



St Paul's CE Primary

Collective Worship Policy

Flourishing in Faith, Hope and Love' (Corinthian 13 v 13)

UNICEF Children's Rights

Article 12 – To express their views, feeling and wishes in all matters affecting them, and to have their views considered and taken seriously.

Article 13 (freedom of expression) Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

Article 14 (freedom of thought, belief, and religion) Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights.

Article 31 (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

Article 29 (goals of education) Education must develop every child's personality, talents, and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Article 28 (right to education) Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children's dignity and their rights. Richer countries must help poorer countries achieve this.

In our school our Christian vision shapes all we do.

The vision of St Paul's Church of England Primary School is to serve our community by delivering the highest quality education and creating an ethos that values and welcomes every individual into a safe, inclusive, caring, respectful, aspirational, and joyful environment. We aim to inspire all to flourish and realise their full potential through a holistic approach that celebrates bravery and innovation, guided by the Christian foundation of our school.

Our vision is underpinned by our Christian values of:

- **Love**
- **Hope**
- **Forgiveness**
- **Thankfulness**
- **Respect**
- **Justice**

We will achieve our vision by:

- *Inspiring all individuals to achieve their full potential and flourish*
- *Offering a progressive, balanced, and aspirational curriculum*
- *Collaborating to provide an education of the highest quality within the framework of Christian belief and practice*
- *Cultivating an awareness of the spiritual dimension of life*
- *Nurturing care for each other and the world created by God for us all.*
- *Being inclusive and respectful of all stakeholders*
- *Celebrating diversity and promoting equality*

Our path will be one of collaboration and adaptability, allowing for continual development and growth with numerous twists and turns along the way.

'Collective Worship in a Church school should enable every child and adult to flourish and to live life in all its fullness. (John 10:10). It will help educate for wisdom, knowledge and skills, hope and aspiration, dignity, and respect, and developing community and understanding of living well together.'

Policy statement

At St Paul's CofE worship is central to the life of school and is a platform for exploring the school's vision. It is well planned and of high quality so that pupils and staff are engaged with 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.

At St Paul's CofE collective worship aims to be inspirational, invitational, and inclusive and will lead people to a threshold where they can witness worship and join in, if they wish.

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 and experience of the music 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*¹) calendar. Pupils will be offered time to be able to contemplate and develop spiritually.

Church of England Guidance

Collective worship policy at St Paul's CofE draws on guidance from the Church of England (see appendix 1). This guidance document has been produced to challenge, to guide and set expectations for Church school communities and diocesan authorities, encouraging them to reflect on their practice and to ensure that collective worship remains the relevant and essential component of an education that enables all pupils to flourish. This guidance is used to continually evaluate practice and to strive for continuous development.

Legal Requirements

There must be a daily act of collective worship in all maintained schools for all pupils, other than those in a nursery class. This can take place at anytime in the school day and in any groupings.

The governing body have the responsibility for ensuring that the school meets the requirements for worship detailed in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Evaluation Document. They are also tasked with monitoring and evaluating the impact of worship on the school community in consultation with the headteacher.

The right of withdrawal

At St Paul's CofE Primary there are significant numbers of 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 a key place in the life of our 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.

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.

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 a member of SMT 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 other aspects of school life that are impacted by the Christian foundation of the school such as prayer and reflective areas.
- The practical implications of withdrawal
- Whether the parent will require any advanced notice of such worship, and if so, how much.

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.

Guiding Principles

Collective worship at S Paul's CofE aims to:

- Have a pivotal place in the life of the school.
- Support pupils and adults in their spiritual growth.
- Be the central vehicle by which the school's vision is unpacked and explored so that the 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.
- Provide a variety of different opportunities for reflection.

- 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.
- Enable children to pray and give thanks to God.
- Offer opportunities to 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.

Development of the policy and links to other policies and documentation

We ensure that the principles for collective worship are reflected 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 on the school website.

How Collective worship is organised and planned.

We hold a daily act of collective worship for KS1 and KS2 in our hall or in smaller groups. For special occasions the whole school gathers in St. Paul's Church. Collective worship in the foundation stage is in keeping with EYFS guidelines, the approach to a collective act of worship fits seamlessly into the daily routines. Contemplation and collected thoughts are built into daily carpet routines. Opportunities are built on to develop the children's sense of awe and wonder as one part of spiritual education. This could simply be a thought for the day or a quiet moment to think.

We conduct worship in a dignified and respectful way. We tell children that worship time is a period of calm reflection. We regard it as a special time and expect children to behave in an appropriate way. We ask them to be quiet and thoughtful and to listen carefully to the teachings and be respectful of prayer and songs. We create an appropriate atmosphere by using music and sometimes candles or other objects that act as a focal point for the attention of the children.

The headteacher and other members of staff lead worship on a set rota that enables all staff to lead and reflect alongside our pupils. Our vicar and assistant Curate regularly lead worship in school and during church services.

The themes of our worship reflect the traditions and calendar of the Christian faith, our school vision and values. The themes also reflect and build upon topics that we teach as part of the school curriculum and our UNICEF rights respecting agenda.

As part of our RE offer we invite leaders from other religions to share their experience of worship within class time.

Our worship celebrates the achievements and learning of the children. We encourage the children to participate in celebrating by on occasions showing their work to the other children and raising issues that they have discussed in their classes. Worship offers an opportunity to acknowledge and reward children for their achievements both in and out of schools. Worship plays an important part in promoting the vision of the school, which is that bravery and innovation is valued, and all achievements are recognised.

We welcome governors' attendance at our collective worship at any time.

We attend events at Manchester Cathedral including – year 6 leavers celebration and Holocaust Memorial Day.

Planning

- Worship is planned by our Worship lead with support from the headteacher and Vicar.
- Staff have CPD in leading worship from Manchester Diocesan and school have a consistent format to ensure staff feel confident and include key elements of worship that promote our vision.
- Worship includes key events in the Church calendar and where possible are celebrated and observed in St Paul's church.
- Each week one of the school values or vision is reflected upon through bible stories/songs/prayer and reflection time.
- Reflection is extended into the classrooms in our reflection areas with the reflection focus from Monday being included in the classrooms and revisited on Friday. Children are offered the opportunity to voluntarily reflect and add thoughts to the area.

Roles and Responsibilities

- The governing body are invited to worship both in school and at St Paul's church. As part of FGB and QE agenda Christian distinctiveness is explored and presented. This is the opportunity for governors to ask questions and evaluate practice. Our board consists of 3 foundation governors including our Vicar who leads collective worship throughout the year.
- The headteacher and the senior leadership team lead worship weekly and provide training for staff.
- Our Deanery Enabler for Manchester leads our values group who support worship and share their work while in position.

- Our worship leads support worship and evaluate regularly feeding back to our worship leader.
- Parents and carers are invited to collective worship in our church.

Staff development and training

We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals. Our Worship and RE lead attends Diocesan workshops and training, our EYFS leads attend Wiggle Worship training, we include staff meetings during the year to focus on worship and our Christian distinctiveness and we have provided whole school training on worship from Manchester diocese in 2024.

Monitoring and evaluation

It is the governors' responsibility to monitor the policy and practice of collective worship. The governors' concerned liaises with the headteacher before reporting to the governors on religious education, Christian distinctiveness, and collective worship.

Disseminating the policy

We ensure that this policy is known to all staff and governors, parents, and carers and. This policy is available on our school website.

Other Useful Documents: (can be found on the diocesan website²)

Appendix 1

[https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/collective-worship#:~:text=Guidance%20for%20collective%20worship%20\(2021\)&text=There%20is%20plenty%20of%20flexibility,praise%20and%20thanksgiving%20to%20God.](https://www.churchofengland.org/about/education-and-schools/church-schools-and-academies/collective-worship#:~:text=Guidance%20for%20collective%20worship%20(2021)&text=There%20is%20plenty%20of%20flexibility,praise%20and%20thanksgiving%20to%20God.)