



Brabourne CEP School

Collective Worship Policy – March 2025

“Through creative and challenging experiences, we inspire our school community to develop resilience, a passion for learning and the courage to pursue our dreams. Within our nurturing environment and beyond, we live out Christian values, enabling all to flourish in the love of God.”

1 Introduction

Daily Collective Worship is a cherished and integral part of the school day, providing an opportunity for us to come together as a community and celebrate our shared Christian vision, underpinned by Biblical scripture, in particular, Matthew 13:31-32 and The Parable of the Mustard Seed. It is a time for reflection, sharing thoughts and ideas, and mutual appreciation, following the example of Jesus.

Our Christian vision inspires us to grow, much like the mustard seed. Just as the roots of a tree anchor it firmly in rich soil, our Christian vision and values are deeply embedded in the fabric of our school, shaping a distinctive ethos that guides every thought, decision, and action.

Like the branches of a tree reaching outwards and upwards, we encourage our school community to challenge itself, strive for growth, and seek God, demonstrating compassion and support for others. We aspire to live in harmony and bring goodness to the world around us by “stepping out” to make a difference.

In our school, bearing fruit means that every member of our community can flourish, developing their God-given gifts to their fullest potential. Like a strong tree, we build resilience and strength, enabling us to support and shelter others. Our goal is for our school to be a place of harmony, where everyone is valued, everyone thrives, and together, we reflect a glimpse of the kingdom of heaven.

Our Collective Worship policy strengthens and upholds the Christian identity of our school, reaffirms our values and vision and celebrates the unique contributions of everyone in our school community.

2 What is Collective Worship?

Legislation requires all schools, including Voluntary Aided and Voluntary Controlled schools, to conduct daily acts of Collective Worship. However, the legislation does not explicitly define the term.

Understanding Collective Worship

The Department for Education (DfE) provides guidance:



“... Worship in schools will necessarily be of a different character from worship amongst a group with beliefs in common. The legislation reflects this difference in referring to ‘collective worship’ rather than ‘corporate worship’.”
(DfE Circular 1/94, para 57)

- Corporate worship assumes a shared set of beliefs, such as a congregation worshipping together on a Sunday.
- Collective worship, by contrast, acknowledges the diversity of beliefs and does not assume uniformity among participants.

Legal Requirements for Collective Worship

In Voluntary Aided and Voluntary Controlled schools, Collective Worship must:

- Be conducted in accordance with the Trust Deeds of the school and its Instrument of Government.
- Align with the beliefs and practices of the Church of England.
- Be ensured by the Governing Body, so that all pupils participate meaningfully in a real act of Christian worship.
- Be arranged by the Governing Body in consultation with the Headteacher (*DfE Circular 1/94, paras 52 & 53*).
- Be Christian in character, based on Biblical teachings.
- Occur daily for all registered pupils, except for those withdrawn by parental request (*Education Reform Act 1988, s9 (3)*).

If a parent requests that their child be wholly or partly excused from Collective Worship, the school must comply. However, the school remains responsible for the supervision of any child withdrawn.

Parental Withdrawal

Worship is regarded as special time in our school day where we gather as a school family. Reflecting our ethos as a Church of England school, collective worship is an inclusive opportunity for those of all faiths and none to be present with integrity. We respect the legal right of parents to withdraw their child/children from acts of collective worship, so would welcome the opportunity to discuss this decision with them. Following these discussions, any desire to formally withdraw children from worship must be done via a letter to the Headteacher.

3 Aims

Daily worship is central to the life of the school and contributes to the spiritual, moral, social, and cultural development of our pupils, as appropriate to their ages and aptitudes.

Collective Worship offers pupils, staff and the wider school community the opportunity to grow spiritually.



As part of our commitment to the spiritual flourishing of all members of our community, there are opportunities to:

- Gather together to share sacred moments of joy, challenge, grief and love.
- Explore the school's distinctive Christian vision and values in action
- Reflect on the nature of God and on the teachings of Christ through Biblical texts
- Express praise and thanksgiving to God
- Be still, pray and reflect
- Explore the big questions of life and respond to national events
- Foster respect and deepen spiritual awareness
- Explore Christian values and attitudes
- Share each other's joys and challenges
- Celebrate significant and special times in the Christian calendar

Through collective worship, we nurture a school environment where every individual can grow spiritually, morally, socially, and culturally, supporting them on their journey of faith and personal discovery.

We aim to ensure that collective worship:

- Offers opportunities for all pupils and adults to grow spiritually through prayer, stillness, worship, and moments of reflection, whether in school or at home.
- Enables an appreciation of different Christian worship practices, including music, silence, storytelling, prayer, and liturgical traditions.
- Helps pupils and adults understand the relevance of faith in today's world, encounter the teachings of Jesus and the Bible, and explore the Trinitarian nature of God.
- Encourages pupils and adults to actively participate in planning, leading, and evaluating collective worship to improve practice.
- Fosters strong partnerships with the local church community to support the development of collective worship.

The Anglican Christian Tradition

Our collective worship follows the Anglican Christian tradition, using invitational and inclusive language. It includes:

- Exploring the Christian understanding of God as Father, Son, and Holy Spirit.
- Using the Bible for inspiration, storytelling, and guidance.
- Observing the Church's liturgical year, including Advent, Christmas, Lent, Easter, and Pentecost.
- Saying prayers from various sources, particularly the Lord's Prayer and other blessings.
- Singing a wide range of hymns and worship songs.
- Using Christian symbols and reflecting on their meanings.
- Incorporating prayer, silence, and reflection.
- Engaging with Psalms and Taizé-style worship.



Distinctively Anglican elements may also include:

- Using prayers from Common Worship.
- Using Anglican sentences and responses at the beginning and end of worship.
- Focusing on Collects as a theme for worship.
- Celebrating the Eucharist where appropriate.

4 Organisation of Collective Worship

As a Church of England school, collective worship is the beating heart of our school life, bringing meaning and inspiration to all that we do. It is a sacred and significant part of each school day, where we come together as a school family to celebrate our shared values. Collective worship strengthens and supports our Christian identity, reaffirms our vision, and upholds our core values of respect, responsibility, courage and hope. It also highlights the central role that every pupil and adult plays in our school community.

Our acts of collective worship reflect the traditions of the Church of England and align with the Christian liturgical calendar. The daily Christian act of worship is central to our ethos and is supported by all staff and governors. It makes a significant contribution to the spiritual, moral, social, and cultural development of the whole school community, ensuring that every pupil and adult experiences a welcoming and inclusive environment.

Collective worship is planned by a variety of stakeholders including staff, the incumbent of our local church and external visitors. This act of worship takes place at set times, but can take place at any time of the school day and in any regular school grouping e.g. whole school, key stage or class. Our school plans systematically and cohesively using the Canterbury Diocesan Collective Worship Planning and Open the Book planning, which are adapted and changed to meet the needs of our community. This ensures that there is a shared understanding of the long and short term planning of worship and this enables continuity.

Weekly Organisation of Collective Worship

Monday	Whole School Worship with Headteacher - 2.40pm
Tuesday	Singing Worship with Mr Connolly - 2.40pm
Wednesday	Class Worship



Thursday	Whole School Worship with Headteacher - 2.40pm/ Open the Book - 9.30am (alternative weeks)
Friday	Celebration worship with Headteacher- 2.40pm

5 Principles of Collective Worship

Collective worship in our school is guided by three key principles:

- **Inclusive** – We recognize that pupils and staff come from diverse faith backgrounds, including those with no faith. Worship is designed to be fully accessible to all, with careful attention given to language to ensure it does not assume the faith of those participating.
- **Invitational** – Participation in worship is never compulsory. Pupils and staff are invited to engage with integrity, whether by observing, reflecting, or actively participating in prayer and song.
- **Inspiring** – Through big questions, reflection, and discussion, worship aims to motivate pupils and staff to think deeply and act positively, fostering personal and communal growth.

We are mindful of the variation in personal spiritual styles and provide a range of creative opportunities to enable all to engage in the acts of worship. These include music, silence, symbolism, drama, use of media resources.

Our worship consists of 4 stages:

- **Gather** – we welcome the community, for example, with music, liturgy and the lighting of a candle
- **Engage** – we share, for example, a Bible reading, followed by an activity to engage pupils with the Christian message
- **Respond** – pupils, for example, discuss, share, reflect, pray or sing
- **Send** – we share, for example, the message of the worship again and ask pupils to think about how they will affect their day / learning/ behaviour. We close with liturgy, final prayer, music and the blowing out of our special candle.

Spiritual Development

Collective Worship is a creative, reflective and spiritual experience. It offers openings for spiritual development for both children and adults alike, through the Windows, Mirrors and Doors approach.



WINDOWS: giving children opportunities to become aware of the world in new ways; to wonder about life's 'WOWs' (things that are amazing) and 'OWs' (things that bring us up short). In this children are learning about fulfilling their potential.

MIRRORS: giving children opportunities to reflect on their experiences; to meditate on life's big questions and to consider some possible answers. In this they are learning from life by exploring their own insights and perspectives and those of others.

DOORS: giving children opportunities to respond to all of this; to do something creative as a means of expressing, applying and further developing their thoughts and convictions. In this they are learning to live by putting into action what they are coming to believe and value.

Expectations of Pupils

At Brabourne Church of England Primary School, all pupils are encouraged to engage in worship regularly. Opportunities for involvement include:

- Participating in reflection, feedback, drama, or discussions.
- Contributing spontaneously through questioning or volunteering.
- Evaluating and reflecting on acts of worship, shaping future worship plans.
- Becoming part of the Fellowship Group.
- Becoming a Worship Journalist
- Volunteering to write/say a prayer during the worship.
- Leading church services and readings.

6 Developing Worship

Parents, pupils and adults at Brabourne CEP School are entitled to be led in worship by those who have a secure understanding of the nature of collective worship in a Church School context. Therefore, all those leading worship, including clergy, should have access to regular Diocesan led training.

The leader for collective worship will:

- Ensure that all pupils have access to a daily act of collective worship, therefore meeting statutory requirements.
- Ensure that collective worship is inclusive, invitational and inspiring.
- Attend regular training and network meetings with Canterbury Diocese
- Produce and regularly review the collective worship policy to ensure that it remains reflects current practice and thinking.
- Liaise with the HT and Governors to feedback on the monitoring and impact of collective worship across the school.
- Ensure all stakeholders know what the expectations of worship are when leading, planning and joining worship.
- Join those who are leading worship to provide supportive feedback on how worship could be developed.



- Evaluate the impact of collective worship on the whole school community by gathering pupil and adult voice.
- Signpost staff to a wide range of resources to ensure that worship is both inspiring and engaging.
- Support colleagues by sharing new ideas and resources, to help develop their confidence in leading acts of worship.
- Ensure there is a school protocol that covers safeguarding procedures and a suitability process, for when visitors are invited to lead collective worship.
- Meet with and encourage pupils to enable them to participate in and evaluate acts of worship.

7 Visitors Leading Worship

All visitors leading worship must comply with the school's visitor and safeguarding policies. They must:

- Discuss worship content with school leadership to ensure its suitability.
- Never be left alone with pupils—school staff remain responsible for supervision.
- Be appropriately trained and supported in delivering worship.

8 Self-Assessment and Inspection

Our school regularly evaluates collective worship to assess its impact on our community. This includes:

- Monitoring by school leaders, staff, pupils, and governors.
- Gathering feedback from children, staff, and parents.
- Reviewing findings with the worship committee and Governing Body.
- Using feedback to enhance spiritual growth and development.
- Preparing for external inspections under **Section 48 of the Education Act 2005 (SIAMS)**, which independently evaluates the impact of collective worship.