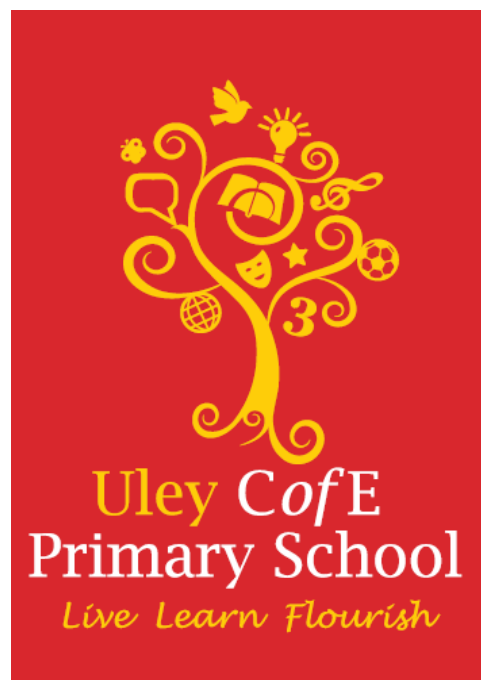


ULEY C OF E PRIMARY SCHOOL



COLLECTIVE WORSHIP POLICY




They are like trees that grow beside a stream that bear fruit at the right time and whose leaves do not dry up. They succeed in all they do. Psalm 1:3

ETHOS STATEMENT







We believe that everyone should be given the opportunity and encouragement to be the best that they can be. To this end, we strive to create the right environment, deliver the right content, and embrace new ideas. We apply our school values of trust, friendship, compassion and wisdom to enable every individual to flourish within a moral framework built on Christian values. We believe that this can only be achieved by developing partnerships between pupils, staff, governors, parents and the wider community.

Our School Vision

Live – Learn – Flourish

-  Live: at home, in school, and in our local community
-  Learn: about self, others, and our ever-changing world
-  Flourish: be the best we can be in all that we do

Our School Mission

-  We give all – pupils and staff – the opportunities and encouragement to be the best that they can be
-  We create an environment that has the right balance of challenge and support
-  We deliver a curriculum that is right for our school, inspiring and motivating all, and embracing new ideas
-  We apply our School Core Values of Trust, Friendship, Compassion and Wisdom in all that we do
-  We develop strong and effective partnerships between pupils, staff, governors, parents and the wider community
-  We strive to ensure that all flourish within a moral framework built on Christian values and the Diocesan vision “I have come that they may have LIFE, and have it to the full”. (John 10:10)

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Intention Statement

The staff and governors at Uley Church of England Primary School provide an environment where children and all school members can be happy, healthy and safe and achieve their full social and intellectual potential.

We do this by:

- creating an inclusive, caring, Christian environment,
- creating happy, stimulating and exciting opportunities for learning,
- developing positive relationships based on respect of self and others,
- supporting a creative approach to personal development and growth.

We work in partnership with parents and our community to fully equip children for their future.

Legal Framework

There must be a daily act of collective worship for all pupils, which takes account of their age and aptitude. (Education Reform Act 1988). Parents have the right to withdraw children from collective worship. There is an expectation that parents wishing to request a withdrawal will meet with the head teacher to discuss their concerns and requirements.

Since this is a church school however, worship is central to its life and work and is regarded as a very important part of children's education.

The governing body school have the responsibility for ensuring that the school can respond to IQ3 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 how collective worship is helping pupils and adults flourish spiritually in consultation with the head teacher.

Importance statement

The daily act of collective worship at Uley Church of England Primary School plays a central role in our life and work. It is an affirmation and celebration of the Christian values and ethos of the school and it provides us with valuable opportunities to reaffirm these. It offers important opportunities to strengthen our sense of community, belonging and inclusiveness and to reinforce the respect and care we have for each other. Through collective worship we make a significant contribution to the religious, spiritual, moral, social and cultural development of those present. It is an inclusive act that encourages reflection in everyone present, of all faiths and those of no faith, rooted in the Christian understanding of God as Trinity. This will include belief in: God the source of all being and life; Jesus who reveals God's love by his life, death and resurrection; the Holy Spirit who makes the presence of Jesus known in the world.









We want all our children to 'enjoy and achieve' and collective worship provides a valuable vehicle for this. It provides opportunities for spiritual development enabling pupils to celebrate goodness and beauty and to express thankfulness for the joy of being alive. It gives time for silent reflection and exploration of inner space and provides a rich variety of forms of expression through music, drama, story and art. Classroom teachers can build

opportunities for reflection, stillness and quiet times for pupils to share experiences - good or bad - and to use stories to promote spiritual development.

Aims and Guiding Principles

This school follows the guiding principles highlighted in the document: *Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document, May 2021*.

Collective worship in Uley School aims to:

-  Have a pivotal place in the life of the school supporting pupils and adults to flourish **spiritually**. Being the central vehicle within which the school's vision to **Live, Learn and Flourish** is 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**. As in Christian belief: *God the source of all being and life; Jesus who reveals God's love by his life, death and resurrection; the Holy Spirit who makes the presence of Jesus known in the world.*
-  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.
-  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 the Common Good.
-  Explore a variety of ways of **praying**, through inviting children to form their own prayers using multi-sensory foci and introducing them to some well-known **Christian prayers**, as well as a variety of prayers of thanksgiving before mealtimes and home time.
-  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 offered the opportunity to 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.

Collective Worship is **invitational** at Uley School celebrating the gifts that each person brings to the school community, recognising the uniqueness of each individual. Sharing in each other's joys and challenges we foster respect and deepen spiritual awareness. We celebrate special times in the Christian calendar learning to express praise and thanksgiving to God.

Collective Worship is **inspirational** at Uley School encouraging reflection on the puzzling questions that life poses and response to the wonder and mystery of the world around us. Together we foster an appreciation of the created world and an awareness of our responsibility for it.

Collective Worship is **inclusive** at Uley School strengthening and supporting the school community, giving expression to and reaffirming of our core Christian Values of friendship, compassion, wisdom and trust. Showing an appreciation of other faiths and respect for different beliefs and practices. As a community we grow fostering a concern for others within the school, the community and the wider world

The Act of Collective Worship Overview

A variety of teaching and learning styles, and active and interactive methods are appropriate in acts of Collective Worship. Any and all of the methods employed in the classroom can be used effectively in acts of Collective Worship. A variety of resources are used including ICT. All collective worship resources are stored in the hall. Leaders choose the style/method and resources that are appropriate to the content, the age, aptitude and the background of the pupils.

The content and process must be sufficiently stimulating in order to evoke a response in the individual. This may not be visual, but opportunity must be given to express this response through reflection and prayer.

We feel that prayer is a good way of enabling children to focus their thoughts. Nevertheless, pupils should not be required to say or affirm prayers in which they do not believe. We have developed various forms of introductions to our prayers, which distances children, but gives them the opportunity to participate if they so desire.

For example,

'And now in a moment of stillness and reflection, listen to the words of a well-known Christian prayer...'

'I am now going to say a prayer. If you would like to make it your prayer, say Amen at the end.'

In this way we are able to use prayers from many different traditions if we deem appropriate.

Children are invited to contribute to or say a prayer, the school prayer or the Lord's Prayer is shared or a prayer is shared, linked to the value. A prayer is also offered at lunchtime as a whole school as an offering of gratitude.

In addition to a prayer, we include the use of silence to provide an opportunity for pupils to respond in their own personal way if they so wish. We offer the children the chance to reflect by posing a question for them to think about, relating to the theme of the worship, during a short period of silence.





If announcements are to be given at the same time as an act of worship then they will be of a positive nature, which at times may enhance the act of worship itself. Announcements will be made preceding the act of worship and a clearly defined break between them and the act of worship will be made. (A change of personnel, music, a moment of silence, lighting the candle etc.)


Organisational Overview including procedures


The general pattern for daily worship is as follows:


Collective Worship Timetable			Prayer	Hymn/Song
Monday 9.00	Singing	Class Teacher	Seasonal Prayer	Various
Tuesday 9.00	Whole School value	Worship Leader/ Class Teacher	Value Prayer	Value Song
Wednesday 9.00	Class/KS worship	Class Teachers	Prayer in Planning	Various
Thursday 9.00	Old Testament	Class Teacher & Ethos Team	Lord's Prayer	Traditional Song
Friday 9.00	Live, Learn, Flourish	Head Teacher & All staff	School Prayer	Value Song


Worship Structure & Procedures

-  **Setting the scene:** A centre point is always created prior to the worship signifying the importance of the time in the hall. This can be done in numerous ways but always includes a cross (God the Son), globe (God the Father), dove (God the Holy Spirit) and the Bible (The word of God)
-  **Entrance and Exit Music:** Is a very powerful means of creating the reflective atmosphere and unifies and uplifts the school community. We aim to provide the opportunity for children to listen to a bank of music taken from a variety cultures and types. We have a yearly overview of music that is taken from the BBC. This is planned by the Head Teacher.
-  **Children Entrancing:** Children should walk from their classrooms in silence and wait the lower hall door to be invited into Collective Worship. Ideally classes should be seated in the order of Class 4, Class 3, Class 2, and Class 1. Classes should pause at their doors until the previous class has entered the hall. This allows the older children to serve as role models and demonstrate respectful behaviour.
-  **Opening Collective Worship:** In line with the Church of England tradition, Collective Worship begins and ends with an opening and closing response. The opening response to worship is: ***'God the father, God the Son and God the Holy Spirit, we welcome you here today'***. A set of three candles representing the Holy Trinity is lit prior to the opening response to signal the start of worship.

 **Singing in Worship:** Each week we have a singing worship. During this we take time to consider carefully the words of the songs and make this a worshipful experience by our reflection and responses to the words and music. Each daily worship has a set focus song type we sing.

 **Learning Together:** The weekly pattern of our worships allows for a different range of biblical and spiritual learning. The theme covered is carefully planned and drawn from a range of well-developed published texts. In the learning part of each worship the leader will refer to the theme, biblical story or verses, deliver a clear learning point. Possible vehicles include drama, dance, mime, puppets, video clips, visual aids, testimony or interviewing a visitor. They may use talk time, and questioning to ascertain, deepen and consolidate children's understanding. Any misconceptions will be dealt with sensitively and time will be given to discuss the meaning further after the act of worship when appropriate.

 **Reflecting & Responding Together:** The leader will consider how they can encourage everyone to really stop and think about what they have learnt. Often this is through sitting silently considering a question or image. Music is a powerful tool for creating a reflective space. At times it may be appropriate, when worshipping in smaller groups, to include dance, a quiz or video clip. A response window is then provided that may include song, music or prayer.


 **Closing Collective Worship:** Worship finishes with a prayer and a period of silence and reflection. A child may be invited to lead the prayer and will ensure they invite others appropriately by stating "If you want to make this your prayer then say Amen at the end." Each daily worship has a focus prayer including the use of Our School Prayer and The Lord's Prayer.

Our School Prayer

This is our school.
Let peace dwell here.
Let the rooms be full of contentment.
Let love abide here.
Love of one another, love of life itself
and love of God.
Let us remember that as many hands
build a house, so many hearts make a
school.
Amen.

The Lord's Prayer

Our Father, Who art in heaven,
Hallowed be Thy Name.
Thy Kingdom come.
Thy will be done
On earth, as it is in heaven.
Give us this day our daily bread.
And forgive us our trespasses, as we
forgive those that trespass against us.
And lead us not into temptation,
But deliver us from evil.
For Thine is the kingdom,
The power, and the glory,

 **Children Exiting:** Children will be invited to stand a class at a time starting with Class 1 through to Class 4. Children must sit respectfully while waiting. Class 4 children leave worship appropriately. The front row of each class leads first. Year 6 children can be

invited to take younger classes back to learning. Children should move respectfully in the corridors not talking until they are back in classrooms.

In addition to being invited to sit on chairs, as part of their privileges, Year 6 children are responsible for setting up the hall for worship, for operating the music and ICT equipment, and for turning lights on and off by the door.

Planning of Acts of Collective Worship

There are number strands that are woven together to create a rich, diverse and stimulating worship programme. At the heart of our planning is our psalm and in-conjunction with our tree symbol is linked to the book "Be a Tree". This book is a Metaphor living life in all its fullness and it used by the Worship Lead and teaching staff to embed the meaning of our psalm (sample pages are in Annex A)

Our four core values of friendship, compassion, and wisdom and trust, drive our Christian Value teaching. With New Testament and Old Testament stories identified to illustrate biblical roots. The central display area shows these texts.

Value	New Testament	Old Testament	Focus Term
Friendship	The Feeding of the Five Thousand	Queen Esther	Autumn
Wisdom	The Man who built his house upon the rocks	The Ten Commandments	Spring
Trust	The Lost Sheep	David & Goliath	Autumn
Compassion	The Good Samaritan	Jonah and the Whale	Summer

These stories are incorporated into LLF weeks with an expectation that the Class Teacher unpick the meaning at a child appropriate level. Representatives from the church community also reinforce these key stories linked to our school values in delivering Open the Book style worships throughout the year.

Live, Learn and Flourish Worship

Each Friday we gather as a whole community to reflect on and celebrate our week. This worship includes time to reflect on our Spiritual Development that week as well as revisit our focused value of the term.

After the welcome we take time to sit and listen to a calming piece of music with the Reflection Space poster displayed on the screen. The Head Teacher has prepared a selection of appropriate music to be utilised.

Fabulous Flourisher certificates are presented and children's achievements are recorded in the celebration book and subsequently published in the school newsletter. Children are invited to place their value leaves on the central display and are recognised for keeping the school core values as well as the focus value for the term.

Prior to singing the value song, the key message and biblical link from this week's value worship is shared. These are displayed each week on the value area display.

Team Points are also presented by the Team Captains and this always stirs up excitement. Children are encouraged to celebrate everyone's achievements and the ribbons are changed on the cup to reflect this week's winner.

Once any other achievements and announcements are made the school prayer is shared led by a child. Children are taught to welcome the community to join in with prayer or sit quietly, saying Amen if they wish make their prayer.

Live, Learn & Flourish Class Worships

In addition to our weekly celebrations of our learning and spiritual development each term a class has the opportunity to present in more detail their accomplishments from current topic. A typical rota is shown below but is flexible to fit in with class demands.

Autumn Term 2	Class 4
Spring Term 1	Class 1
Spring Term 2	Class 3
Summer Term 2	Class 2

This is an open worship and parents/carers are invited to share in celebrating the children's learning. The children are encouraged and supported in designing, leading and planning with worship themselves. An outlined structure is shown below:

This serves as an opportunity for children to develop their public speaking skills as well as identifying their strengths in the wider curriculum.

09:10	Entrance Music
09:12	Lead the trinity & welcome visitors
09:15	Using the school tree symbols to structure delivery individual, small group or class contributions.
09:30	Lead congregation in singing a Christian song of their choosing
09:35	Lead congregation in prayer

This worship serves as a vehicle to educate the community in the school identity and the meaning of the tree symbols; consideration should be given to including both evidence of Spiritual development and Religious Education should be given.

These worships are delivered by children in the course of their school life and prepare them for planning their special Year 6 Live, Learn, Flourish Celebration that takes place in the last week on the summer term. This is an open event with Year 6 families present and is a more informal opportunity than the church service to celebrate the children's life and journey at Uley School. The rest of the school community prepares an offering to celebrate how these children have Lived, Learned and Flourished at Uley School. In this worship the Year 6 leavers will also present their little buddies with their pots from the Spirituality Display; a moment will be taken as a whole community to reflect on our Wow's, Ow's and Now's from the academic year.

Christian Value Worship

We have adopted the twelve Christian values from the diocesan publication, 'Roots and Fruits', which form the basis of our worship and wider school life.

These twelve values are:

Generosity
Compassion
Courage
Forgiveness
Friendship
Respect
Thankfulness
Trust
Perseverance
Justice

Service
Truthfulness

These values have been grouped under our four core values of friendship, wisdom, compassion and trust. When building a rolling programme consideration has been given to balancing these links over the four-year delivery; as well as how they fit within the Christian Calendar.

WISDOM	FRIENDSHIP (Pentecost) Summer C	COMPASSION (Christmas) Autumn A	TRUST (Christmas) Autumn C
Courage (Gospels) Spring C	Service (Pentecost) Summer A	Justice (Easter) Spring B	Perseverance (Gospels) Spring A/
	Thankfulness (Harvest) Autumn B	Forgiveness (Easter) Spring D	Truthfulness (Trinity link) (Summer)
		Generosity (Creation) Autumn D	
		Respect (Trinity Link) Summer B	

Alongside this we have adopted the Roots and Fruits 2 publication to underpin the planning of Class Worship ensuring that all staff can deliver worship rooted in Biblical text. The six areas covered are below and these are interleaved into the value programme to support the embedding of the Christian Calendar and its theological meaning.

R&F1, Year A: Compassion (Christmas) Perseverance (Gospels). Service (Pentecost)

R&F2, The Words of Jesus Holy Week & Easter People Jesus Meets

R&F1, Year B: Thankfulness (Harvest) Justice (Easter). Respect (Trinity)

R&F2, Advent & Christmas The Parables of Jesus The Miracles of Jesus

Year C: Trust (Christmas). Courage (Gospels). Friendship (Pentecost)

R&F2, The Words of Jesus Holy Week & Easter People Jesus Meets

Year D: Generosity (Creation) Forgiveness (Easter). Truthfulness (Trinity)

R&F2, Advent & Christmas The Parables of Jesus The Miracles of Jesus

Both Value and Class worship follow the procedures outlined with each class having value areas that house the cross, candle, and bible for the setting up of worship. Children relish helping set up the worship table in their classroom and this is an important time for reinforcing the meaning of these Christian symbols including also the globe and the Dove.

Classroom worship is also an opportunity for spiritual development and children are invited to listen and reflect with music whilst the Reflection Space poster is displayed. After creating this NOW space in our busy day's, children may share their Ows' and Wows'.

As both worship programmes are rooted in biblical links the place in the visual and written bible should be demonstrated by the leader. So that children begin to understand the sequence of events within the Bible. Helping them to create the bigger picture within their minds.

In particular, the Value Worship biblical links are displayed within the central environment for future reference e.g. within Live, Learn and Flourish worship. The prayer associated with the value are displayed on central value area.

Additionally, twice a long term Class 3 prepare and lead our value worship using the 'Out of Box' resources. The children, facilitated by an adult, use the worship structure and procedures to implement this act of worship.

Old Testament Worship

A dedicated series of worships is delivered throughout the year from the Story-Teller Bible that outline key events from the Old Testament. These worships can be supplemented with drama techniques, collective storytelling and other visuals such as art.

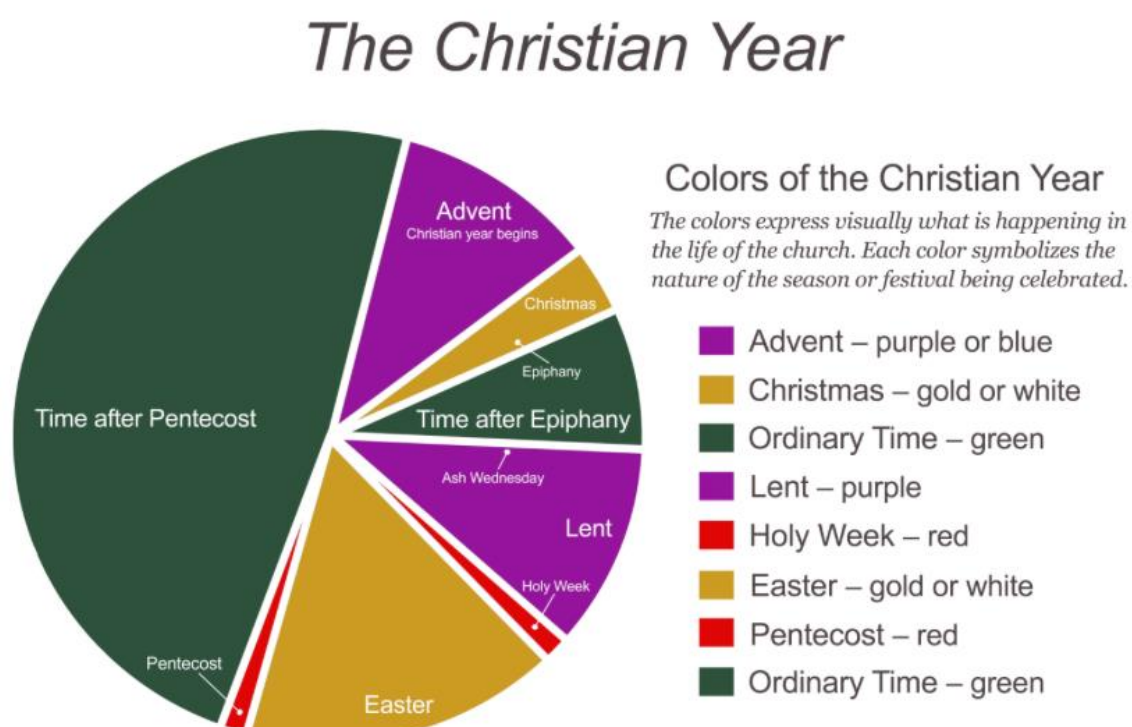
Autumn Term	Spring Term	Summer Term
Genesis & Exodus	Prophets & Gods People	Kings & God People
In the Beginning	Spies in Canaan	David the Giant Killer
A Sad Day	The Walls Fall Down	The Wise King
A Special Promise	A Brave and Mighty Man	Elijah & the Ravens
Joseph the Dreamer	Samson's Great Deeds	A Jar & a Jug
Joseph the Prisoner	Samson and Delilah	God Sends Fire
Joseph the Ruler	Samson and the Philistines	The Helpful Servant
The Secret Baby	Ruth Finds a New Home	Jonah the Groaner
The Burning Bush	Samuel Hears a Voice	Hezekiah Trusts God
The Great Escape	Samuel the Kingmaker	The Boys Who Liked to Say No
A Long Journey		The Men who Liked to Say No
		Daniel and the Lions
		Esther was a star
		A Time to Build

This sequence of worship provides opportunity to place the Good News of the Gospel in context, learning of prophecy and to view God as Creator from a different perspective. Appropriate links to New Testament teachings should be drawn.

The Rainbow visual below can be utilised to demonstrate how the two testaments are interlinked:

Church Calendar

A visual of the Church Calendar is displayed in the central area as shown below:



The key festival observed within our worship programme are summarised in the table below.

	In school	In church
Autumn Term	Creation All Saints & All Souls Advent	Harvest Service Christmas Service
Spring Term	Epiphany Shrove Tuesday Ash Wednesday Lent Mothering Sunday Holy Week	Easter Service
Summer Term	Ascension Day Pentecost Trinity Sunday	Live, Learn & Flourish Leavers Service

These worships are usually delivered by the Worship Lead and by clergy from St Giles church.

These saint days are also observed:

Term	Saint	Country	Date
Autumn	St Andrews	Scotland	30 th November
Spring	St David St Patrick	Wales Ireland	01 st March 17 th March
Summer	St George	England	23 rd April

Church Services

Key Christian festivals and end of term services take place in St Giles' Church, led by staff, children and members of clergy together. Families and the community are invited to join us. Church services are planned to enable the children to be actively involved and in most services, each class will present an aspect of the theme and will be as actively involved as possible.

An order of service captures the contributions from each class, child prayers and hymns/songs to be sung by either Uley School or congregation. The table below captures key information related to each service.

	Children Leadership	Opening	Prayers	Value Focus	Community Links
Harvest	All classes	Reception	Class 4	Class 3 or Y1&Y2	Food Bank
Christmas	Y6 Readings Reception Tableaux	Y1 &Y2	Class 3	N/A	Christian Aid
Easter	As classes	Class 3	Class 2	Class 4 or Reception	Water Aid
LLF Leavers	Y6 memories	Class 4	Class 1	N/A	Bible's presented alongside LLF bookmarks

Where possible, staff should prepare their offerings using the learning that has taken place in Christian RE units. A wealth of ideas and materials can be found in the Understanding Christianity units. Staff should also draw on the learning children have been doing in the wider curriculum that has demonstrated Awe and Wonder allowing time for Spiritual development. All contributions should be prepared with children and a focus on what makes this Christianly Distinctive.

Staff can also assess suggestions for contributions and offerings of worship from the following resources:

- Roots & Fruits 1
- Roots & Fruits 2
- Values for Life

Spiritual, Moral, Social and Cultural Development

Throughout the worship programme other important areas that build our worldview and incorporate diversity are incorporated. The table below is not intended to be exhaustive but provides a flavour of events covered.

Term	Spiritual, Moral, Social and Cultural
Autumn	Anti- Bullying My Happy Mind Children in Need
Spring	NSPCC E-safety World Book Day Red Nose Day
Summer	Life Education Tent

Christian Values beyond worship

Within each classroom there is a dedicated area for reflection of the schools Christian Values. This has the artefacts used in class worship including a candle, a cross and the bible. Additionally, a copy of both the Lord's Prayer and School Prayer are available.

The posters for the current value are displayed along with a value reflection sheet. This is a space for the children and staff to record when the focus value has been displayed. This should be modelled with children in reception so that as they mature they can take ownership. The completed sheets are then stored centrally.

Pupil voice has indicated they value this open ended opportunity but would also like more directed discussions in Upper Key Stage 2. The posters offer quotes that can be used to stimulate further discussion around the value at both class worship time and at the teacher's discretion. It may form part of a Religious Education Lesson.

At the start of a term the new value is explored as a class, in teams or buddies at age appropriate level. The lessons in the table below are provided as a basis and teachers should consider the needs of their class tailoring these or providing another suitable response materials or activity.

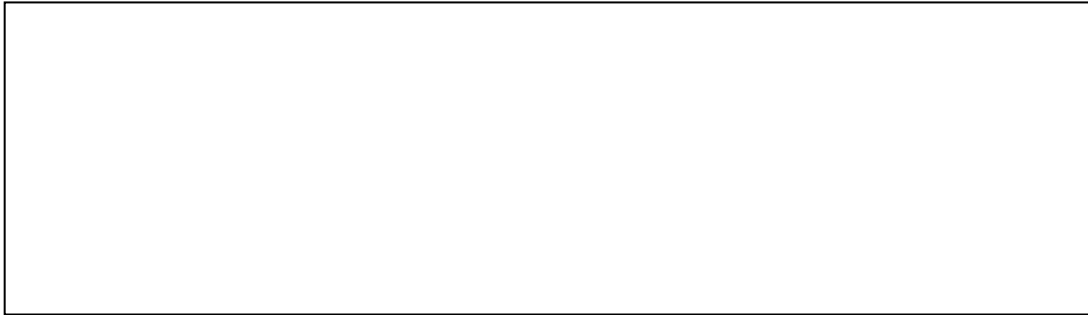
Value	Lesson	Biblical Link
Friendship	Recipe for a Friendship/ Woven Together	
Compassion	Do we know what is like?	
Perseverance	Running the Race	Hebrews 12:1
Justice	Shopping for Justice	Fair Triad
Trust	Trust	Mountain Climber
Service	Queen Esther	Esther
Forgiveness	Making Amends	Zacchaeus
Truthfulness	What is God Like?	Multiple scriptures
Generosity	The Big Party	Parable
Sacred Tools	Respect	Saint Benedict
Thankfulness	Give Thanks	A Gift of Perfume
Courage	Sharing Worries	

Evidence of this learning should be evident in the Value area within the classroom and maybe photographic including pupil thoughts on speech bubbles.

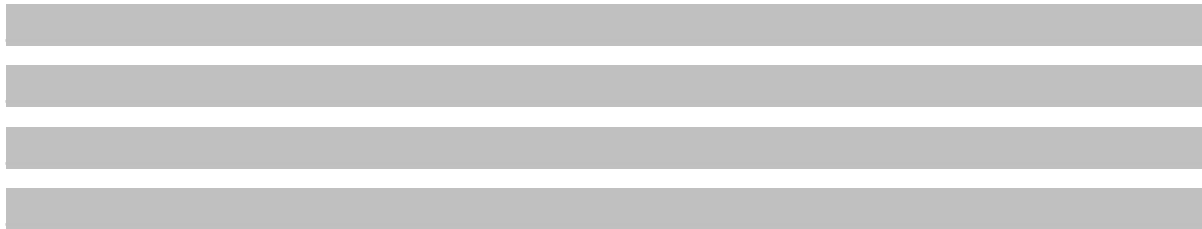
At the end of a long term the children complete a reflection sheet as shown below.

WALT: to reflect *'Learn to do right. Seek justice" Isaiah 1.17*

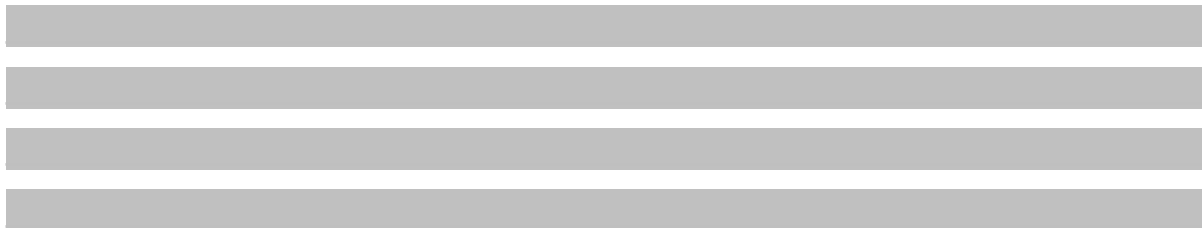
We are learning to: think about our value of justice



Illustrate a time you have been treated justly by at school or home. How does it make you feel to be treated fairly?



Think of a time you have seen injustice in the world. Now explain what you saw and how your actions could make a world a fairer place...



Jesus was crucified for spreading the good news of God's love in The Gospels, do you think was fair and justice? Please explain your opinion



The symbols used are defined on the poster below that is displayed in the worship area in classrooms.



Giving to others



Receiving from others

Reflecting on Christian values



Giving and receiving
within the Trinity

Poster for display in Value Areas

Visitors and Ethos Team

We enjoy the fresh approach that visitors can bring to our school worship, but we require them to adhere to our values. Anyone invited to lead our collective worship is made aware of our policy by which they are expected to abide, and unless otherwise agreed, will fit into the theme for the week.

Pupils of other faiths

As a church school that includes some pupils from other faith traditions, the beliefs and values of those pupils are also recognised. Provision for specific religious observances (e.g. fasting) is made if required.

Monitoring and Evaluation

- Worship leaders regularly reflect on the effectiveness and impact of collective worship. The Senior Leadership Team discuss and review the evaluation and this informs future planning.
- Governors attending collective worship complete an evaluation that forms part of the evidence base for self-evaluation. Governors are also invited to provide informal feedback to the Collective Worship Co-ordinator.
- Pupil views are sought through a range of ways including through pupil forums and pupil monitoring forms, which are completed by different groups of pupils at least once a year.
- The governors monitor SMSC as part of the programme of governor visits and reports are discussed as part of the Ethos Committee meetings and reported to the FGB.

Staff Development and Training

We ensure that all staff, including support staff, receives appropriate training and opportunities for professional development, both as individuals and as groups or teams. Additionally, support and guidance are provided for visitors and the clergy who lead collective worship.

In addition to the information presented in this policy the Worship Lead is available to coach and support new members of teaching staff in leading worship. This is achieved by observing good practise, support with planning collective worship, delivering as a team and constructive feedback.

Development and Sharing of 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 website.

This policy is to be read in conjunction with the Collective Worship in Church of England Schools Inclusive Invitational Inspiring Guidance Document and the Diocesan Collective Worship Guidance Document.

We ensure that the principles for collective worship are reflected and applied in our policies and practice including those which 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 in the school prospectus and on the school website.

Review dates:

June 17

October 19

Autumn 25