



'Let Your Light Shine'

Respect, Responsibility and Friendship

COLLECTIVE WORSHIP POLICY

Policy Lead Committee: Local Academy Committee **In consultation with:** Senior Leadership Team

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1. Introduction

Name of School: Rangeworthy Church of England Primary School

School's Vision:

Rangeworthy Church of England Primary School Christian Vision is to let our lights shine.

We aim to do this through our school values: respect, responsibility and friendship.

The words of Matthew 5:16 set out how Christians should *'In the same way, let your lights shine before others, that they may see your good deeds and glorify your Father in heaven.'*

We believe that, enabling children to let their lights shine ensures success for them and those around them both now and in the future. This is in terms of the way children look after themselves, their friends, their work, their school and the community.

2. Legal Framework

We acknowledge the legal requirement for each child to attend a daily act of worship either as a whole school, class or group.

We acknowledge there must be a daily act of collective worship for all pupils. This can take place at anytime 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. Worship at Rangeworthy Church of England school should be distinctly Christian and reflect Anglican traditions.

The Local Academy Committee have the responsibility for ensuring that the school can respond to IQ3 in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Framework 2023, which asks 'How is 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 headteacher.

3. School Statement on Collective Worship

At Rangeworthy, collective worship is central to the life of our school and is the main platform for exploring the school's vision. Worship 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.



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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, at Rangeworthy, 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 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.

4. Aims and Guiding Principles

This school follows the guiding principles highlighted in the document [Collective Worship in Church of England Schools Guidance](#).

Collective worship at Rangeworthy 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 is unpacked and explored so that the whole school community is challenged and engaged with the teachings of Jesus and the Bible.

¹ CEEO Vision statement 'Deeply Christian, Serving the Common Good Autumn 2026

² Collective Worship in a Church of England school must be in alignment with the religious foundation of the school (Christian). However, 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)



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- 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, through inviting children to form their own prayers using multi-sensory foci and introducing them to some well know 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 offered the opportunity to 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.

Collective Worship at Rangeworthy is inclusive

Worship is collective in that it involves meeting, exploring, questioning, and responding to others and, for some, to God. Pupils, their families and other adults can expect to encounter worship that is inclusive of, and fully accessible to, all. Many pupils and staff in our school will have a diverse range of faith backgrounds as well as of no faith background. Many pupils will naturally be at different stages of their spiritual journey during their time in school. Pupils will be given the opportunity to think and ask questions. There are opportunities to agree and disagree, to participate and to stand back and to consider and reflect. Care will be taken to ensure that the language used by those facilitating and leading worship avoids assuming faith in all those participating, listening and watching. Collective worship will involve meaningful contributions from the whole school community, including pupils. It is recognised that pupils will bring their own experience to worship. Inclusion requires pupil involvement in planning, leading and the evaluation of Worship.

Collective Worship at Rangeworthy is invitational



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Parents, pupils and adults can expect to encounter worship that is consistently invitational. There will be no compulsion to 'do anything'. Rather, worship will provide the opportunity to engage whilst allowing the freedom of those with any faith and those who profess no faith to be present and to engage with integrity. Pupils and adults will always only be invited to pray if they wish to do so. Prayer will always be accompanied by the option to reflect. Music and liturgies used in worship will reflect the best of traditional and modern Anglican Worship, it will connect with the theme and explore the sacred to educate and engage. Music used will reflect the diverse worship experience of the wider Christian community.

Collective Worship at Rangeworthy is inspiring

Pupils and adults can expect the worship they encounter to be inspirational. Worship should be formational and transformational: it will enable pupils and adults to ask big questions about who we are and why we do what we do. It will motivate pupils and adults into action, into thinking differently, and into reflecting on their and the wider community's behaviour and actions. As a result, of inspirational collective worship, they should be inspired to become courageous advocates of causes. It should encourage them to think searchingly about their faith, beliefs and/or philosophical convictions.

5. Organisation

5.1 Organisation of Collective Worship

We aim to provide a variety of inspirational, invitational, inclusive worship experiences for the children.

Collective Worship Structure:

Monday	Led by the Headteacher <i>Value for the term</i>
Tuesday	Led by the Senior Teacher <i>School vision and values</i>
Wednesday	Led by the church <i>Bible stories linked to the calendar</i>
Thursday	Led by staff <i>Singing</i>
Friday	Led by staff <i>Celebration</i>



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Visiting groups and individuals are welcomed into the school regularly to lead worship. Acts of collective worship lasts approximately 15 minutes.

Our inclusive daily worship begins with reflective, thoughtful music playing while we light the three candles to represent God the father, God the son and God the Holy Spirit. Children and staff are seated facing towards the focal point of the three candles and the worship board. This is followed by an invitational call and response and inspiring bible story. We end each Worship with a reflection time, which can focus on big questions – who, why, what? Followed by a prayer and invitational call and response.

Collective Worship time in school is distinct from other classroom activities, retaining a sense of occasion and togetherness. A table is used with a cloth (liturgical colours), a cross and candles are lit to act as a focus for worship.

Collective worship is always inclusive and includes a time of prayer and/or reflection.

The whole school attends church for acts of collective worship on a termly basis where they contribute towards annual Harvest, Christmas and Easter Services.

5.2 Leadership

- The headteacher, a member of staff, a child or small group of children, a whole class, a member of the clergy or local church, individual visitors or teams e.g. Open the Book lead our daily worship.
- The role of the local incumbent is to support and lead collective Worship in partnership with the Senior Leadership team on a regular basis, including additional services in the church throughout the church's year where possible and appropriate.
- 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

5.3 Planning

- Worship is planned by members of staff daily and this reflects Anglican tradition
- Roots and Fruits plans and resources are used to support the planning of worship
- All members of the school community, especially children, are invited to plan and lead acts of worship
- The range and variety of materials used, includes: websites, artefacts, stories, drama scripts, artwork, music, songs, film clips, focal points e.g. a picture or candle
- Planning provides opportunities for children and adults to explore faith in today's world
Explores the Christian belief in the Trinitarian nature of God
- Allows for spiritual flourishing through prayer, stillness and reflection
- Our worship reflects the cycle of the Church year



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- The Christian values of the school are identified, expressed and celebrated through collective worship
- Through careful planning, explicit links are made between Bible stories and the Christian values of the school

6. Recording, Monitoring and Evaluation Arrangements

Staff leading worship record, monitor and evaluate the impact of this. This is also monitored and evaluated by children, staff and foundation governors. Evidence of this shows the areas of strength and the development over time.

7. Roles and Responsibilities

7.1 Local Academy Committee

- Monitor and evaluate the content of this policy
- Regularly attend collective worship
- Evaluate acts of collective worship
- Liaise with the headteacher and worship lead with regard to collective worship
- Ensure that collective worship is inclusive and accessible to all

7.2 The Headteacher

- Plan, deliver, and evaluate collective worship
- Ensure that collective worship is inclusive and accessible to all
- Support staff and children in the planning and delivering of collective worship
- Liaise with local clergy
- Attend relevant training
- Keep up to date with any statutory changes and ensure that they are implemented

7.3 Class teachers

- Implement this policy through their practice
- Plan, deliver, and evaluate collective worship
- Support children in the development, planning and delivering of collective worship
- Ensure that collective worship is inclusive and accessible to all



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- Attend relevant training

7.4 Pupils

- Pupils will plan, deliver and evaluate worship.
- Pupils will join daily acts of collective worship and engage in worship in a way that they are comfortable with.

7.5 Parents/Carers

- Parents will be regularly invited to join collective worship
- Parents will be asked to evaluate worship through the use of a questionnaire

8. 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.

9. 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.

At Rangeworthy, we recognise that most children are from families who are not part of the Christian faith. 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



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Where parents have withdrawn their children from collective worship and request religious worship according to their particular faith or denomination, the Local Academy Committee and 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.)

10. Development and Sharing of the Policy

We ensure that this policy is known to all staff and Local Academy Committee members, parents and carers and, as appropriate, to all pupils.

This policy was developed within our school, in consultation with the local clergy and local academy committee members.

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.

We ensure that the principles for collective worship are reflected and applied in our policies and practice including those that are concerned with:

- Pupils' personal development and wellbeing
- SMSC and PSHE
- Staff recruitment, retention and professional development
- Behaviour and exclusions
- Teaching and learning
- Working with families and the wider community
- RE

We also ensure that information about collective Worship is included in the school prospectus and on the school website.

This policy is available on the school website: [Rangeworthy Primary School Policies](#)

Paper copies are available from the School Office



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Appendices Overleaf