Iron Acton CE Primary School

'Having the Courage to Care'

Listening, Nurturing, Welcoming, Celebrating

HAWKESBURY CE VC PRIMARY SCHOOL

'Enabling Everyone to Flourish'

Respect, Creativity, Perseverance

COLLECTIVE WORSHIP POLICY

Ratified By:	**Local Academy Committee**	In consultation with:	**Senior Leadership Team**
Approved by:	J. Gardener J. Gardener, Chair of Committee	Date:	**9th November 2026**
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1. School Vision Statements

1.1 Hawkesbury Church of England Primary School:

'Enabling Everyone to Flourish'

Respect, Creativity, Perseverance

At Hawkesbury, our vision is for every member of the school community to flourish in their learning and living, enabling others to do the same so that they are prepared for life both now and in the future. This is achieved through the values of Respect, Perseverance and Creativity.

1.2 Iron Acton CofE Primary School

'Having the Courage to Care'

Listening, Nurturing, Welcoming, Celebrating

At Iron Acton, our vision is for every member of the school family to take active care of ourselves, each other, our learning, our community and the environment, even when this is hard. This is achieved through the values of Listening, Nurturing, Welcoming and Celebrating.

2. School Statement on Collective Worship

In Hawkesbury and Iron Acton Primary Schools the daily act of collective worship is viewed as an integral and important part of school life. It is a time where we come together to explore our beliefs, worship God, develop community spirit and celebrate our achievements (and sometimes failures) together. The worship of the school is based on promoting the Christian values which permeate the ethos of the schools. As such, the contributions of staff, pupils, clergy and other visitors are valued highly. Worship is led by staff, clergy, children and other special visitors throughout the year.

Worship is central to the life of schools and is the main platform for exploring each school's vision. It 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, in Hawkesbury and Iron Acton Primary Schools the purpose of collective worship will be to lead people to a threshold where they can witness worship and join in, if they wish. It is a place where all can flourish spiritually.

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 (and other faiths) calendar. Pupils will be offered time to be able to contemplate and develop spiritually. Collective worship in our schools is invitational, inclusive and inspiring.

3. Legal Framework

There must be a daily act of collective worship in all maintained schools / academies for all pupils, other than those in a nursery class or a nursery school. 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 tenets and practices of the Church of England. Worship in Hawkesbury and Iron Acton Primary Schools should be distinctly Christian and reflect Anglican traditions.

The trustees and Local Academy Committee have the responsibility for ensuring that the schools can respond to Inspection Question 3 in the Statutory Inspection of Anglican and Methodist Schools (SIAMS) Framework 2023 which asks, 'How is collective worship enabling pupils and adults to flourish spiritually?'. They are also tasked with monitoring and evaluating the impact of collective worship in consultation with the Executive Headteacher.

3.1 The Right of Withdrawal

The 1944 and 1988 Education Acts state that parents or those with parental responsibility have the right to withdraw children from collective worship and suitable arrangements should be made to accommodate these children.

In Hawkesbury and Iron Acton Primary Schools there may be 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 inclusive, invitational and inspiring to all in the community they serve. As collective worship occupies such a central place in the life of the Church school, the arrangements 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. There should be plenty of time for parents to raise questions or concerns that may be as a result of misconception or miscommunication around the centrality of collective worship. Parents may be invited to attend and observe collective worship in order to understand its place within the daily life of the school. It is important to explain as openly and transparently as possible that collective worship is a safe place for all pupils, of all faiths and of no faith and enables social, moral, cultural and spiritual flourishing.

A pupil can be legally withdrawn from collective worship by a parent, or person who has parental responsibility. Parents are not required in law to give a reason for withdrawal and withdrawal may be partial or total. The school must give immediate effect to such a request.

Withdrawal from collective worship takes place during the school day and so the school continues to be responsible for the supervision of any child withdrawn. Any absence related to the avoidance of collective worship (e.g. arriving late to school to avoid a church service or morning act of worship) will be recorded as unauthorised absence as it is unnecessary for a child to be at home during these times.

Alternative arrangements can be made for a child that has been withdrawn from collective worship. These arrangements will not disadvantage the pupil nor cause additional cost or disruption to the school. We will ensure that the spiritual, moral, social and cultural needs of the child are attended to and any gaps that arise as a result of non-attendance at collective worship can be filled.

In the case of withdrawal from collective worship, the following principles will be adhered to:

- The pupil will be supervised;
- Any alternative content will support the child's SMSC development. It will not be used as additional curriculum time;
- Material may be supplied by the parent but will be checked for suitability by the school to ensure that it does not contravene any policies or safeguarding duties and does not cause additional cost or disruption to the school.

As schools, we value discussion and feedback from parents and so would seek to gather information from parents who have exercised their right to withdraw their child from collective worship. We will take care not to burden parents in any way with this process and parents are not obliged to engage. This feedback may be a conversation by telephone or a meeting in person. There is an expectation that parents would meet with the Executive Headteacher to explore their reasons for requesting a withdrawal. The aim would be for the schools, in consultation with the parents, 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

Collective worship primarily takes place in school. However, on special occasions, we hold collective worship at St Mary's Church, Hawkesbury and St James' Church, Iron Acton.

4. Guiding Principles

Collective worship in Hawkesbury and Iron Acton Primary Schools aims to:

- Have a pivotal place in the life of the schools
- Support pupils and adults in their spiritual growth
- Be Inclusive, Invitational and Inspiring

Collective worship is inclusive, invitational and inspiring by:

- Providing opportunities for reflection, participation and enjoyment where children can be actively involved, take part in ritual and "special time" that encourages calm, stillness and peace
- Welcoming all children regardless of their faith background or world view, ensuring no child feels excluded or pressured
- Be the 'unique heartbeat' by which each school's vision is unpacked and explored so that the whole 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.
- Support pupils in the development of their understanding of the Trinitarian nature of God in Christian belief. Worship is central to the life and purposes of our schools and will reflect the Christian understanding of God as Trinity. This will include belief in God, the source of all being and life; belief in Jesus, who reveals God's love by his life, death and resurrection; and belief in the Holy Spirit, who makes the presence of Jesus known in the world.
- 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.
- Introduce children to Christian language, icons and symbolism as well as the cycle of the church year so that children are offered a pattern of meanings and a symbolic framework.
- Explore a variety of ways of praying, giving children the opportunity to form their own prayers and introduce children to some well known Christian prayers, e.g. Lord's Prayer. Prayer and time to reflect are part of each school day and pupils are encouraged to pray in a variety of creative ways.
- Offer opportunities 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.

- Ensure that materials and themes for worship are carefully selected to make sure pupils understand the work of Christians and the church locally, nationally and globally and how this reflects the teachings of the Bible and the example of Jesus.
- Strengthen and support each school's community, giving expression to, and reaffirming, the core Christian values agreed by all stakeholders in the schools. Worship will not compromise the integrity and dignity of individuals but will provide a shared experience which is educational in nature; a time where individuals can reflect inwardly and where together the school community can explore ways of living which reflect the shared vision and values of the schools.
- Develop a sense of self-worth and celebrate the gifts that each child brings to the school community, recognising the uniqueness of each individual made in the image of God.
- Encourage pupils to reflect on the puzzling questions that life poses and to respond to the wonder and mystery of the world around them.
- Foster a concern for others within the school community and wider world.
- Foster an appreciation, and awareness, of our responsibility for the created world.
- Encourage respect of others' religious beliefs and world views as well as those who have no faith.
- Evoke a sense of beauty, awe, wonder and feelings of pride, pity, compassion, etc through exploring the spirituality of life and experience.

5. Development of the Policy

This policy has been developed by the Executive Headteacher and foundation Local Committee members in consultation with staff at both schools. It draws upon:

- The Diocese of Bristol Collective Worship Policy Guidance (April 2026)
- The schools' existing collective worship policy and practice
- The SIAMS Framework 2026

6. Links to Other Policies and Documentation

We ensure that the principles for collective worship are reflected and applied 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
- Safeguarding

We also ensure that information about collective worship is included in the school prospectus and on the school websites:

- Hawkesbury School Policies

- Iron Acton School Policies

7. Our Actions

7.1 Leadership

Daily worship is led by:

- The Executive Headteacher, Deputy Head, assistant Head or another member of staff
- A member of the clergy from the local Anglican churches (Reverend Thompson at Hawkesbury visits every fortnight; Father Dave at Iron Acton visits every two to three weeks)
- Visitors, including the Open the Book team from our local churches
- A class or group of children, e.g. Worship Warriors / collective worship team
- Class teachers and children during in-class acts of collective worship

All visitors leading worship are provided with guidance (see Appendix 1 and 2) which includes:

- Information about our school vision and values
- Safeguarding requirements including DBS checks
- Expectations for inclusive, invitational worship
- Practical arrangements for their visit

7.2 Planning

Acts of collective worship are based on the 'Roots and Fruits' resource which is rooted in the teachings of Jesus and the Bible.

Worship is planned to ensure:

- Links are made between Bible stories and the Christian vision and values of each school
- Worship focuses and celebrates key parts of the church year, using the Bible and key stories as a source book of inspiration and learning
- All members of the school community, especially children, are equipped to plan and lead acts of worship
- Explicit connections are made between the teachings of Jesus and our school values
- A pattern for worship which reflects Anglican tradition is followed – gathering, engaging, responding, sending out.
- A range and variety of materials are used, including: websites, artefacts, stories, drama scripts, artwork, music, songs, film clips, focal points (pictures, candles)
- Opportunities are provided for children and adults to explore faith in today's world
- The Christian belief in the Trinitarian nature of God is explored
- Time is allowed for spiritual growth through prayer, stillness and reflection

The Worship Warriors / collective worship team meet twice per term to discuss collective worship, its content and delivery. They have the opportunity to plan and lead acts of worship on a regular basis.

Parents/carers are kept informed of the termly focus through the school newsletter.

8. Organisation

Groupings for worship:

The Christian vision and values of the schools are identified, expressed and celebrated in collective worship through a variety of services each week:

- Whole school acts of collective worship
- In class acts of collective worship led by the children and class teacher
- Celebration services

8.1 Settings and Creating the Worship Space

Worship includes the use of the worship table, candles and focus pictures. Liturgical colours are used to mark the seasons of the church year, Christian symbols used in the hall and worship table, music used for gathering and sending out, songs often sung. Worship is sometimes conducted outside in our school grounds.

The atmosphere for worship is created using:

- Liturgical colours of the seasons of the Church Year
- Christian signs and symbols
- Candles and music
- A focal point (worship table with appropriate items)
- Ritual and liturgical responses
- Thoughtful seating arrangements
- Outdoor areas including our school grounds

8.2 Church Visits

We visit our local Anglican churches for celebratory worship throughout the year, including:

- Harvest services
- Christingle services
- Easter services
- Leavers' services
- Monthly services at St James' Church, Iron Acton

8.3 Timing

Acts of collective worship are clearly timetabled and separated from other curriculum areas, school activities and assemblies. Most worship lasts around 15-20 minutes.

8.4 Participation

All children are invited to participate in Collective Worship through taking part in a variety of ways:

- Being encouraged to ask and answer questions

- Storytelling
- Reading
- Using pupils' artwork
- Using poems or prayers written by the pupils
- Planning and leading worship

Pupils are given opportunities to reflect upon shared feelings of joy, sadness, human experiences and worldly concerns.

Parents, carers, families and governors are invited to church services and school based collective worship as appropriate.

9. Disseminating the Policy

We ensure that this policy is known to all staff and governors, parents and carers and, as appropriate, to all pupils. This policy is available on our school websites:

- Hawkesbury school policies
- Iron Acton school policies

Paper copies are available on request from the School Office.

10. Roles and Responsibilities

10.1 The Local Academy Committee

- Has overall responsibility for collective worship in the schools.
- Monitors and evaluates the impact of collective worship in consultation with the Executive Headteacher
- Ensures the schools can respond to SIAMS Inspection Question 3
- Supports the development of collective worship through foundation governor involvement

10.2 The Executive Headteacher and Senior Leadership Team

- Lead collective worship regularly
- Ensure daily acts of collective worship take place
- Plan and coordinate the collective worship programme
- Support staff in developing their skills in leading worship
- Maintain relationships with local clergy and church communities
- Monitor and evaluate the quality and impact of collective worship
- Ensure this policy is implemented effectively across both schools

10.3 Teaching and Support Staff

- Participate fully in collective worship
- Lead collective worship when appropriate

- Support children in planning and leading worship
- Make links between collective worship themes and classroom learning
- Model respectful engagement with worship

10.4 Pupils

- Participate respectfully in collective worship
- Develop their skills in planning and leading worship through the Worship Warriors/collective worship team
- Provide feedback on collective worship through evaluation activities
- Support younger pupils in understanding and engaging with worship

10.5 Parents and Carers

- Support the Christian ethos of the schools
- Attend church services and school-based worship when invited
- Discuss any concerns about collective worship with the Executive Headteacher
- Exercise their right to withdraw their child from collective worship if they wish, following discussion with the Executive Headteacher

10.6 Visitors (including clergy)

- Follow the guidance provided in Appendix 1 and 2
- Meet safeguarding requirements
- Plan worship that is inclusive, invitational and inspiring
- Communicate with school staff about worship plans
- Respect the diversity of the school community

11. 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 includes:

- Induction for new staff on the role of collective worship in our schools
- Opportunities to observe and co-lead worship with experienced colleagues
- Access to resources and guidance on leading effective collective worship
- Regular staff discussion about collective worship during staff meetings
- Training on Anglican traditions and the church year
- Support from local clergy in developing understanding of Christian worship

12. Monitoring and Evaluation

Worship is evaluated and monitored by both the Executive Headteacher and the foundation Governors through participating in acts of worship and using the school's evaluation forms.

We ensure that regular monitoring and evaluation of the quality and impact of collective worship is carried out and leads to development. This is not associated with the cycle of inspection but an ongoing process to ensure collective worship leads to the spiritual flourishing of pupils and adults. All stakeholders have an opportunity to feed into this evaluation.

Our monitoring and evaluation includes:

- Regular participation in worship by the Executive Headteacher and foundation governors
- Use of evaluation forms and tools (see Appendix 4)
- Pupil voice through the Worship Warriors/collective worship team meetings (twice per term)
- Staff feedback during staff meetings
- Parent feedback through questionnaires and informal conversations
- Observation of worship by clergy and diocesan officers when appropriate
- Review of worship planning and themes
- Analysis of how worship supports the schools' vision and values

Evidence of impact includes:

- Pupil engagement and participation in worship
- Pupil-led worship demonstrating understanding of Christian concepts
- Feedback from pupils, staff, parents and visitors
- Links made between worship themes and behaviour/attitudes in school
- Development of spiritual awareness and vocabulary
- Understanding of the church year and Christian traditions

This monitoring and evaluation leads to ongoing development and improvement of collective worship practice.

This policy is available on the schools' websites:

Hawkesbury School Policies Iron Acton School Policies

Paper copies are available on request from the School Office.