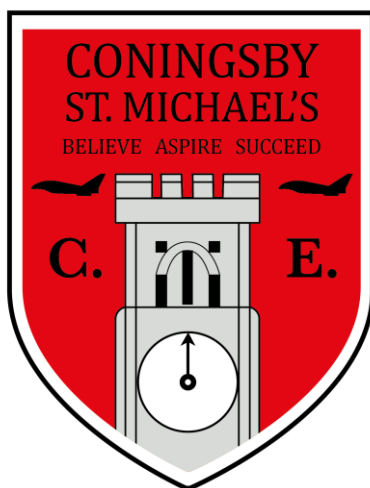


Coningsby St. Michael's CofE Primary School



BELIEVE. ASPIRE. SUCCEED.

Collective Worship Policy

As Jesus welcomes and values children, we at St Michael's aspire to welcome and value all members of our community. We believe that this welcome and value provides opportunities for all to succeed.

Matthew 18: v.2-5

Reviewed	June 2026
Review Cycle	Every 2 Years
Next Review	June 2028

Coningsby St. Michael's School is a Church of England Primary School. Collective worship is an integral part of the school day and gives us the opportunity to come together as a community. Collective Worship has 3 underlying principles:

1. It is inclusive and contributes to the spiritual, moral, social and cultural development of all pupils
2. It is invitational and respects the dignity of all participants
3. It is inspiring and combines a range of experiences.

At Coningsby St. Michael's we also recognise that collective worship provides an opportunity to develop the children's spiritual, moral, social and cultural understanding.

In collective worship we aim to develop the children's understanding of our 6 core Church School values of Friendship, Responsibility, Respect, Thankfulness, Forgiveness and Honesty.

What is Collective Worship?

Worship can be defined as paying homage to (revering) that which is of worth ('Worth-ship.'). Religious Worship is the acknowledgement of 'worth' which is attributable to a supreme being. Therefore, in Church of England schools, opportunities should be provided for pupils and adults to offer worship to God, through Jesus Christ. We can never make anyone worship because it is an attitude of the heart focused on God; in a school situation we should seek to lead people to the threshold of worship by providing a setting where they may worship God if they so wish. Collective worship is therefore different both to school assembly and to corporate worship (see definitions below).

School Assembly is a gathering of the school community; it is often used to celebrate and focus on the life and values of the community itself and is without religious content.

Corporate Worship is a gathering of a body ('corpus') of believers and presupposes a particular religious commitment. When a school, or groups within a school, meet together for worship the activity is unlikely to be corporate worship, where the worshippers are broadly in agreement in their beliefs. Even in a school where the background of the pupils is Christian, the pupils may not regard themselves as believers.

Collective Worship is a term only used in schools. It is an act of worship that should be inclusive of everybody, invitational in nature, with an open invitation to participate. It differs in this aspect from voluntary, corporate church worship. There are no assumptions made about shared belief during collective worship, even in a church school. The 1944 Education Act requires schools 'to provide a daily act of collective worship' and it remains a compulsory aspect of daily school life to this day.

The Legal Requirements

We seek to comply with the School Standards and Framework Act 1998 (Section 70 and Schedule 20) which requires that:

- All registered pupils (apart from those whose parents exercise the right to withdrawal) must on each school day take part in an act of Collective Worship.
- The daily act of Collective Worship should be conducted in accordance with the provisions of the Trust Deeds of the school and the ethos statement in the Instrument of Government and should be consistent with the beliefs and practices of the Church of England.
- All acts of Collective Worship in Church schools must be '*wholly or mainly of a broadly Christian character*'.

- Pupils can be grouped in various ways for worship such as the whole school, year groups, tutor groups, classes, or other combinations.
- Acts of worship must be appropriate for all in that they should be inclusive, invitational and inspiring take account of the pupils' age, aptitude and family backgrounds.
- The daily act of Collective Worship will normally take place on the school premises, but all schools are able to hold their Act of Collective Worship elsewhere (e.g. the local Parish Church) on special occasions.
- Responsibility for the arrangement of Collective Worship in a Church of England school rests with the Governing Body in consultation with the headteacher.

School Vision and Aims of Collective Worship

In Coningsby St Michael's worship is central to the life of school and is a platform for exploring the school's vision.

As Jesus welcomes and values children, we at St Michael's **aspire** to welcome and value all members of our community. We **believe** that this welcome and value provides opportunities for all to **succeed**.

He called a little child to him, and placed the child among them. ³ And he said: "Truly I tell you, unless you change and become like little children, you will never enter the kingdom of heaven. ⁴ Therefore, whoever takes the lowly position of this child is the greatest in the kingdom of heaven. ⁵ And whoever welcomes one such child in my name welcomes me. Matthew 18: v.2-5

- 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 adults and pupils.
- However, in Coningsby St Michael's the purpose of collective worship will be to invite people to a threshold where they can witness worship and join in, if they wish. Through collective worship, pupils and adults 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 and adults 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 and adults will be offered time to be able to contemplate and develop spiritually. Collective worship in our school is invitational, inspirational and inclusive.

Our worship has 3 underlying principles:

- It is inclusive and contributes to the spiritual flourishing of all pupils and adults. It also contributes to the moral, social and cultural development of all pupils
- It is invitational and respects the dignity of all participants
- It is inspiring and offers a range of experiences of Christian worship

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 and adults 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;
- 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 Christ in the Gospels. Thus, we welcome children and adults of all faiths and none to our worship. Through their Christian character, our acts of collective worship will:
- recognise and celebrate the diversity of cultures, life styles, faiths and beliefs 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;
- focus on issues and experiences which are relevant to the pupils;
- foster active roles of pupils, parents and members of the local community – in preparation, participation and leadership.

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;
- enhance, complement and extend curricular work;
- develop pupils' understanding of the Christian faith and Church (Anglican) practice through appropriate Biblical and liturgical content;
- encounter and explore Jesus' teachings and the trinitarian nature of Christian faith;
- identify opportunities for Christian celebration which can be associated with other school events;
- 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.

Worship is planned in relationship to our distinctive Christian vision and our associated values. A range of people are involved in planning and leading worship, including pupils. Timetabling of acts of worship includes engagement with the local church community and various groupings of pupils. Worship is regularly evaluated by a range of members of the school community. In addition, there are a range of opportunities for worship, prayer and reflection throughout the day. This list is not exhaustive and other aspects may be included at the discretion of the school.

Right to Withdraw

- We acknowledge the right of parents/guardians to withdraw their children from Collective Worship and of teachers to withdraw from leading Collective Worship. We acknowledge that parents/guardians/teachers do not need to provide a reason why they wish to Collective Worship. Should a parent/guardian wish to withdraw their child from Collective Worship or a

teacher wish to refuse to lead Collective Worship, we ask that they inform the school [e.g. via the enquiries@ email address].

- We will endeavour to communicate clearly the inclusive nature of Collective Worship for pupils of all faiths and none, as well as its role in supporting the school's vision and values, ensuring that parents have all the necessary information. However, should a parent or guardian request that their child be withdrawn from Collective Worship, we will not attempt to persuade them to change their decision.
- If a pupil is withdrawn from Collective Worship, the school is required to provide appropriate supervision, but should not incur any additional cost in doing so.
- Any queries regarding withdrawal from Collective Worship should be directed to the Headteacher.

Inclusion and Equal Opportunities

- We are committed to equality of opportunity for everyone, including those who share protected characteristics. We therefore aim to make collective worship accessible to all and accommodate individual needs when appropriate. Please see our Accessibility Plan, SEND policy and Inclusion / Equality Policy for further information.
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Implementation and Organisation

Collective Worship is provided within a daily assembly, which is "wholly or mainly of a broadly Christian character" (Guidance issued in circular 1/94).

Collective Worship, whether in assembly or teaching time, will:

- Be acceptable to the whole community, staff and pupils.
- Involve the pupils.
- Be developmental to the spirit.

Our approach to collective worship is rooted in a clearly structured and recognisably Christian **framework, ensuring that each act of worship is meaningful, inclusive, and reflective of our vision and values. Our worship is ecumenical in nature, drawing on the richness of Christian traditions while remaining grounded in shared Christian beliefs and practices. We follow the GERS model: Gather, Engage, Respond, Send.**

1. Gather

We begin by creating a sense of community and purpose.

- A warm welcome brings everyone together as a worshipping community.
- You may choose to light a candle, say the peace, a welcome prayer depending on your school's pattern of worship.
- An opening prayer invites God's presence and sets a reflective tone.
- We affirm our **school's Christian vision and values**, making explicit links to our ethos and identity.

This stage reflects the Christian understanding of gathering as a community before God, united in shared belief while respecting diversity within the Christian tradition.

2. Engage

We then deepen understanding through exploration and learning.

Pupils engage with:

- **Bible stories** that illustrate Christian teachings and values

- **Stories about individuals** (past or present) who model Christian values which mirror our school 'chosen' values
- **Different viewpoints or big questions**, encouraging reflection and respectful dialogue
- **Global perspectives**, often supported by resources such as **Lyfta**, to develop empathy and understanding of the wider world

This stage reflects how Christians learn through scripture, teaching, and lived examples, helping pupils to connect faith with real-life experiences.

3. Respond

We provide space for pupils to respond in ways that reflect the distinctly Christian and ecumenical nature of worship.

A key part of this response is **prayer**, which forms part of our **daily act of worship**. Prayer is always **invitational and inclusive**, ensuring all pupils feel respected and able to engage at their own level of belief.

Staff may use language such as:

"I am going to say a prayer. If you would like to make it your own, you can say Amen. If you would prefer, you may use this time for quiet reflection."

Responses may include:

- Prayer (spoken, silent, or reflective)
- Moments of stillness
- Reflection on personal actions
- Discussion or creative expression (e.g. writing, art, music)

This stage ensures that pupils can engage meaningfully while experiencing authentic Christian practices in a way that is accessible to all.

4. Send

We conclude by connecting worship to everyday life.

- We **reaffirm our vision and values**, making them practical and actionable
- Pupils are encouraged to consider how they can live out what they have explored
- A closing prayer or thought "sends" the community out with purpose

This reflects the Christian call to live out faith through actions, ensuring that worship has a lasting impact beyond the moment its

The collective worship display boards in the hall will reflect all of our Church School values and should consist of thoughtful artefacts and images to stimulate discussion. The Altar will remain clear of any unnecessary objects in order to highlight its sanctity. The displays are also used to show the whole school some 'Big Questions,' which will encourage the children to reflect on the worship themes outside of this time and live our values through every aspect of their school life.

Organisation

- ❖ A termly overview for worship is planned each term in conjunction with SLT, Collective Worship Leader, 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

Upon entry to the hall there may be music playing and/or a visual stimulus. All members of the school community who are attending should be encouraged to enter reverently. Children should be seated

immediately, staff remain standing until every member of school has entered the hall and is seated then the person leading worship will invite staff to be seated. The candles should be lit and a prayer read by children to signal the commencement of worship. The candles should be blown out to show that worship has ended but assembly may continue.

Over the course of each week there will be a variety of opportunities for collective worship. These include whole school, key stage and class worship. Worship will be held in the school hall, in classrooms or outdoors. It will be led by members of staff, visiting clergy or the Collective Worship Council.

Each week, we have a Celebration Assembly and encourage parents to attend. This promotes the community spirit of the school and is a practical demonstration of the way home and school work together to support the achievements of our children. This is an important role in promoting the ethos of the school, where each individual is valued and their achievements recognised.

Parents and friends are further invited to special services including the Trust Welcome service, Harvest, Christmas and Easter which take place in St. Michael's CE Church and are led by the Collective Worship Council. We also hold a yearly Welcome service

Monitoring and Evaluation of Collective Worship

Monitoring and evaluation of collective acts of worship, is undertaken by pupils, staff, and governors on a termly basis. All who deliver worship will be observed on a termly basis. This process supports the school's self-evaluation, is a specific responsibility of the foundation governors and is reported to the whole governing body. Pupils are also involved in evaluating collective worship through feedback in weekly class worship, questionnaires and pupil conferences. All leaders of collective worship are asked to evaluate continuously, reflect after every worship, to develop and improve their practice. Our school regularly evaluates our acts of collective worship and the impact it has on the school and its wider community. Evaluation focuses on the impact collective worship has on the spiritual flourishing of pupils and adults. This involves monitoring by school leaders, staff, pupils and governors in order to grow and develop. We also welcome the contributions of parents and pupils through our suggestion boxes and questionnaires, which are reviewed and considered on a regular basis. These are shared with our *during full governing body meetings*) and play an integral part in developing the spiritual growth of the school. Worship is independently inspected by law under Section 48 of the Education Act 2005.

Diversity, Equity, and Inclusion (DEI) in Collective Worship

At Coningsby St Michael's, we are committed to fostering a school environment that celebrates diversity, promotes equity, and ensures inclusion for all members of our community. Collective Worship is a vital part of our school life, and we believe it should reflect the rich tapestry of beliefs, cultures, and experiences represented within our school.

We aim to ensure that Collective Worship:

- **Respects and reflects diversity:** Worship themes and content will be inclusive of different faiths, worldviews, and cultural traditions. While rooted in Christian values, our worship will also acknowledge and celebrate the beliefs and contributions of other religions and philosophies.

- **Promotes equity:** All pupils will have equal opportunity to participate in and contribute to Collective Worship, regardless of their background, beliefs, or abilities. We will actively seek to remove barriers to participation and ensure that worship is accessible to all.
- **Fosters inclusion:** Worship will be planned and delivered in a way that is welcoming and affirming to every pupil and staff member. Language, imagery, and messages will be carefully considered to avoid exclusion or marginalisation of any group.
- **Encourages reflection and understanding:** Through Collective Worship, we will encourage pupils to reflect on moral and spiritual values, develop empathy, and appreciate the perspectives of others.
- **Supports personal development:** Worship will contribute to pupils' spiritual, moral, social, and cultural development, helping them to grow into respectful, thoughtful, and responsible individuals.

This approach aligns with our broader school ethos and statutory duties under the Equality Act 2010, ensuring that Collective Worship is a meaningful and inclusive experience for all.

Spiritual Development at Coningsby St Michael's

At Coningsby St Michael's, we believe that **spirituality is the unique way you connect with yourself, others, nature, and what you believe lies beyond our world**—giving you a sense of **purpose, belonging, and meaning**. This understanding of spirituality is central to our approach to Collective Worship and underpins our commitment to nurturing the whole child.

We recognise that spiritual development is a vital part of every pupil's growth and wellbeing. Through Collective Worship and daily classroom practice, we aim to:

- **Encourage self-reflection:** Helping pupils explore their thoughts, feelings, values, and beliefs in a safe and respectful environment.
- **Foster connection:** Creating opportunities for pupils to build meaningful relationships with others and develop empathy, compassion, and respect.
- **Celebrate the natural world:** Inspiring awe, wonder, and responsibility through reflection on the beauty and complexity of nature.
- **Explore belief and purpose:** Providing space for pupils to consider life's big questions, engage with different worldviews, and develop their own sense of meaning.

In addition to Collective Worship, each day in their classrooms, children will spend a short period of time exploring each aspect of spirituality as outlined above. These moments are designed to be calm, reflective, and inclusive, allowing pupils to deepen their understanding of themselves and the world around them outside of formal worship time.

We believe that by nurturing spirituality in this way, we help our pupils grow into thoughtful, grounded individuals who feel a deep sense of connection to themselves, their community, and the wider world.

Lyfta in Class Worship

At Coningsby St Michael's, we use Lyfta, an award-winning immersive learning platform, to enhance our class worships and support pupils' spiritual development. Lyfta enables children to explore real-life human stories from around the world through interactive 360° environments, high-quality films, and digital content. These "storyworlds" allow pupils to connect with diverse cultures, perspectives, and experiences in a deeply engaging and emotionally resonant way.

We use Lyfta because it aligns with our belief that spirituality involves connecting with oneself, others, nature, and what lies beyond. The platform helps children reflect on values such as empathy, resilience, and compassion, while broadening their understanding of the wider world. By engaging

with Lyfta stories, pupils are encouraged to think critically, appreciate diversity, and develop a sense of global citizenship—making our worships more inclusive, meaningful, and relevant to their lives.

Collective Worship Council

The Collective Worship Council meets when necessary to review, evaluate and plan Collective Worship in order to ensure that it remains exciting, engaging and relevant. Where possible, for major festivals, the Collective Worship council will lead whole school worship in St Michael's church or the school under the guidance of the Collective worship leader. Pupils are represented from year groups 1-6. They will lead worship in the school year and this is planned around our church school values and shared with the whole school. The council members will observe all the expectations of worship as laid out in the policy.

Reflection Areas

Each class has a reflection area, which will reflect our Church School Values and which will be used during class worship. They also include links to our Spirituality vision for the children. Prayers at lunchtime and home times take place in classrooms.

Training Needs

Training Needs will be identified and addressed within the school's financial constraints. In addition, we will endeavour to ensure all members of staff are made fully aware of all available and relevant training provision and information.

Resources

An Altar is placed as a focal point in the school hall. Candles are placed on the Altar and lit during an act of worship. All classrooms have a standing cross, holding cross and bible as a starting point for their reflection areas.

Monitoring of the policy:

The effectiveness of the above policy and our practice will be evaluated every two years. The Senior Leadership Team in consultation with the whole school community will carry this out.

Acceptance of this policy includes a commitment to implementing it in full.
