

Collective Worship Policy

In God's hands, we love, learn, grow and inspire

“What shall we say the kingdom of God is like, or what parable shall we use to describe it?
It is like the mustard seed, which is the smallest of all seeds on the earth. Yet, when
planted, it grows and becomes the largest of all garden plants, with such big branches
that the birds can perch in its shade.

Mark 4: 30-32

Date Approved by The Governing Body	11.6.26
Reviewers	Ellie Brown & Vic Goodman
Date of Review	Summer 2026
Next Review Due	Summer 2028 (reviewed bi-annually)

Collective Worship Policy

Pencombe CofE Primary School

In our school our Christian vision shapes all that we do.

Vision Statement: Our vision is inspired by the Parable of the Mustard Seed:

“What shall we say the kingdom of God is like, or what parable shall we use to describe it? It is like the mustard seed, which is the smallest of all seeds on the earth. Yet, when planted, it grows and becomes the largest of all garden plants, with such big branches that the birds can perch in its shade.”

Mark 4: 30-32

From this we developed our school motto:

“In God's hands, we love, learn, grow and inspire.”

We are committed to supporting our pupils to develop their knowledge, perseverance, resilience and the imagination to develop themselves spiritually, academically and socially; living out Christian values in order to live happy, fulfilling and considerate lives. We uphold the right of every individual to learn, to be valued and to flourish.

Collective Worship in our school aims to enable every child and adult to flourish. It will help educate for wisdom, knowledge and skills, hope and aspiration, dignity and respect, and developing community and understanding of living well together.

Policy Statement

In Pencombe CofE Primary School, worship is central to the life of school and is a platform for exploring the school's vision. It is well planned and of high quality so that 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.

At Pencombe CofE Primary School, Collective Worship aims to be inspirational, invitational and inclusive and will lead people to a threshold where they can witness worship and join in, if they wish.

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, plan 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 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 faiths) calendar. Pupils will be offered time to be able to contemplate and develop spiritually.

Church of England Guidance

The Collective Worship Policy at our school draws on guidance from the Church of England. This guidance document has been produced to challenge, to guide and set expectations for Church school communities and diocesan authorities, encouraging them to reflect on their practice and to ensure that collective worship remains the relevant and essential component of an education that enables all pupils to flourish.

Guiding Principles

Collective worship in Pencombe CofE Primary School aims to:

- Have a pivotal place in the life of the school;
- Support pupils and adults in their spiritual growth;
- Be the central vehicle by which the school's vision is 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;
- Explore a variety of ways of praying, giving children the opportunity to form their own prayers using multi-sensory foci and introduce them to some well known Christian prayers, as well as a variety of prayers of thanksgiving before mealtimes and home time;
- Offer opportunities to all children and staff to develop their skills in planning, leading and evaluating the impact of school worship with the support and shared engagement of the local church community. Pupils will be at the centre of this process taking on increasingly independent roles in planning and leading worship;
- 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.

How Collective worship is organised

In Pencombe CofE Primary School, we have daily worship. This is led by different people in the different settings including:

In Class – we have a dedicated area in each classroom which provide a focal point. This area will include: a copy of the Bible, a candle, an altar cloth in the liturgical colours which is changed regularly, a cross, pictures and a book in which pupils are invited to share their thoughts and responses. During Collective Worship, we use a range of materials used, including: websites, artefacts, stories, drama scripts, artwork, music, songs, and videos (shared weekly by the diocese).

In Church – Collective Worship is led weekly by school staff or representatives from the local church team. It involves a unification between the children, staff, families and the local community to engage in conversations about God, share the words from the Gospel, rejoice through song and pray together. Each leading church partner follows the liturgical calendar to methodically address the Church year, the festivals within it and the monthly value. Collective Worship is also led regularly by the children.

Outdoor areas – we provide opportunities to worship within nature. This may be in our outdoor learning areas or in areas within the village, the 'cossie', for example.

All of our Collective Worship aims to encourage spiritual growth through prayer, stillness and reflection is nurtured. Children in UKS2 are provided with 'Spirituality' journals, where they are given weekly reflection questions that they can respond to freely. This allows pupils time and space to explore their own thoughts, feelings and beliefs, supporting them in developing a deeper understanding of themselves and the world around them.

Collective Worship is planned by school staff, using guidance from the Diocese to support the development of meaningful, inclusive and engaging worship experiences. We have a programme of worship which is built around eleven Christian values of the school which have been identified and expressed by the children and staff. We aim to celebrate these values through Collective Worship the order of which complements the cycle of the Church year.

Once a month, the children will lead collective worship at the Church and members of the school community are invited to participate. Typically, this will involve the children leading worship through drama, song and prayer. Explicit links are made between Bible stories and the Christian values of the school and parents may be invited to deliver readings and children write then read aloud prayers of their own, from Reception through to Y6.

We are a small school in a beautiful rural setting with the local Church neighbouring us. We are delighted to be able to use the Church twice weekly for Collective Worship as well as for other learning opportunities.

Roles and Responsibilities

The governing body alongside the Head of School and Executive Head will:

- Ensure that the school meets the requirements for worship detailed in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Evaluation Document. They are also tasked with monitoring and evaluating the impact of worship on the school community in consultation with the Head of School/Executive Headteacher.

The school staff will:

- Prioritise daily opportunities for acts of Collective Worship
- Use a range of resources to deliver worship in an inspiring way
- Engage with members of the school community to share ideas and plans for collective worship
- Lead by example – openness, reflective discussion, respect, empathy, spiritual practice
- Coordinate timetabling/themes across the year into long, medium and short-term planning, in conjunction with the school and church community.
- Evaluate the effectiveness of Collective Worship

Clergy and church partners will:

- Build an effective and positive partnership with the school to create a programme for Collective Worship which upholds the principles and actions of this policy.

Pupils will:

- Approach Collective Worship with an open mind;
- Ask thoughtful questions to deepen their understanding;
- Listen respectfully to the teachings of Jesus and the responses from others;
- Alter their behaviour when entering a place of worship, recognising the importance of spiritual reflection.

Development and training

We ensure that all staff and governors have access to appropriate training and opportunities for professional development, both as individuals and as groups or teams. We have a partnership agreement with the Diocese of Herefordshire and they regularly provide training for staff and governors.

Monitoring and evaluation

The RE subject lead, governors and SLT monitor and evaluate the provision and quality of Collective Worship and welcome representatives from the Diocese to do the same.

Governors regularly attend Collective Worship in the Church and they are also able to read the comments of reflection in the pupils' books and talk to the pupils themselves to evaluate the impact of Collective Worship.

Such monitoring has enabled us to significantly develop Collective Worship and we continually strive to provide high quality opportunities for worship in a range of settings including: in class, in Church, in the outdoor learning area and we are developing plans to create a spiritual garden with a prayer tepee included.

Legal Requirements

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 our school is distinctly Christian and reflect Christian traditions.

The right of withdrawal

In Pencombe CofE Primary School, there is not a significant number of children whose families are members of another faith, or who hold a non- religious world view. However, if there were, 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.

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.

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 Head of School or Executive 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 other aspects of school life that are impacted by the Christian foundation of the school such as prayer and reflective areas;
- 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 of School/Executive Headteacher 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.)

Disseminating the policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy is available on our school website.

Child Led Collective Worship Dates

On the second Wednesday of each month, pupils lead Collective Worship in the local church. Members of the wider school community are invited to attend, and the programme is shared in advance. During these services, the congregation is also invited to take part in the offertory.

The first Wednesday of each half term continues to be a communion service, led by a representative from the local church team. This follows the recognised liturgy, including an introduction, confession and praise.

Date (2nd Weds each month)	Value	Class Leading (changes annually)
September	Courage	Oak
October	Responsibility	Cherry
November	Peace	Willow
December	Joy	Pippin
January	Hope	Oak
February	Love	Willow
March	Creativity	Cherry
April	Respect	Willow
May	Wisdom	Pippin
June	Freedom	Cherry
July	Friendship	Oak



