



THE SALISBURY DIOCESAN  
BOARD OF EDUCATION  
*'Working for children, young people, schools and parishes'*

*Empowering school leaders to confidently articulate the distinctive Christian character of worship in the context of serving the needs of their school community and meeting statutory requirements*

## Collective Worship Policy for a Church School

*Schools may use this example as a basis for their policy, if they wish. School policies have to be ratified by the governors every time they are amended. Schools may find that some details which need to be amended more often than a policy is reviewed are better placed in an appendix which does not need to be governor approved every time it changes.*



### Before you start: Some points to remember

In **all church schools** the act of worship must be in accordance with the school's trust deed. That bit about 'mainly of a broadly Christian nature' is for community schools!

(FYI: *The trust deed is the original conveyance of land for the school and usually states that the land or property was given or bought in order to provide 'religious instruction and worship according to the principles and practices of the Church of England'. All church schools are, therefore, church foundations, which is why they have foundation governors.*)

From time to time in the media and in educational forums there are calls and campaigns for a change in the law on collective worship: For such a change to happen it will require the alignment of a number of political considerations. For all the heat in the debate the law, remains. So according to the government guidance (circular 1/94):

- 'Collective worship should aim to provide the opportunity for pupils to worship God, to consider spiritual and moral issues and to explore their own beliefs' (para 50).
- 'An act of worship which reflects the broad traditions of Christian belief need not contain only Christian material. It must, however, contain some elements which relate specifically to the traditions of Christian belief and which accord a special status to Jesus Christ' (para 63).

The governors of a church school, in consultation with the headteacher and worship co-ordinator must draw up a Collective Worship policy in accordance with the provisions of the school's trust deed. (*Remember Church schools serve the local community which will include pupils of the Christian faith, of other faiths and of no faith*). In drawing up this policy, regard must be given to the age, aptitude and background of the children in the school.

All parents may withdraw their children from worship providing they have notified the headteacher of their desire to do so. This right should be included in the worship policy and school brochure. If a child is withdrawn, the school is required to provide a safe alternative.

For more information contact [derek.holloway@salisbury.anglican.org](mailto:derek.holloway@salisbury.anglican.org) or [verity.holloway@salisbury.anglican.org](mailto:verity.holloway@salisbury.anglican.org) or visit our website <http://www.salisbury.anglican.org/schools/cw>

# Sample Collective Worship Policy for XXXX School

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## 1. Rationale

The School Collective Worship Policy reflects and reinforces the school's aims and ethos. (make reference to the school's ethos/mission statement here) and will demonstrate the partnership between the conduct and content of school worship and the ethos of the whole school based on Christian values of.....

At xxx school we consider Collective worship to be a significant educational activity that both reflects and explores the schools distinctive Christian character and contributes to the academic achievement, personal development and well being of all learners.

Therefore Collective Worship at xxx School is planned to (the following are drawn largely from the SIAMS framework but feel free to adapt and add):

- to be inspirational and inclusive. It should engage all learners and they should be able to talk about the impact it makes on their relationships and on life in the school
- will regularly include Biblical material and Christian teaching and this should explore and relate to the schools core Christian values
- will have a strong focus on God as Father, Son and Holy Spirit enabling all learners to embark on an understanding of the Trinity
- will help all learners to understand Anglican and other Christian traditions found in the UK and worldwide.
- will challenge all learners of all backgrounds to understand and embark on their own spiritual journey. They should understand the value of Prayer, Reflection Stillness
- will contribute significantly to pupils' spiritual, moral, social and cultural development; by providing all learners with "something more than the obvious, something to wonder at, something to respond to"
- will be an opportunity to Celebrate and give thanks for achievements within the school, local and international community and occasions of significance, including festivals

Collective worship should be an experience that does not offend the integrity of the non-religious or those of different faith.

The positive educational outcomes of Collective Worship at xxx School include opportunities for: (this is not an exhaustive list nor a compulsory one..CW is increasingly being recognised as a vehicle for the delivery of a number of agendas and initiatives for example



'Fundamental British values'. If you involved in something like Rights Respecting schools you might want to include that as well here)

- the whole community to celebrate;
- sharing and experiencing differences;
- developing a culture of learning;
- building a sense of group identity;
- encouraging a sense of personal and social responsibility;
- a break from the busyness of life (for stillness and quiet);
- learning how to behave in a large social group;
- exploring feelings and emotions;
- learning how to perform in front of an audience;
- learning how to respond to a performance;
- making visible the school's leadership;
- developing inner awareness.



## 2. Legal Requirements

The law requires the Headteacher and Governing Body of every school to provide a daily act of Collective Worship which is in line with the schools Trust Deed and foundation.

*Schools are obliged to give their reasons if they feel they are not able to comply with this part of the law.* The School meets this requirement and is explained to all involved in the planning and delivery of acts of worship. [except where: *Insert reasons, if any are required ...*]

## Withdrawal from Collective Worship

Parents have the right to withdraw their children from acts of worship and **this is stated in the school prospectus and handbook.** *NB. In a controlled school (or if they were first employed when the school was a controlled school), staff have the right to withdraw from the act of collective worship. In an aided school the staff are expected to attend the act of collective worship. This right TUPE's over if you are now an academy*

It is intended that consultation will take place before formal requests are made to withdraw from acts of worship. In the case of parents or teachers contact needs to be made with the Headteacher. Guidance for new parents on non-participation in acts of Collective Worship is given **in the school prospectus.**

## 3. Planning a Collective Worship programme

Specific time is set aside for this activity and we recognise the importance of marking out the act of Collective Worship from other assembly activities. We attempt to mark out this special time **by ... [e.g., lighting a candle/asking children to reflect quietly ...].**



You might also add, if appropriate, something like

We also make 'space for the spirit' by using 'Diaries of Reflection' in some class worship times. These also offer specific opportunities for reverence or veneration according to children's own beliefs and traditions. *[For more information on Diaries of Reflection)* <http://www.salisbury.anglican.org/schools/collective-worship/diaries-of-reflection>

Each person leading worship is expected to plan his or her act of worship with the same degree of thoroughness as any other aspect of their teaching. We encourage a 4 stage structure of planning including 'Gathering' 'engaging' 'responding' 'sending'. There should also be space for evaluation.

A worship-planning group meets once a term led by the worship co-ordinator. These meetings are an opportunity to review and evaluate the last terms Acts of Collective Worship and to plan themes for the next term.

The views of pupils about collective worship are sought through the Schools Council/Ethos committee. Pupils are encouraged to be involved in the planning leading and monitoring of Collective worship.

....., one of the schools governors has a role monitoring Collective worship through membership of the ethos committee at the school.

There are a number of resources available to form the basis of collective worship planning. If you use a specific planning resource to a significant degree you could mention it here. This might include such as 'Values for Life' or 'Roots and Fruits' both available on [www.imaginer.co.uk](http://www.imaginer.co.uk)

*It is for the school to decide how best, in its own context, pupils should take part in Collective Worship, e.g. in year groups, key stage groups, upper/lower school, tutor/class groups, whole school. The law makes no requirement about this other than it is daily.*

The programme of acts of Collective Worship is coordinated by ...

#### 4. Our pattern of Collective Worship

**Year/House/Key Stage worship is held ..... a week** These are taken by ...

Visitors have included ...

The acts of worship generally follow themes that are aligned to the schools values but include a recognition of the church's year and make space for other national events.

**Or**

The school makes use of the Jigsaw resource and so acts of worship may be aligned to the delivery of personal and social development programmes, although topical, Christian and/



or other relevant issues may be picked up as appropriate. The content of these acts of worship would be varied but still include a significant Christian input.

### **Tutor/Class Teacher-led Reflections, e.g. Diaries of Reflection**

Each week pupils meet in tutor groups for this act of worship. Pupils reflect on statements, thoughts or ideas, provided or approved by teachers. Pupils may also contribute ideas for reflection. A response may be made in diary form. Subject to usual disclosure procedures these responses are confidential between the pupils and his/her tutor. Pupils who believe in God are invited to reflect that, through these thoughts, God may be helping them to discover the most important directions and values for their lives.

### **Whole School celebration: Act of worship**

Once a week the School gathers for this worship, in which achievements of pupils at the school are celebrated. Staff and pupils may contribute music, drama and dance. Parents may be invited. This worship will normally provide opportunities for spiritual development.

### **Visitors**

Visitors should understand the educational aims of Collective Worship at the school and the need to avoid any proselytising. Attempts to persuade pupils to adopt a particular religious or non religious belief are not appropriate. In general the Headteacher is consulted before a visiting speaker is confirmed. Visitors should not speak about raising money for any particular cause(s) without the prior permission of the Headteacher.

**Schools are strongly advised to have a policy for visitors to the school. See appendix**

### **Staff and Community Involvement in Collective Worship**

Certain named individuals [NAMES of staff, ministers, parents or friends of the school who are involved.....] are involved on a regular basis with the worship programme. Other staff and pupils are given the opportunity of being involved in this programme every term.

### **Summary of XXXXX School pattern of worship organisation**

<b>Day</b>	<b>Person Leading</b>	<b>Main Hall</b>
Monday	Head/Visitor/Vicar	Whole School 9.am
Tuesday	Class Teacher/Phase leader	KS1Hall/KS2 classrooms
Wednesday	Worship through Music ( <i>Music co-ordinator</i> )	KS1 1.00-1.20pm KS2 1.30pm-1.50pm
Thursday	Class Teacher/Phase leader	KS2 hall/KS2 classrooms
Friday	Celebration of Work (parents invited)	Whole school 2.30pm

Policy agreed by Board of Governors on [date]

Appendix: Visitors to CW