THE CHURCH OF ENGLAND
Diocese of Norwich

Great Massingham & Harpley CofE Primary Schools Federation
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Collective Worship Policy

Approval Date:

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Date Adopted by GB:
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Person Responsible:
Executive Headteacher

Tracked Changes (in blue)

Page	Section	Changes June 2026
Pg4	Rights and Responsibilities	Updated to reflect National Society Guidance 2026 Removed paragraph and replaced with new paragraph.

Policy Statement

As a Church School, worship is an affirmation and celebration of our Christian ethos where adults and children have the opportunity to learn, worship and grow in their understanding of God and of themselves. It is therefore the 'heartbeat' of everything that we do and an expression of our school's Christian vision and values.

We believe that we and our children are made in the image of God and that worship is a vital factor in this image becoming more real and meaningful. It 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 on each 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 the 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 schools 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 the school premises, but all schools are able to hold their 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 school rests with the Governing Body in consultation with the headteacher. Foundation Governors have a particular responsibility for ensuring that Collective Worship is inclusive, inspirational and invitational.

Aims and Purpose

Collective Worship in our school aims to give the whole school the opportunity to:

- Engage in an act of community
- Express praise and thanksgiving to God
- Reflect on the character of God and on the teachings of Christ through Biblical texts

- Affirm Christian values and attitudes
- Celebrate special times in the Christian calendar
- Experience and respond to Anglican traditions and practices
- Explore the big questions of life and respond to national events
- Foster respect and deepen spiritual awareness
- Be still and reflect
- Share each other's joys and challenges

Anglican Faith and Practice
In order to provide acts of Collective Worship that reflect the faith and practice of the Church of England:

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. 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.

As worship is a special part of our day, we provide a worship space which is attractive and well prepared with appropriate thought having been given to colour, space, seating, ambience and music.

We actively seek to develop church partnerships to enhance our provision for collective worship. This includes the local Anglican church and other Christian denominations. We view our schools as part of the global church and aim to provide opportunities for pupils to appreciate the diversity of Christianity.

Rights and Responsibilities
Worship is regarded as a special time in our school day where we gather as a school family. Reflecting our ethos as a Church of England school, collective worship is an inclusive opportunity for those of all faiths and none to be present with integrity. However, we respect the legal right of parents to withdraw their child/children from acts of collective worship, and should such a situation arise, appropriate arrangements would be made in keeping with the requirements of the 1944 Act. Immediate withdrawal will be granted but following a withdrawal, we will offer parents an optional discussion with the headteacher to explore if any appropriate accommodations might be made.

Planning
Planning for Collective Worship is led by the Executive Headteacher and follows a three year cycle of the Anglican year. The planning reflects our vision and values and is enhanced using the 18 Christian values for life themes. The headteacher ensures that leaders and visiting speakers receive copies of the plans. Individuals and groups are responsible for using the plans as a basis

for developing their own short-term plans for individual acts of worship. This approach is inclusive of pupils, who have regular involvement in planning, leading and evaluating the impact of Collective Worship.

Planning should refer to the Church of England Guidance for Collective Worship in Schools (2021) and be inclusive, invitational and inspiration in nature. It also needs to consider the requirements of the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Framework September 2023:

Inspection Question 3 - How is collective worship enabling pupils and adults to flourish spiritually?

Collective worship should be shaped by the theologically rooted Christian vision of the school. In doing so the teaching of the Bible and the life of Jesus should support the understanding and exploration of the Christian foundations of the school. It should show impact on how it shapes the daily lives of everyone who attends it in school. It also is inherently connected to the schools understanding of what spirituality looks like in its context and how this is developed in collective worship. Many schools will consider this more fully in their Spirituality Policy.

Organisation

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

The headteacher and other members of staff together with groups of children take turns to conduct Collective Worship. A rota is provided for this. Valure leaders also lead collective worship as part of their duties usually once a half term.

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. We use Friday morning Celebration Assemblies as an opportunity to share children's work and to celebrate their successes. These culminate in an act of Collective Worship and play an important role in promoting the ethos of the school. Celebration worship is always linked to other worships from the week e,g, the general theme, how the children have demonstrated our visions and values or maybe how they have found the weekly mission. Governors are also welcome to attend acts of worship at any time.

We encourage and develop our pupils as spiritual leaders in collective worship by:
(Bullet point specific examples such as:)

- Pupils lead prayers.
- Pupils engage in extendable prayer and their voice is valued equally in this time.
- Pupils offer spiritual reflections to discuss during worship.
- Pupils lead still and quiet times in worship to pause and reflect on the key messages and be with their own thoughts.

Implementation

As a school we offer a rich and varied diet of daily collective worship on a weekly basis, in addition we also plan services of worship around key festival dates in the Christian calendar, such as Harvest, Christmas and Easter.

Our weekly diet of daily collective worship has developed to meet the spiritual needs of all who attend, it includes the following:

- Whole school collective worship led by a senior teacher to explore core Christian values linked to the expression of our theologically rooted Christian vision.
- Class based collective worship that provides age appropriate, personalised exploration of key Christian themes and messages. Our worship is almost always in the hall as a whole school, there are occasions where the school meets in a classroom when other events need the space.
- Visitor led worship, by people from the church, open the book etc to explore themed Christian messages or key Christian events and festivals. This is not weekly but occurs throughout the school year.
- Pupil led worship to allow our pupils to grow and express their ideas, beliefs and become better spiritual leaders. The is half termly.
- Celebration worship where we seek to celebrate achievements of pupils who flourish in the widest sense in our school community and outside of it. The awards are linked to our vision and core Christian values to exemplify how they shape and support our daily lives.
- Chroal worship where we learn, sing and praise through invitational songs and music linked to our Christian vision and values.

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 use videos, music streaming services and CDS which to provide suitable music as children enter and leave the hall as well as to accompany singing. Leaders of worship, including clergy and pupils, have access to regular training from the Diocese of Norwich.

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 monitor and evaluate the impact of our Collective Worship by maintaining records of the activity and surveying adults and children as to their views on its impact and expression of the school's Christian vision. We make the criteria for successful worship available to all those who plan and lead it before asking them to submit short term plans. The coordinator and others will routinely observe and monitor acts of Collective Worship in line with these criteria. In conjunction

with Foundation Governors, pupils will also evaluate the impact of Collective Worship on themselves and the wider school community.

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. As when teachers prepare lessons, worship leaders take account of different learning styles and aim to present materials using multi-sensory approaches.

In some cases, pupils with additional or special needs may find whole school collective worship overwhelming to their sensory experience and as a result will undertake the content of worship in another place in school with a trusted adult. This will be appropriate for their needs and include the bible verse / story and prayer / reflection.
Some pupils may attend worship for part of the session as they find some aspects harder to engage – e.g. the loudness of singing or an external partner delivering worship whom they are not familiar with. In these cases, pupils may have a trusted adult with them to support them in accessing aspects of worship and then withdraw the pupil at an appropriate time.

Some pupils will have a trusted adult supporting them in worship, so they feel confident to access and understand the content. These adults usually sit close by or on the floor with the pupil.

A range of adaptations may be seen to enable pupils to access worship – such as ear defenders, fidget resources and for some pupil's physical resources such as wobble seats or cushions.

For some pupils with different religious beliefs or those with no belief, they are respectfully included and invited to participate in the aspects of worship they are comfortable with. This may have been agreed with parents / carers prior to starting school. For pupils who do this, they are asked to be respectful of others around them and to use the time they are not engaging e.g. prayer to sit and contemplate their own thoughts or beliefs.

Implementation of Policy

The Collective Worship Coordinator is responsible for this policy which will be reviewed by the Governing Body every three years (or sooner if national policy changes). Its' implementation is the responsibility of all those planning and leading Collective Worship.

Review

This policy will be reviewed every three years.

Links to Other Policies:

- Schools theologically rooted Christian Vision
- Spirituality Policy
- Religious Education Policy
- PSHE Policy / RSHE Policy