



## Collective Worship Policy

**Policy LAB Approval:** September 2025

**Date of last review:** October 2024

**Date of next review:** September 2026

**Policy Owner:** Headteacher- Emma Rose

## Our Vision

At Pinvin we are a caring inclusive school, where everyone is welcome as Jesus welcomed all. We work closely with all stakeholders to support our children in achieving their God given potential.

At Pinvin C of E Academy, we believe that every child is a unique creation of God, with a bright future as promised in **Jeremiah 29:11: "For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."**

We strive to create a nurturing and inspiring environment where every child can achieve their full potential. Our vision is to ensure that all our pupils can **'Be happy, grow and flourish.'** in a safe and supportive community. Through innovative teaching and a commitment to Christian values, we prepare our pupils to become confident, compassionate, and resilient individuals, ready to thrive in a changing world.

## Equality and Diversity Statement

At Pinvin C of E Academy we promote equality of opportunity. We promote positive attitudes and encourage active participation of all stakeholders regardless of race, gender, disability, age, religion, belief and sexuality. In so doing we strive to eliminate any unlawful discrimination or harassment of any group and where any such harassment is found appropriate action will be taken immediately.

***This policy has been reviewed; to the best of our knowledge, we do not feel it impacts negatively on any specific group or individual within our school community.***

## Collective Worship Policy

In Pinvin C of E Academy worship is central to the life of our school and is the main platform for exploring together our school's vision.

Collective Worship in Pinvin C of E Academy takes place on a daily basis and is distinctly Christian, reflecting Anglican traditions. It is well planned and of high quality so that the whole school community is engaged on a journey of discovery, to learn with joy and flourish in love, faith and wisdom, exploring the teachings of Jesus and the Bible.

Through Collective Worship, pupils will be offered a space and a place for the telling of the Christian story and explore the significance of the Holy Trinity. They will be offered an understanding of worship through being invited to participate in or observe prayer, reading and reflection on the Bible, liturgy, music, words and art. Opportunities to reflect on the beauty, joy and pain of the world will be given. Time will be given for celebration, both for the accomplishments of school members and to mark the seasonal festivals of the Christian calendar and those of other faiths.

### Aims and Guiding Principles

Collective Worship is the heartbeat of our school and as such it encompasses all that we do and supports our school vision. Therefore, Collective Worship at Pinvin C of E Academy strives to follow the following principles:

#### It is invitational:

Acts of Collective Worship will:

- encourage pupils to consider the needs of others through charitable service and courageous advocacy
- nurture reflection, stillness, meditation and prayer
- provide pupils with (age appropriate) opportunities to explore the spiritual dimension of their lives through music, images and words
- provide a sense of occasion that is separate from the rest of the school day
- foster an appreciation of the natural world and our shared responsibilities for caring for it
- develop clear partnerships between worship in the school and the wider community.
- nurture an understanding of the need for social justice in our world

**It is inclusive:**

Our understanding of Christianity is that it is an inclusive faith, inspired by the life of Jesus Christ. Thus, we welcome children and staff of all faiths to our worship. Through their Christian character our acts of Collective Worship will:

- create a sense of fellowship and belonging
- recognise, respect and celebrate the diversity of cultures, lifestyles and faiths which exist in our school and local and world community
- have an atmosphere in which everyone feels valued and safe
- be appropriate for every student to attend
- focus on issues and experiences which are relevant to the pupils and adults
- foster active roles of pupils, parents and members of the local community
- provide a variety of different opportunities for reflection, understanding of diverse liturgical traditions, to enable our school family to flourish spiritually.

**It is inspiring:**

Our acts of collective worship provide wider opportunities to:

- foster a sense of awe and wonder at the beauty, mystery and power of the natural world
- allow reflection and increase awareness on fundamental questions of life
- promote wide ownership of our Christian vision
- foster concern for the needs of others and our world
- enhance, complement and extend curricular work
- provide a time for sharing the successes and failures of others
- encounter and explore Jesus's teachings to grow in wisdom
- include appropriate references to and elements of other faiths and non-religious worldviews
- provide opportunities to celebrate the academic, social, personal and wider achievements of pupils
- ensure that materials and themes for worship are carefully selected to ensure that children have a clear understanding of how the teachings of Jesus impact what we do locally, nationally and globally.

**Therefore, we will ensure that:**

- a range of people are involved in leading worship, including learners
- opportunities are offered 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
- the timetabling of acts of worship includes the use of the classroom, outdoor areas, the communal hall and the local church

- worship is planned in relation to our distinctive Christian vision and associated values
- worship is regularly evaluated by a range of members of the school community including children and governors
- opportunities for worship / prayer are offered throughout the day eg during collective worship, creative prayer, lunchtime thanksgiving and end of day prayers

### Pattern of Collective Worship:

Our regular pattern of worship ensures that children experience worship from a range a different leaders and viewpoints, whilst maintaining the integrity of Anglican Liturgy.

Day	Type of Worship	Venue	Led by
Monday	Whole School Worship	Hall	SLT
Tuesday	ISing Pop. This focuses on key Christian values, the Life of Jesus and the Seasons of the church year.	Hall	Collective Worship Lead Miss Kerri-Anne Smith
Wednesday	Teacher Led Whole School Collective Worship	Hall	Teaching Staff
Thursday	Hymn- singing songs of praise	Hall	Mr Alan Dodson
Friday	Whole School Celebration Worship- focus on Joy	Hall	SLT/ Teacher Staff

Each class, year group gets the opportunity to participate in a session based on a particular Christian Festival or Bible story. These sessions are led by a member of SLT, the Collective Worship Lead or Rev Claire and Rev Jane.

Each year we have a Vision and Values Day this includes a focus on the Bible Stories and festivals linked to our School Christian Values. Pupils will express themselves through singing, dance, writing prayers, arts and crafts and concludes with worship. Creations are then subsequently displayed in school.

### Planning, Recording, Monitoring and Evaluation

#### Planning:

- A half termly overview plan for worship is planned by the Collective Worship Lead and shared with SLT, staff, governors (LAB) and local clergy.
- Collective Worship is planned using the Liturgical calendar and the calendars of other faiths.
- A clear liturgy is followed for each act of Collective Worship.
- A time of reflection is planned as part of the worship.

- Diocesan recommended resources are used to support the planning of collective worship, i.e Roots and Fruits and iSing Pop.

### **Monitoring and Evaluation**

- The effectiveness of Collective Worship is monitored within our regular termly monitoring cycle.
- Collective Worship is monitored by the Senior Leadership Team, Collective Worship Lead, members of the Junior Leadership Team, Governors and the Trust to ensure that Collective Worship remains invitational, inclusive and inspiring.
- All monitoring for Collective Worship is kept in the Collective Worship File which is kept by the Collective Worship Leader. This includes:
  - Pupil voice interviews/impact sheets
  - Staff voice interviews
  - Collective Worship observation sheets
- At the end of each term we evaluate the successes of Collective Worship with the pupils to then make improvements for the next term.

### **Roles and Responsibilities**

#### **The LAB should:**

- Provide a statement within the school prospectus which makes clear that the aims of Collective Worship within the school are based on its Christian foundation and includes parents' legal right to withdraw their children from the act of worship
  - Ensure that the school fulfills its legal responsibility for Collective Worship
  - In conjunction with the Headteacher, monitor the effectiveness of Collective Worship within the school and make recommendations for its development in accordance with the SIAMS Schedule.
- **The Headteacher and Collective Worship Lead:**
    - Co-ordinate timetabling and planning, in conjunction with the school and church community
    - Ensure that the school prospectus, welcome / induction pack and website have clear statements about the school's ethos for Collective Worship, (including the right of withdrawal)
    - Ensure that there is a balance of regular and one-off visitors during the year, and being a point of contact for those visitors so that they understand their contribution to the worship life of the school
    - Organise the evaluation of Collective Worship
    - Be a part of the SIAMS inspection process
    - Support other members of staff
    - Know where to go for good resources to support worship

- Liaise with the music leader to ensure that music used as part of school worship fits the themes and school ethos, and is appropriate for use in school worship
- Lead staff meetings that have a focus on Collective Worship
- Be responsible for leading school worship teams, or prayer and reflection spaces.

**The Values Leaders (Junior Leadership Team) should:**

- Plan and lead Collective Worship
- Suggest new ideas for Collective Worship
- Contribute to the monitoring and evaluation of Collective Worship in the school
- Promoting Collective Worship within the school

**Staff should:**

- Support the crucial role that Collective Worship plays within the school
- Plan and lead Collective Worship when required
- Provide opportunities for pupils to reflect on worship at other times during the week.

**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. This support is provided by Diocese of Worcester Education Team and in school training led by the Collective Worship leader. Training needs for staff may be identified through regular subject leader audits as well as performance management cycles. Additionally, support and guidance are provided for visitors and the clergy who lead Collective Worship.

**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 Pinvin C of E Academy there are significant numbers of children whose families are members of another faith, or who hold a non-religious world view.

On occasion, 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 faith or denomination, the governors 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.*)

### **Review**

This policy will be subject to the normal cycle of policy review and will be reviewed and ratified by the Governing Body every year. Furthermore, there may be occasions where this policy is reviewed outside the normal review cycle, including but not limited to:

- A change in the SIAMS Schedule for Inspections
- A change in legal position framework for Collective Worship.