing Body on: (and supersedes all previous policies relating to this area)	12.3.2026
Implemented:	March 2024
Revised	February 2026
Review date:	March 2028

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Legal Framework

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 The Wye Forest Federation should be distinctly Christian and reflect Anglican traditions.

The governing board have the responsibility for ensuring that the school can respond to IQ3 in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework, which asks ‘How is daily collective worship enabling pupils and adults to flourish spiritually? They are also tasked with monitoring and evaluating how collective worship is helping pupils and adults flourish spiritually in consultation with the executive headteacher.

School Statement on Collective Worship

In The Wye Forest Federation worship is central to the life of our schools and is the main platform for exploring the school’s vision and associated values.

The Christian Vision of Wye Forest Federation:

Love, Learn, Live

Love is at the centre of our federation with the importance of developing the whole child at the heart of all we do.

As a nurturing, inclusive community we enable and engage all to grow, flourish and succeed; discovering a love for one another, for learning and for life.

We seek to inspire ambition, courage and respect to give our children the skills they will need to live in a diverse and ever- changing world now and in the future.

Courage, Compassion, Respect, Resilience

A Theologically Rooted Christian Vision for All

The theme of love runs throughout the Bible v1 John 4:8 directly says “God is Love”.

We know that love is important in personal development be it love for yourself or for others. This leads us to Mark 12:31 “Love your neighbour as yourself.”

We want our children to develop as loving, inclusive citizens of the world capable of flourishing beyond our care.

At the WFF we have expressed how everything we do, no matter how difficult comes from a place of love, compassion and inclusivity.

Our Aims

At the Wye Forest Federation, we want all to:

- demonstrate a love for learning;
- be **resilient**, ambitious citizens who have the knowledge and skills they need to succeed in life now and in the future.
- have opportunities to learn academically, vocationally, socially and spiritually; to be **courageous** and take personal responsibility for their learning and actions
- demonstrate understanding, **respect** and **compassion** for each other and the diverse world we live in, through learning about ourselves, different cultures, religions and families.
- experience a broad, relevant and inspiring curriculum within an environment that is both physically and emotionally safe and develops the whole child.

It is well planned and of high quality, enabling spiritual flourishing for pupils and adults. It will be invitational, inspirational and inclusive. In this way 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.

However, in The Wye Forest Federation the purpose of collective worship will be to lead people to a threshold where they can witness worship and join in, if they wish. It is a place where all can flourish spiritually.

“Worship in (CofE) schools promotes theological and Religious Literacy and liberates participants to an imagining of a different order of justice, mercy and hope”¹

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

¹ CEE0 Vision statement “Deeply Christian, Serving the Common Good” Autumn 2016

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 of the Christian (and other faiths²) calendar. Pupils will be offered time to be able to contemplate and develop spiritually.³ Collective Worship in our school is invitational, inspirational and inclusive.

Aims and Guiding Principles

This school follows the guiding principles highlighted in the document: *Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document, May 2021*.

Collective worship in The Wye Forest Federation aims to:

- have a pivotal place in the life of the school
- support pupils and adults to flourish spiritually
- be the central vehicle by which the school's vision and associated values are unpacked and explored so that the whole school community is challenged and engaged with the teachings of Jesus and the Bible
- 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 none 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 actively involved and develop their own spirituality whilst contributing to the communal journey
- help children to become familiar with Christian language and symbolism and the cycle of the Church year so that they are offered a pattern of meanings and a framework into which they can begin to integrate experience
- ensure that materials and themes for worship are carefully selected to make sure pupils understand the work of Christians and the church locally, nationally and globally and how this reflects the teachings of the Bible and the example of Jesus.
- Invite children and adults to worship through the use of prayer, reflection and song.
- Inspire children and adults through relevant and engaging stories, questions and resources.
- Include all of our school community through a variety of approaches e.g Open the Book, whole school, celebration, class worship

² 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.

³ "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)

Organisation

- Worship is led by our executive headteacher – Natalie Frey
- Our local incumbent is part of our governing board and joins us for our Open the Book worships as well as special services throughout the year which are often held in the church
- The local incumbent/church is available to support leaders of collective worship to develop their understanding of Christian theology, the teachings of the Bible and develop a deeper understanding of Anglican traditions and liturgy.

Planning

- The worship lead plans the annual overview, termly overview and weekly overview for worship.
- Staff undertake annual training linked to worship planning and teachers are encouraged to plan worship for their classes with the support of the assistant worship lead.
- Children are involved in the planning and leading of all of our special services.
- Worship follow the cycle of the Church year acknowledging important times and dates in the Christian calendar.
- It is enhanced by the focus on big questions linked to our Christian values and themes relevant to our vision and then a smaller weekly focus designed to help unpick this.
- Bible stories are selected to reflect the exploration of our weekly focus. They encourage children to consider the focus and answer how and why questions about it.
- A pattern for worship is always the same and follows the structure of Gathering Together; Discovering Together; Reflecting Myself, Responding Together; Moving On Together. This follows the pattern of the Anglican tradition.
- A range and variety of materials are used to inspire and provoke thought.
- Worship is designed to provide opportunities for children and adults to explore faith in today's world; to explore the Christian belief in the Trinitarian nature of God and allow for spiritual growth through prayer, stillness and reflection

Practical Arrangements

- Worship is held daily in either whole school or class groups.
- We use our hall or classrooms for worship where a reflection table is used as a focal point.
- Worship may also be held outdoors in good weather or in our local churches.
- Whole school worship is held at 3pm in both schools and class worship is held at a time chosen by the class teacher and this is clearly timetabled. Worship is between 15 and 20 minutes long.
- All staff are invited to join worship and all teaching staff lead their own class worship. Many get involved with whole school worship too.

Collective Worship – Weekly Plan					
	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Focus for the Day	St Bs: Digging Deeper Redbrook: Bible story/verse	St Bs: Class Bible story/verse Redbrook: Digging Deeper	Both Schools: Lyfta	Both schools: Celebration	Both Schools: Open the Book

Recording, Monitoring and Evaluation

Worship is monitored and evaluated by a range of stakeholders regularly, including governors, staff and children.

A monitoring and evaluation form (appendix 1) is part of our medium term worship planning document and can be accessed by all.

Roles and Responsibilities

Governing Body

- Ensure that the school’s worship policy reflects the **ethos, values, and foundation of the Church of England**.
- Statutorily ensure that **daily collective worship** is provided and that it is **distinctively Christian in character**, while being inclusive and invitational.
- Monitor and evaluate the quality and impact of collective worship through visits, reports, and feedback.
- Support the headteacher in resourcing worship appropriately, including staffing, training, and materials.
- Ensure that arrangements are in place for parents’ legal right to withdraw their child from collective worship, and that this is handled sensitively.

Headteacher and Leadership Team

- Provide **strategic leadership** for collective worship, ensuring it aligns with the school’s vision, values, and worship policy.
- Plan, organise, and oversee a **structured programme of worship** that reflects Anglican traditions and the Christian calendar.

- Ensure worship is inclusive, age-appropriate, and enables spiritual development for all pupils.
- Support and train staff involved in leading worship, modelling reverence and respectful participation.
- Monitor, evaluate, and review worship regularly, using pupil voice and staff feedback to inform improvements.
- Foster links with the local church, clergy, and diocese to enrich worship.

Teaching and Support Staff

- Support and uphold the school's worship policy through respectful participation and positive modelling.
- Contribute to the planning and delivery of collective worship when appropriate.
- Encourage pupils to engage thoughtfully, respectfully, and reflectively during worship.
- Reinforce the school's Christian values through daily interactions and classroom practice.
- Support pupils who may find worship challenging, ensuring an inclusive and safe environment.

Pupils

- Participate in collective worship respectfully, recognising it as a special and reflective time.
- Engage with stories, prayers, music, silence, and reflection in ways appropriate to their age and understanding.
- Show respect for Christian beliefs, symbols, and practices, as well as for the beliefs of others.
- Contribute to worship through readings, prayers, music, drama, or leadership opportunities when invited.
- Reflect on the values explored in worship and seek to live them out in daily school life.

Parents and Carers

- Support the school's Christian ethos and understanding of the role of collective worship within a C of E school.
- Engage positively with worship-related events such as church services, celebrations, and festivals.
- Communicate respectfully with the school regarding worship, including any concerns or questions.
- Exercise their right to withdraw their child from collective worship, if they choose, in a respectful and open dialogue with the school.

Visitors

- Respect and support the school's worship policy, ethos, and Christian values.
- Contribute to collective worship in a way that is consistent with the school's Anglican foundation.

- Use language and practices that are inclusive, invitational, and appropriate for a primary school context.
- Work collaboratively with staff to ensure worship is meaningful, reflective, and aligned with the school's vision.

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. Additionally, support and guidance are provided for visitors and the clergy who lead collective worship.

The Right of Withdrawal from 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.

In The Wye Forest Federation there are 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.

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 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.)*

Development, Sharing, Review and Monitoring of this Policy

Development

This policy was developed by the federation to take account of relevant legislation and guidance, stakeholder input (e.g. staff and governor consultation), and current school priorities. It should be read alongside related policies and documents, including:

- RE Policy
- This policy is to be read in conjunction with the Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document and the Diocesan Collective Worship Guidance Document.

Sharing and Accessibility

This policy is published on the school website, so it is accessible to parents, carers and other stakeholders. All staff are made aware of the policy and any updates via CPD and email. It is stored in the staff one drive policy folder for all to access. Where appropriate, pupils are made aware of key elements of this policy in an accessible, age-appropriate way.

Review and Approval

This policy is reviewed every two years by the Ethos Committee, which considers any views expressed by parents, pupils and staff. The committee's recommendations are reported to the full governing board for approval and action as appropriate. As with all policy reviews, we ensure alignment with current statutory requirements, with other relevant policies, and with the school's Christian vision.

Monitoring of Implementation and Impact

Governors monitor the implementation and impact of this policy in line with the board's monitoring schedule and the school's monitoring arrangements (e.g. headteacher reports, link governor visits, committee scrutiny, and relevant data).