



Collective Worship Policy

This policy should be taken as part of the overall strategy of the school and implemented within the context of our vision, aims and values as a Church of England School.

School policy agreed by Local Governing Body

Signed:	<i>Ben Yearsly</i>	Name:	Ben Yearsly
Date:	January 2026	Role:	Chair of Governors

School policy written by and authorised for issue

Signed:	<i>Steve Lung</i>	Name:	Steve Lung
Date:	January 2026	Role:	Headteacher

Review cycle:	Triennial	Review date:	January 2029
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Aims

The aspiration to provide collective worship that is Inclusive, Invitational and Inspiring is underpinned by the following aims and objectives and will be monitored and quality assured through the Statutory Inspection of Anglican and Methodist Schools (SIAMS) and the school's leadership team and ethos committee.

Collective worship in a Church of England school will do the following:

- Explore our school's vision and how that underpins our shared values of compassion, courage and curiosity to develop character and contribute to academic progress.
- Help pupils and adults to appreciate the relevance of faith in today's world by encountering the teachings of Jesus and the Bible and developing understanding of the Christian belief in the trinitarian nature of God.
- Offer the opportunity, without compulsion, to all pupils and adults to grow spiritually through experiences of prayer, stillness, worship and reflection.
- Enable all pupils and adults to appreciate that Christians worship in different ways, for example using music, silence, story, prayer, reflection.

- Enable pupils to develop skills through engaging in the planning, leading and evaluation of collective worship in ways that lead to improving practice.

Our vision is, through partnering with families and the wider community, to enable every child to flourish; providing them with a strong foundation that nurtures each individual’s academic and personal growth toward being a compassionate, courageous and curious young person so they can live life to the full and play their part in making a difference in the world.

As a Church school, our vision statement is rooted in the Biblical verse found in the Gospel of John, chapter 10 verse 10:

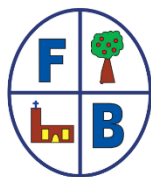
‘The thief comes only to steal and kill and destroy; I have come that they may have life and have it to the full.’

The Church of England Education Office, in their publication ‘Our Hope for a Flourishing Schools System: Deeply Christian, Serving the Common Good’ adds more insight to the Biblical understanding of John 10:10:

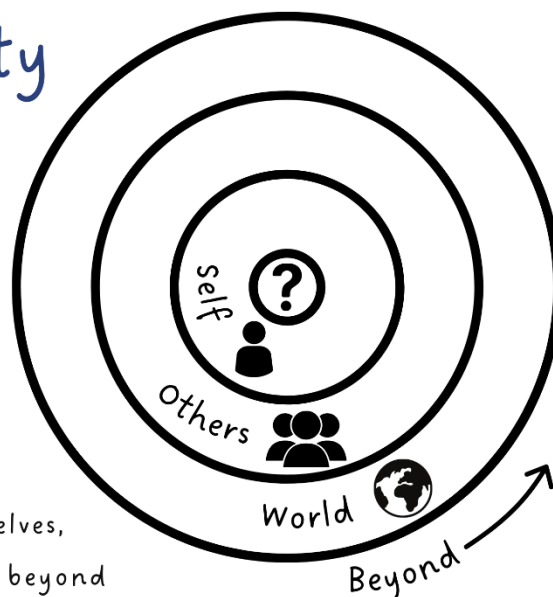
‘The Greek word that we translate as ‘life’ is the word ‘ZOE’ – one of a range of words that could be translated as ‘life’ in English. Through the word ZOE, Jesus offers us a broader, deeper, social, moral, cultural, relational, spiritual life that is far beyond whether we are simply alive or not. ZOE life is the full, abundant, broad, deep, rich sense of living together through all the ups and downs, twists and turns, joy, pain, elation, depression, dancing, weeping, singing and mourning.

The school’s provision of collective worship is grounded in the our shared definition of spirituality:

Spirituality at Flax



Connecting with and wondering about ourselves, others, the world and beyond



Our exploration of spirituality stretches beyond collective worship and flows throughout the school day within our Character Curriculum. We believe it is important to develop our spirituality because it:

- Allows us to connect and relate with the world we live in
- Supports positive individual and collective wellbeing
- Encourages us to be thankful
- Encourages us to make space and time to reflect
- Supports positive behaviour, relationships and our sense of belonging

The Law

‘All maintained schools must provide religious education and daily collective worship for all registered pupils and promote their spiritual, moral and cultural development.’

‘Collective worship in county schools and equivalent grant-maintained schools must be wholly or mainly of a broadly Christian character, though not distinctive of any particular Christian denomination.’

1994, Circular 1/94

As a Church of England school, we are committed to offering high quality collective worship. We recognise and value collective worship as central to fostering a sense of community and to expressing the school’s Christian vision. In practice this means that structure, planning, evaluation, participation, collaboration, and inspection of worship are all taken seriously by the school and its ethos committee.

Collective worship is the unique heartbeat of the school and is offered as part of a wider opportunity for pupils and adults to encounter faith by engaging in conversations about God, both as individuals and together. We want pupils to leave school with a rich experience and understanding of Christianity, and we are committed to offering them an encounter with Jesus Christ and with Christian faith and practice in a way that enhances their lives.

We are committed to ensuring worship is inclusive, invitational and inspiring.

Inclusive

Worship is collective in that it involves meeting, exploring, questioning and responding to others and, for some, to God. In the Church school 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 come from homes of different faith backgrounds as well as of no faith background. Moreover, many pupils will naturally be at different stages of their spiritual journey during their time in school. Pupils should be given the opportunity to think and ask questions. There should be space to consent, and dissent:

to participate and to stand back; and to consider. It is an expectation that care will be taken to ensure that the language used by those facilitating worship avoids assuming faith in all those participating, listening and watching.

Collective worship should not be 'done to' but 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.

Invitational

Parents, pupils and adults can expect to encounter worship that is consistently invitational. There should be no compulsion to 'do anything'. Rather, worship should provide the opportunity to engage whilst allowing the freedom of those of different faiths and those who profess no religious faith to be present and to engage with integrity. The metaphor of 'warm fires and open doors' captures this idea. The warmth of the fire derives from the clarity and authenticity of the Christian message at its heart. There is no value to an encounter with a watered down, lowest common denominator version of faith. Importantly the door is open, all are welcome to come in and sit as near or as far away from the fire as they feel comfortable.

Pupils and adults should always only be invited to pray if they wish to do so and should be invited to pray in their own way. Prayer should always be accompanied by the option to reflect. Music and liturgies used in worship should reflect the best of traditional and modern Anglican worship and it should connect with the theme. Music used should reflect the diverse worship experience of the wider Christian community.

Inspiring

Pupils and adults can expect the worship they encounter in to be inspirational. Worship should be formational and transformational: it should enable pupils and adults to ask big questions about who we are and why we do what we do. It should 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.

Withdrawal from Collective Worship

The Church of England recognises the right of withdrawal from collective worship for those parents or pupils who wish to exercise this option. The Education Reform Act 1988 makes provision for pupils and teachers to withdraw from Collective Worship.

Parents wishing to exercise this right are asked to express their wish in writing to the Headteacher, school will then provide alternative provision.

Provision

The rhythm of daily worship will provide a shared set of symbols, signs, words and actions which give the community a language upon which it can draw, in times of joy and grief. Such an experience is key to fostering a sense of cohesion within the school community.

Collective worship may take place as a whole school or in individual classes.

Throughout the year, our Church school community may meet to celebrate and mark certain seasons in the Church calendar, such as Lent and Advent. Other important events in the school year, such as the start and end of the academic year, may be marked by formal acts of collective worship. Pupils and adults will encounter the practice of regular prayer and worship as a normal part of the life of the school. These activities will help provide a rhythm and stillness as a pattern of community life.

Parents, pupils and adults can expect that worship in a Church school will follow a recognisable structure that will help focus worship on one idea. This helps to give organisation and clarity to the unfolding of that idea, as well as helping the leader to ensure that worship is age-appropriate and moves away from making it a performance art.

We have adopted the GERS model which provides a recognisable structure and rhythm to our collective worship:

GATHER	ENGAGE	RESPOND	SEND
Coming together to prepare for collective worship	Interacting with the main theme or concept of collective worship	Expressing our personal reflections to the concept	Leaving with a sense of hope and a call to action to live out the concept explored
<p>e.g. “Peace be with you.” <i>“And also with you.”</i></p> <p><i>“We light this candle and remember God as Father, Son and</i></p>	<p>e.g. <i>Bible story, artefact, topical event, message</i></p>	<p>e.g. <i>prayer and alternative reflection, challenge, practical application</i></p>	<p>e.g. “As we leave this place and go on with our day.” <i>“Let’s continue to grow together towards life in all its fullness.”</i></p>

*Holy Spirit. Jesus
light of the world,
shine your light on
us today and
always. Amen.”*

Monitoring

Monitoring, by the senior leadership team and ethos committee, will seek to ensure and assure the quality and impact of collective worship through answering the following questions:

How is Collective Worship enabling pupils and adults to flourish spiritually?

- How do the theologically rooted Christian vision and the Anglican foundation of the school shape worship and spirituality in the school?
- How do partnerships with the DBE and partnerships with parish/local church enhance this?
- In what ways is the worship life of the school inclusive, invitational, and inspirational?
- In the context of the school as a Church school, what do pupils and adults understand to be the meaning of spirituality? How does this enhance and enrich collective worship and individuals' spiritual development?