



*‘Through God’s Love We Learn and
Flourish Together’*

Corinthians 16:14

Compassion, Courage, Perseverance, Respect, Thankfulness, Trust

COLLECTIVE WORSHIP POLICY

Policy Lead Committee:	Local Academy Committee	In consultation with:	Senior Leadership Team
Approved by:	 K. Rolph, Chair of Committee	Date:	13th January 2026
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1. 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 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. 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 Aylburton and English Bicknor Church of England Primary Schools should be distinctly Christian and reflect Anglican traditions.

The Local Academy Committee of the school 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.

2. Schools Statement on Collective Worship

At Aylburton & English Bicknor Church of England Schools, the daily act of collective worship is viewed as an integral and important part of school life. It is a time where we come together to explore our beliefs, worship God, develop community spirit and celebrate our achievements (and sometimes failures) together. The worship of the school is based on promoting the Christian values which permeate the ethos of the schools. As such, the contributions of staff, pupils, clergy and other visitors are valued highly. Worship is led by staff, clergy, children and other special visitors throughout the year.

In Aylburton and English Bicknor Church of England Schools worship is central to the life of school and is the main platform for exploring the school's vision. Our school vision, *'Through God's love, we learn and flourish together'*, is firmly rooted in Corinthians 16:14 - 'Let all that you do be done in love'. We aim to create a kind, caring and nurturing learning environment that inspires all children and enables them to succeed. We support and encourage each other to do our very best in whatever we choose to do. Collective worship allows us to explore our school vision in action.

Collective 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. 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, Aylburton and English Bicknor Church of England Schools 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.

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 faiths) calendar (Collective Worship in a Church of England 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.) Pupils will be offered time to be able to contemplate and develop spiritually. Collective Worship in our school is invitational, inspirational and inclusive.

3. 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 at Aylburton and English Bicknor Church of England Schools 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.
- 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 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 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.
- During collective worship children are invited to take part in leading, acting or other areas. They are also invited to join together in prayer, "Now I am going to say a prayer and if you would like to make it your prayer too you can say Amen with me".
- Collective Worship is inspirational for adults and children through the multi-sensory and inclusive manner in which it is delivered.
- Collective Worship is inclusive of the whole school community. All children and staff are invited to take part in worship as well as parents and other members of our school community.

4. Organisation

We aim to provide a variety of worship experiences for the children. Over a week, Worship events will take place and may include; Whole school worship, Open the Book Team, local clergy, Praise, Classroom Worship, Celebration Worship.

A collective worship leaflet outlines the structure of collective worship at our schools and states our values focus for each term. All worship sessions should be invitational, inspirational and inclusive.

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. Planning

Collective worship is planned by individual members of staff supported by the Senior Leadership Team. A range of resources are used to assist with the planning of worship e.g. Roots and Fruits 1 and 2, Gloucestershire Diocese documents such as 'Language of Spirituality' and Picture News.

- The worship team, a small number of Upper KS2 children, are invited to lead aspects of collective worship. They are encouraged to take part in planning and leading at least once a week.
- In a typical school week at least one act of worship reflects the cycle of the Church year and one focuses on the identified Christian values of the school – often explored through Bible stories. The Christian values are explored through a rolling programme over two academic years.
- A pattern for worship which reflects Anglican tradition – gathering, engaging, responding, sending out.
- A variety of materials are used, including: websites such as BBC clips, artefacts, stories, drama scripts, artwork, music, songs, and focal points e.g. candles
- Collective worship can be planned in response to a news event which can help us to explore faith in today's world
- Collective worship explore the Christian belief in the Trinitarian nature of God through the use of three candles and the discussion of what they represent.
- Spiritual flourishing is encouraged through prayer, stillness and reflection particularly in the 'responding' element of Collective Worship.

Collective worship often takes place in the school hall or Church where possible. On good weather occasions it can take place outside. The atmosphere for worship is created using candles as a focal point, cloths of the liturgical colours as well as Christian signs and symbols. Timings for Collective worship are around 15 minutes per school day. One member of staff or the worship team lead worship and all attending staff support children with accessing worship as well as being invited to take part in discussions, reflection and prayer.

6. Recording, Monitoring and Evaluation

The Headteacher and Senior Leadership Team, as well as the Local Academy Committee are responsible for monitoring of Collective Worship. The evidence from the monitoring of Collective worship shapes the development of worship of over time.

7. Roles and responsibilities

It is the responsibility of the Headteacher and Senior Leadership Team to uphold the actions and principles of this policy. The Headteacher is held accountable by the Local Academy Committee.

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. Within all school communities, 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.)

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 is available on our school website.

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
- Care, guidance and support
- Behaviour, discipline and exclusions
- Working in partnership with parents, carers and guardians
- Working with the wider community
- 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's websites:

www.aylburtoncofe.co.uk/policies

[Policies | English Bicknor C of E Primary School](#)

Paper copies are available on request from the School Office