

Diocesan Education Team



THE CHURCH  
OF ENGLAND

DIOCESE OF  
WORCESTER

## Guidance from the Diocesan Board of Education

### Model Policy for Collective Worship in Church Schools

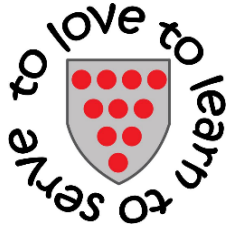
adopted by:

**Martley CE Primary School**



**August 2026**

|                            |                                         |
|----------------------------|-----------------------------------------|
| Document Full Name         | Collective Worship Policy               |
| Developer/Developer's Role | Head of School/ Collective Worship Lead |
| Edition Date               | August 2026                             |
| Approval Responsibility    | Local Academy Board                     |
| Review Cycle               | Annually                                |
| Next Review Date           | August 2027                             |



Diocesan Education Team



THE CHURCH  
OF ENGLAND  

---

DIOCESE OF  
WORCESTER

Author: Rev. Duncan Hutchison – Diocesan Education Advisor

### Our Christian Values

Our Core Christian values are the 5 C's - **Commitment, Creativity, Compassion, Co-operation and Courage**. They permeate our curriculum and are taught through our collective worship, within our curriculum and as part of our personal development programme.

Our vision is that everyone will know that they are loved by God. We nurture all children and adults so that they flourish as individuals and make the best of their God-given talents, through embracing our diverse world.

'Every good action and every perfect gift is from God. These good gifts come down from the creator of the sun, moon and stars. God does not change like their shifting shadows'.  
James 1:17

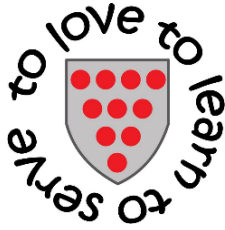
International Children's Bible

We also support and follow the vision of the Diocese of Worcester Multi-Academy Trust (DoWMAT) of which we are a member school:

'To Love, To Learn, To Serve' sums up the DoWMAT's vision for those who come together to create the MAT, enabling all to flourish both as individuals and in community with each other; living life in all its fullness (John 10:10).

### Equality and Diversity Statement

At Martley CE Primary School and Pre-School, 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.



**Diocesan Education Team**



### Legal Framework

Academies with a religious designation linked to a diocese have a legal responsibility to provide a daily act of collective worship. This can take place at any time in the school day and in any groupings. Collective Worship in a Church of England school must be in accordance with the tenants and practices of the Church of England. Worship at Martley CE is distinctly Christian and must reflect Anglican traditions.

### School Statement of Intent on Collective Worship

At Martley Primary School, we treat each other with mutual respect, pride ourselves on our positive relationships and work in a climate where we can lay the foundations for our values to be built upon. As a Church of England Primary School, we see our Collective Worship as a central part of school life and it is our intention to respect the beliefs of children, their families and staff, while ensuring that they are provided with an understanding of collective worship in a safe and secure environment in which to grow and learn. This includes, as appropriate, the chance to learn about other faiths and beliefs.

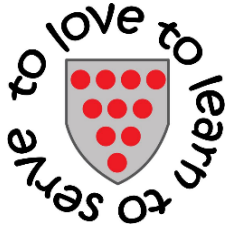
Our Collective Worship policy fulfils the statutory requirements common to all schools according to the 1988 Education Reform Act (and consolidated in the 1996 Education Act). It also fulfils the Diocesan requirements for a voluntary controlled church school which states that worship will be Christian in content with an Anglican emphasis and adopts the Church of England Collective Worship Guidance 'Inclusive, Invitational & Inspirational'. Collective Worship is the unique heartbeat of our 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

At Martley, worship is central to the life of school and is the main platform for exploring the school's vision.

**Our vision is that everyone will know that they are loved by God. We nurture all children and adults so that they flourish as individuals and make the best of their God-given talents, through embracing our diverse world.**

*Every good action and every perfect gift is from God. These good gifts come down from the creator of the sun, moon, and stars. James 1:17 International Children's Bible*

Our vision is based on the idea that God loves us all unconditionally and because he loves us so much, he bestows each and every one of us with different talents. No matter who you are or where you are from, we all have God-given talents. At Martley, as people who are loved by God with our own talents, we are here to nurture the talents of others within our school. God created a diverse world; therefore, we celebrate the diversity in all its forms. We promote tolerance and respect through worship when we focus on our British values.



**Diocesan Education Team**



Collective Worship is well-planned and of high quality so that the whole school community is engaged on 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.

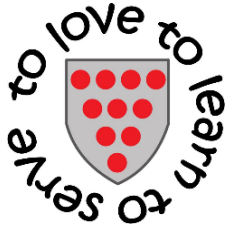
However, at Martley CE Primary School the purpose of Collective Worship will be to lead people to a threshold where they can witness worship and join in, if they wish.

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, liturgy, sacrament and experience of the musical 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 calendar and those of other faiths. Pupils will be offered time to be able to contemplate and develop spiritually. Collective Worship in our school is invitational, inspirational and inclusive.

### **Spirituality**

At Martley Primary School, spirituality is nurtured through opportunities for pupils to experience awe and wonder in the world around them. Children are encouraged to reflect on their own thoughts, feelings and beliefs, while developing an appreciation of nature, creativity, learning and the achievements of others. Through collective worship, enrichment activities, outdoor learning and everyday classroom experiences, pupils are inspired to ask big questions, celebrate life's moments and develop a sense of curiosity, gratitude and respect for the diverse world in which they live. Please refer to our 'Spirituality at Martley' document.

*"The heavens tell about the glory of God. The skies announce what his hands have made."  
Psalm 19:1 (ICB)*



**Diocesan Education Team**

 THE CHURCH  
OF ENGLAND

DIOCESE OF  
WORCESTER

### Values

Christian Values Education underpins all aspects of our school life and gives staff and pupils the opportunity to discuss and reflect on the values in life that they believe in. Every half term we focus on one of the school's core values and this forms the basis of our Collective Worship.

Christian Values Education will enable our children to: Be happy and special in their own way, trust each other, listen to each other and learn from each other, learn from any mistakes they may make, feel safe, feel loved and cared for, be confident and have high self-esteem, use their skills to the best of their ability, be highly successful learners in their own right, be truly creative, make a difference to the world through who and how they are, develop good relationships with a wide range of people, treat everyone with respect, take responsibility for themselves and their actions, develop a maturity of thinking, develop a wisdom about themselves and their world, experience the thrill of, and develop a thirst for learning, have self-respect and behave responsibly and to be resilient and learn through being able to overcome challenges.

### Core Values

At Martley CE Primary School our core values are:

#### **COMPASSION**

Be generous with your kindness, your time and your heart. Think about others and how you can help them.

*Colossians 3.12: Clothe yourselves with compassion, kindness, humility, gentleness and patience.*

#### **COMMITMENT**

Be committed to trying your very best and persevere with challenges.

*James 1:12 Blessed is the one who perseveres under trial because, having stood the test, that person will receive the crown of life that the Lord has promised to those who love him.*

#### **COOPERATION**

Be helpful to others when working as part of a team.

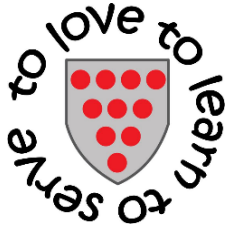
*Ecclesiastes 4:9-12 Two are better off than one, because together they can work more effectively. If one of them falls down, the other can help him up.*

#### **COURAGE**

Be brave when things get tough because you are not alone.

*'Be strong and courageous for the Lord your God is with you.'* Joshua 1:9

#### **CREATIVITY**



### Diocesan Education Team



Be creative with your God-given talents.

4:14-15 "Do not neglect the gift you have, which was given you by prophecy when the council of elders laid their hands on you. Practice these things, immerse yourself in them, so that all may see your progress."

### Aims and Guiding Principles

Collective Worship is pivotal to the life of the school and as such, it encompasses all that we do and supports the outworking of our school vision. Therefore, at its heart, Collective Worship at Martley CE Primary School strives to follow the following principles:

#### **It is invitational**

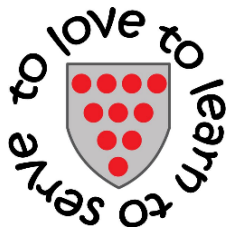
Acts of Collective Worship will:

- nurture and maintain the dignity of the image of God in everyone through working for social justice;
- 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 maintaining it;
- identify opportunities for Christian celebration which can be associated with other school events;
- develop clear partnerships between worship in the school and the wider community.

#### **It is inclusive**

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

- recognise and celebrate the diversity of cultures, lifestyles and faiths which exist in our school and local community;
- have an atmosphere in which everyone feels valued and safe;
- be appropriate for every student to attend;
- use language that is accessible and does not assume a particular faith of the listener;
- account for the different spiritual journeys that children and adults are on;
- focus on issues and experiences which are relevant to the pupils;
- give space to consent and dissent, to sit back and consider;



### Diocesan Education Team

- foster active roles of pupils, parents and members of the local community – in preparation, participation and leadership;
- provide a variety of different opportunities for reflection, understanding of diverse liturgical traditions, participation, challenge and enjoyment where all present can be actively involved and develop their own spirituality whilst contributing to the communal journey.

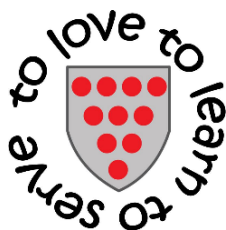
### It is inspiring

Our acts of collective worship provide wider opportunities to:

- promote wide ownership of our Christian vision;
- assist learners to have increased awareness and to reflect upon fundamental issues about life;
- allow children and adults to ask big questions about life and beyond;
- become courageous advocates in the world in which they live;
- motivate children into action, thinking different and reflecting on their behaviour, action and wider community;
- develop learners' understanding of the Christian faith and Church (Anglican) practice through appropriate Biblical and liturgical content, including sharing the Eucharist;
- encounter and explore Jesus's teachings and the trinitarian nature of Christian faith;
- 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;
- include appropriate references to and elements of other faiths and secular worldviews;
- include opportunities to celebrate the academic, social, personal and wider achievements of pupils.

### 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 local church and various groupings of pupils;
- 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;



### Diocesan Education Team

- materials and themes for worship are carefully selected to ensure that children have clear understanding of how the teachings of Jesus impact what we do locally, nationally and globally
- opportunities for worship / prayer are offered throughout the day.

### Pattern of Collective Worship

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

| Day       | Type of Worship                                                 | Led by                               |
|-----------|-----------------------------------------------------------------|--------------------------------------|
| Monday    | Collective Worship: Linked to School Values and British Values  | Collective Worship Lead              |
| Tuesday   | Story and Spirituality Reflection (including School Prayer Bag) | Head of School<br>Pupil Worship Team |
| Wednesday | Sing & Praise                                                   | Teaching Staff (timetabled)          |
| Thursday  | Local Clergy                                                    | Local clergy/ OTB                    |
| Friday    | Celebration Assembly                                            | Head of School                       |

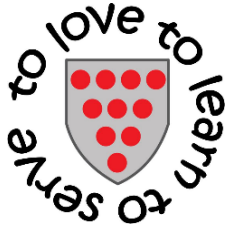
### Planning, Recording, Monitoring and Evaluation

#### • Planning

- A termly overview for worship is planned each term in conjunction with the Head of School, Collective Worship Lead, children and local clergy.
- Collective Worship is planned using the church calendar and the calendars of other faiths.
- A clear liturgy is followed for each act of Collective Worship.
- For each act of Collective Worship, a Bible reading, song and prayer are carefully planned to link with the theme of worship.
- A time of reflection is planned as part of the worship.

#### • Monitoring and Evaluation

- The effectiveness of Collective Worship is monitored within our regular monitoring cycle, but at least once termly.
- Collective Worship is monitored by the Executive Headteacher, the Head of School, the Collective Worship Lead and the Link Governor to ensure that Collective Worship remains invitational, inclusive and inspiring.
- All monitoring for Collective Worship is completed on a monitoring form which is kept by the Collective Worship Lead and the Head of School.

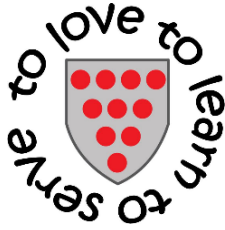


### Diocesan Education Team

- 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 Governing Body 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 fulfils its legal responsibility for Collective Worship;
  - in conjunction with the Executive Headteacher and Head of School, monitor the effectiveness of Collective Worship within the school and make recommendations for its development in accordance with the SIAMS schedule.
- **The Head of School and Collective Worship Lead should:**
  - co-ordinate timetabling / themes across the year(s) into long, medium and short-term 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 on-off visitors during the year and present as 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 lead 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 (pupils/OTB) or prayer & reflection spaces.
- **Pupil Worship 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;
  - promote Collective Worship within the school.
- **Staff should:**



### Diocesan Education Team



- 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 or from DoWMAT subject hubs. Training needs for staff may be identified through regular subject lead audits as well as performance management cycles. Additionally, support and guidance is 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 Martley CE Primary School, there are 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. 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.

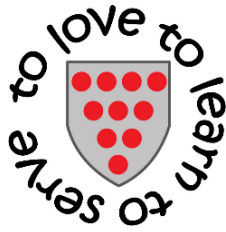
Parents may be offered the opportunity to discuss their request with the Head of School; however, parents are under no obligation to take up the offer of a discussion. The refusal of a parent to discuss their reasons with the Head of School must not impact on the decision of the Head of School to grant the request for referral.

Where parents have withdrawn their children from Collective Worship and request religious worship according to their faith or denomination, the governors and Head of School 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.

### Review

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



**Diocesan Education Team**

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

 THE CHURCH  
OF ENGLAND

---

DIOCESE OF  
WORCESTER