

BENTLEY ST PAUL'S C OF E PRIMARY SCHOOL

COLLECTIVE WORSHIP POLICY



'Growing together in faith, love and trust, we will succeed.'

And we know that God causes everything to work together for the good of those who love God and are called according to his purpose for them. Romans 8 v28

At Bentley St Paul's, we encourage and support children in achieving their full intellectual, spiritual, physical, social and emotional potential. In a welcoming and caring community founded upon Christian values, we strive to develop happy, confident and independent children, inspiring them to be life-long learners.

Date: September 2025

Review date: September 2027

Introduction

Our Collective Worship Policy strengthens and supports the Christian ethos of our school, explores our vision *Growing together in faith, love and trust we will succeed*, and the associated values we derive from them Friendship, Forgiveness, Trust, Peace, Wisdom, Responsibility and Respect. Our worship reflects the variety of traditions found in the Church of England and will recognise and follow the Christian liturgical year.

Worship in our school is not simply a statutory duty. The daily Christian act of collective worship is the heartbeat of our school, central to our ethos and is supported by all staff and governors. It makes an important contribution to the overall spiritual, moral, social and cultural development of the whole school community.

The aims and purpose of Collective Worship as defined by the Education Reform Act 1988 are as follows:

- To provide an opportunity for the children to worship God.
- To enable children to consider spiritual and moral issues.
- To enable children to explore their own beliefs.
- To encourage participation and response
- To develop in children a sense of community spirit
- To promote a common ethos with shared values and to reinforce positive attitudes.

Legal Requirements

We seek to comply with the School Standards and Framework Act 1998 (Section 70 and Schedule 20) which requires that:

- All registered pupils (apart from those whose parents exercise the right to withdrawal) must on each school day take part in an act of Collective Worship.
- The daily act of Collective Worship should be conducted in accordance with the provisions of the Trust Deeds of the school and the ethos statement in the Instrument of Government and should be consistent with the beliefs and practices of the Church of England.
- All acts of Collective Worship in Church schools must be Christian in character. Pupils can be grouped in various ways for worship such as the whole school, year groups, tutor groups, classes, or other combinations.
- Acts of worship must be appropriate for the pupils in that they should take account of the pupils' age, aptitude and family backgrounds.
- The daily act of Collective Worship will normally take place on the school premises, but all schools are able to hold their Act of Collective Worship elsewhere (e.g. the local Parish Church) on special occasions.
- Responsibility for the arrangement of Collective Worship in a Church of England school rests with the Local Governing Body in consultation with the Headteacher.

Principles of collective worship

- Develop a deeper understanding of themselves, their feelings and experiences.
- Appreciate the feelings and needs of others, developing a sense of community in our school and as part of a wider community.

- Become aware of, and celebrate what has meaning, value and purpose for them, for our school and for the wider community.
- To celebrate difference and diversity.
- To celebrate achievements and special occasions.
- To feel a sense of awe and wonder of the world about them and a sense of their place within it.

Each adult and pupil will experience worship that is truly welcoming, inclusive and exemplifying the principles of Christian hospitality (see Church of England's Collective Worship Guidance).¹ Collective worship therefore will be:

- **Inclusive** – Our acts of worship recognise that pupils and staff come from homes of different faith backgrounds as well as no faith backgrounds, so it will be inclusive of, and fully accessible to all. Care will be taken to ensure that language used by those facilitating worship avoids assuming faith of those participating, listening or watching.
- **Invitational** – In our acts of worship, there is no compulsion to 'do anything'. Rather, worship will 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. Pupils and adults will only be invited to pray and sing if they wish to do so.
- **Inspiring** – By asking and discussing big questions about who we are and what we do in worship we hope to motivate pupils and adults into action. There will be opportunities to think, reflect and ponder on their and the wider community's behaviour and actions.

Implementation

In addition to the above, we seek to provide acts of Collective Worship that reflect the faith and practice of the Church of England. Therefore:

We use the Bible as a sourcebook for inspiration and learning and make pupils familiar with the Lord's Prayer, psalms and other verses of scripture. We also introduce them to a variety of well-known prayers – many of which express the central beliefs of Christians throughout the ages.

We use aspects of Anglican liturgy to create a framework for worship Welcome, engage, respond, Blessing. We observe the cycle of the Anglican year including celebrations of the major Christian festivals.

At Bentley St Paul's, we aim to provide a worship space which is attractive and well prepared with appropriate thought having been given to colour, space, seating, ambience and music.

We foster links with St Paul's Church, involving the Reverend Julie in leading collective worship and providing coherence between worship in church and school and visit 7 times per year as part of the Christian calendar.

We work closely with the Brentwood Christian Workers Trust who lead Collective Worship each half term and attend to lead additional workshops across the school for specific Christian Festivals.

¹ <https://www.churchofengland.org/sites/default/files/2021-05/Collective%20Worship%20Guidance%2018052021.pdf>

We recognise that different members of our school community spiritually reflect in different ways. Music, story, silence, prayer, drama and other approaches are incorporated within a varied collective worship offer.

Connections with other Christian denominations and faiths

The Anglican Communion sees itself as part of a global church and promotes ecumenism. At Bentley St Paul's, we work to promote links with other local churches and Christian organisations and welcome their clergy and leaders as contributors to acts of collective worship. We recognise that while some of our pupils and families belong to Anglican churches, many worship regularly at churches of other Christian denominations, while others come from different faith backgrounds or none. We endeavor to provide a setting in which the integrity of those present is not compromised, where everyone finds something positive for themselves and there is no pressure to participate inappropriately or to believe.

Rights and Responsibilities

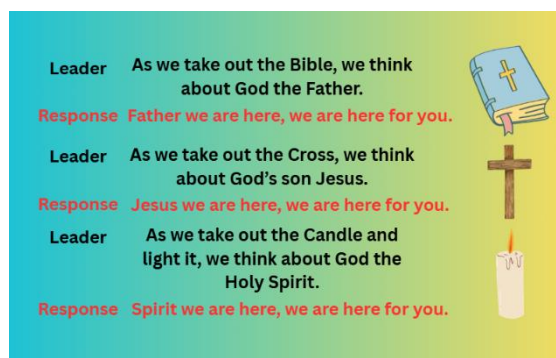
As established by the 1944 Act and reinforced through this policy, parents have the right to withdraw their children from Collective Worship. However, having chosen to send their children to Bentley St Paul's it is hoped that no one will exercise this right. Should such a situation arise, appropriate arrangements would be made in keeping with the requirements of the Act.

Our Collective Worship Pattern and Practice

Organisation

The daily act of Collective Worship takes place daily, sometimes this is in conjunction with an assembly.

The Heads of School open the Worship with a greeting and response:



Worship concludes with an invitational reflection and prayer and on most occasions a hymn.

At the end of Worship, the Adult begins and the children join in with:

*Father as we go,
Jesus as we go,
Spirit as we go,
Bless us all as we go.
Growing Together in Faith, Love and Trust we will succeed.*

Collective Worship is timetabled and follows a weekly pattern of Worship.

Day	Monday 10am	Tuesday 10am	Wednesday 10am	Thursday 10am	Friday 1.15pm
Focus	Bible Study	Open the Book Bible Stories	Values for Life	Key Stage (Roots and Fruits & Oscar out of the box)/ Songs of Praise	Celebration Worship
Leader	Head Teacher	Mini-team	Deputy Head	Staff Rota	Head Teacher

Each half Term Worship follows one of the School Values. Each value is explored through different stories from the Bible or stories that explore the Value in greater depth. Each week there is a running theme for the stories and children explore different ways Christians understand and live by the value.

Our Values:

Friendship

Forgiveness

Trust

Peace

Wisdom

Responsibility

Respect

	Monday	Tuesday	Wednesday	Thursday	Friday
	Bible Study	Mini-team	Values for Life	Key Stage (Roots and Fruits & Oscar out of the box)/ Songs of Praise	Celebration Worship
Term 1	Respect & Friendship				
Term 2	Friendship & Wisdom				
Term 3	Trust				
Term 4	Forgiveness				
Term 5	Peace				
Term 6	Responsibility				

Tuesday Worship is led by 'mini-team'. A small team of children lead by our RE and Worship Ministers. They use the Open the Book resources to celebrate stories from the Bible.

The Rector leads the school once a fortnight in an act of Worship in the school hall following the themes on the half termly timetable.

The fortnightly 'Songs of Praise' includes a time of reflection and prayer as well as a focus on the words of each hymn as it is introduced.

We have half termly visits from the Brentwood Christian Workers Trust who lead Worship.

To create an appropriate atmosphere for our collective Worship, a selected piece of music is played as the children assemble and leave.

At the front of the Worship area there is a 'Worship table' covered with a coloured cloth to match the liturgical colours of the seasons of the Church Year. A wreath has coloured ribbons added to reflect the time of the Liturgical Calendar. On the table are placed a candle, a Bible and a cross to act as a stimulus and focus for the day's Worship (if applicable.)

Each classroom also has its own Worship area for children and adults alike.

Church Services

Church Services are held at St Paul's Church seven times a year. These are led by both the children and the Rector.

Church Service	Led By
Harvest Service	Class 2
Advent Eucharist	Class 3 and Rector
Christingle (in school)	Rector, Heads of school and Ministers
Ash Wednesday Eucharist	Rector
Easter Service	Class 4
Pentecost Eucharist	Class 5 and Rector
Summer Service	Classes R and 1
Leavers Service	Class 6

When classes lead the Service they prepare all aspects including readings, hymns and prayers. When the Service includes Eucharist the class leads the service and the Rector leads the central liturgical celebration and the children are involved in the offertory and prayers.

The service on Ash Wednesday is led by the Rector. The children have the opportunity to receive 'ashes' and also are involved in the offertory, readings and prayers.

When a class leads a service the parents of children in that class are invited to join us in Worship at the Church.

We hold a Christingle Service in the School hall where the children make their own Christingle and we join together to celebrate. Year 6 Minister and Heads of school lead this with the Rector.

Pupil Participation

Pupils have an opportunity to participate in our Worship in the following ways:

- To help the head lead Worship through Mini-team, reading and re-enacting bible stories, asking questions and sharing prayers.
- Prayer is central to our acts of Worship. It is introduced with a form of words that invites but does not coerce pupils to participate. Our prayers are addressed to Jesus and 'God' reflecting the traditions and practices of the Church of England. We hope that pupils who prefer not to pray will use these moments to reflect on the important messages shared in our Worship.
- Pupils take an active part in Worship. For example: question and answer, dressing up, holding up artefacts, finding mystery items in bags/boxes, talk partners, identifying themes in visual images, reading prayers, Bible reading, singing.
- To help plan and participate in their own class led Worship once a year.
- To write a prayer for their class prayer book based on a theme.

- Year 6 pupils have responsibility for the music, displaying computer images and words on the screen as well as preparing the hall for Worship.
- Interactive participation at the invitation of the Worship leader or visitor (coming to help at the front is very popular).
- To provide a reflection on the weekly Worship as part of their spiritual development. The RE and Worship Ministers have this responsibility. They then write these reflections to hang on the Prayer Tree or display on the Reflection board.

Planning

The Worship Co-ordinator is responsible for:

- Worship policy development including informing the school development plan.
- Planning the Worship yearly programme in partnership with the Head of School, Clergy, Leadership team, Music co-ordinator and in consultation with staff.
- Leading whole school INSET to refresh ideas, explore good practice and new initiatives, and to disseminate information as appropriate.
- Working with Worship Ministers to deliver Worship on a regular basis
- Ensuring the cycle of the Church year is reflected in our planning and delivery, with a pattern of Worship that reflects Anglican tradition.
- Identifying how Christian values are expressed and celebrated through collective Worship.
- Making explicit links between Bible stories and the Christian values of the school.
- Identifying a range and variety of materials to use in the delivery of Worship, including websites, artefacts, stories, drama scripts, artwork, music, songs, film clips, focal points e.g., a picture or candle.
- Providing the children and adults the opportunity to explore faith in today's world.
- Nurturing and giving opportunities for spiritual growth through prayer, stillness and reflection.

Resourcing, Staff development and training

The budget for Collective Worship is distinct from the budget for Religious Education. There is a wide selection of assembly books and artefacts. We ensure that all staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

Visitor Leaders to Collective Worship

We welcome visitors to lead and participate in our Collective Worship. This includes the Brentwood Schools Christian Workers Trust (BSCWT.) Visiting Collective Worship Leaders are asked to read and comply with our school visitor and safeguarding policies: the welcoming member of staff/Head of School/Collective Worship Lead will discuss with the visitor, prior to the visitor leading Collective Worship, the content, expectations and practices Collective Worship. The purpose is to ascertain its

suitability for the school community. Visitors are never left alone with children as the supervision of pupils remains the responsibility of school staff.

Contribution to Spiritual, Moral, Social and Cultural development

We recognise that although SMSC development should be fostered across the whole curriculum, acts of Collective Worship provide a multitude of opportunities in this area. For example, children will be encouraged to reflect on and celebrate the deeper meanings of life, consider their own behaviour and recognise the need for forgiveness, appreciate the contributions of others and respond to their needs, value their own culture and the cultures of others.

Monitoring and Evaluation

Our Collective Worship practice is regularly reviewed by the SLT, through discussions with pupils, staff and our Rector, through observations and reflections. These evaluations feed into the planning and delivery of future Worship.

Collective Worship is monitored by the Headteacher/Worship leader and Governors. The SLT discuss the impact of Worship and make changes and adaptations to ensure it continues to develop, enriching children's and adults' experiences.

Inclusion

We are committed to equality of opportunity regardless of race, gender, cultural background, ability or any physical or sensory disability. We therefore aim to make Collective Worship accessible to all and accommodate ourselves to individual needs when appropriate. Where a child with high needs finds it difficult to engage in whole school Worship, an act of daily worship with an adult will take place in a suitable space.

Implementation of Policy

The Head Teacher is responsible for this policy which will be reviewed every two years. Its implementation is the responsibility of all those leading Collective Worship.

Review

This policy will be reviewed every two years.

Written By:	Louise Putt
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