East Midlands Academy Trust



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Collective Worship Policy

'Every child deserves to be the best they can be'

Inclusion Innovation Impact

Scope: East Midlands Academy Trust & Academies within the Trust	
Version: 1	**Filename:** EMAT Collective Worship Policy
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Owner: Executive Headteacher (Church Schools)	
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Statutory	New policy

Revision History

Revision Date	Revisor	Description of Revision
Sept 2026 v1	M Hawkes	New Policy

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1 OUR VISION

"**Let all that you do be done in love**." (1 Corinthians 16:14)

2 ETHOS

Naseby C of E Academy is a Church of England Primary School and as such has a Christian tradition and ethos. Our collective worship reflects and reinforces the schools, vision aims and ethos with our underpinning vision from *1 Corinthians 16:14* ***Let all you do, be done in love***. Our collective worship both implicitly, and explicitly, demonstrates our Christian values of **Joy, Love & Resilience**.

At Naseby C of E Academy we consider collective worship to be an important part of the school day. It is an opportunity to reflect and develop the school's distinctive Christian character, enable adults and children from all faiths or none to flourish spiritually, create a sense of community together, as well as an opportunity to contribute to the academic achievement, personal development and well-being of pupils and staff.

3 AIMS OF OUR ACTS OF COLLECTIVE WORSHIP

In light of our duty to invest in the spiritual flourishing of children and adults as part of our school community, our aims for collective worship are that worship is faithful to the Christian tradition while being appropriate for a diverse school community.

We ensure that collective worship is invitational (is welcoming), inclusive (belongs to everyone) and inspirational (and makes a difference). This means that:

Invitational: Collective worship invites rather than demands participation.

- Pupils and adults are encouraged to engage at a level that feels right for them
- Language such as "you are invited to join in if you wish" respects freedom of belief
- This supports statutory requirements and models respect, hospitality and dignity

The impact is the creation of a safe, trusting environment where all can belong without pressure.

Inclusive: Collective worship is accessible to everyone, regardless of faith background or worldview.

- Themes connect with shared human experiences (hope, forgiveness, courage)
- Stories, language and activities are understandable and relevant to all ages
- Christian distinctiveness is clear but not exclusive

The impact is that pupils feel seen and valued, and worship becomes meaningful rather than alienating.

Inspirational: Collective worship encourages reflection and transformation.

- Worship points beyond the moment to how beliefs and values shape daily life
- Pupils feel inspired to act – showing kindness, making good choices, living well together
- Links are made between Christian teaching and lived behaviour

The impact is that worship influences thinking, behaviour and relationships, supporting spiritual and moral development.

3.1 Collective worship includes the educational opportunities for:

- the whole community to celebrate;
- sharing and experiencing differences;
- developing a culture of learning;
- building a sense of group identity;
- encouraging a sense of personal and social responsibility;
- a break from the busyness of life (for stillness and quiet);
- learning how to behave in a large social group;
- exploring feelings and emotions;
- learning how to perform in front of an audience;
- learning how to respond to a performance;
- making visible the school's leadership;
- developing inner awareness.
- understanding fundamental British Values

4 LEGAL REQUIREMENTS

The law requires the Headteacher and Governing Body to provide a daily act of collective worship which is in line with the school's funding agreement and DFE guidance Religious education (RE) and collective worship in academies and free schools - GOV.UK. As a Church of England academy, collective worship will be consistent with the teachings, traditions and practices of the Church of England whilst remaining inclusive and welcoming to those of all faiths and none. The school meets this requirement, which is explained to all involved in the planning and delivery of acts of worship.

4.1 Right of Withdrawal

Our collective worships will be conducted in a manner that is sensitive and inclusive to ensure that all children feel comfortable to attend the assembly. However, any parent can request permission for their child to be excused from attending collective worship and the school will make alternative arrangements for the supervision of the child. Parents can do so without reason. Pupils withdrawn from collective worship will be supervised appropriately by the school. Alternative educational activities will be provided where practicable. Such arrangements will be made without disadvantaging the pupil or creating undue burden on parents.

The Head Teacher keeps a record of any children who are withdrawn from collective worship.

5 PLANNING OF COLLECTIVE WORSHIP

We hold a daily act of Worship in our school. This gathering forms part of each afternoon worship. The format for these gatherings is understood by all staff and reviewed periodically. Our Collective Worship planning is developed using the resources provided by the Diocese of Guildford.

- We endeavour to conduct collective worship in a dignified and respectful way.

- We tell children that collective worship is special thinking time for calm reflection.
- We ask them to be quiet and thoughtful and to listen carefully to the teaching and invite them to participate in prayer and songs.
- We create an appropriate worshipful atmosphere by using music, an alter and candle that act as a focal point for the children.

All members of teaching staff or SLT lead collective worships, including the Head of School, with opportunities for the whole school to worship together each week. Pupils are encouraged to participate in planning and leading collective worship based on the theme or Christian value for that week.

Parents are invited to Worship and other special services e.g. at Christmas, Harvest and Easter. These events are held in our local church and are planned and led by the children. This promotes the community spirit of the school. We welcome governors' attendance at our collective worships at any time.

We also hold Celebration worships that reflect the achievements and learning of the children. These collective worships offer an opportunity to acknowledge and reward children for their achievements both in and out of school. They play an important part in promoting the ethos of the school, which includes that all children are valued and all talents and achievements recognised. Singing worship is also a part of our weekly timetable for collective Worship.

5.1 Class worship

At Naseby, our class based worship is linked to our whole school theme for that week, which is based upon the resources provided by the Diocese of Guildford. The children reflect on the theme or value and respond by writing or drawing their response. This is collected in a class worship reflection book which is kept on the class prayer table.

5.2 Themes

We take the themes of our collective Worship from The Diocese of Guildford resources or Roots and Fruits. In addition, each term the festivals and events of the Christian calendar are included. We also use Picture News as a resource where the children can reflect on real-world events in the news and how they link to Christian values and the Bible.

5.3 Visitors

We welcome visitors to our collective worship. Some visitors are invited to share their experiences, linked to the theme of the collective worship, other visitors present a whole collective worship on a theme requested by the Headteacher. For example, we have regular collective worships led by our Reverend Tom Grant.

Visitors should understand that in schools **E** is for **Education** not **Evangelism** and avoid proselytising. Attempts to persuade pupils to adopt a particular religious or non-religious belief are not appropriate. Visitors should not speak about raising money for any particular cause without the prior permission of the headteacher.

6 MONITORING, REVIEW AND INSPECTION

The Local Advisory Board (LAB) shall appoint a co-opted member with a faith background to support the monitoring of collective worship and to give assurance of its effectiveness and value.

Monitoring may include:

- termly observations of collective worship;
- pupil voice activities;
- staff feedback;
- governor monitoring visits;
- annual evaluation by the Headteacher and Collective Worship Leader;
- reporting to the Local Advisory Board.

The collective worship leader seeks feedback from the children and staff about collective worship every term and uses this to inform future planning.

The impact of collective worship on the school's Christian vision and the flourishing of pupils and adults will be evaluated regularly through self-evaluation processes and, where applicable, SIAMS inspection frameworks.