

St John's CE Primary

Collective Worship Policy



“Use your God-given gifts to serve others” 1 Peter 4:10

Ratified by governors: Summer 2025

Mr D Ricketts (Chair of Governors)

Mrs N Hedges (Head Teacher)

Policy to be reviewed: Summer 2028

All different, all equal, all growing together.

1. Our vision

"Use your God-given gifts to serve others" 1 Peter 4:10

- 1.1 The vision of St John's is rooted in Christian service. We believe that each of us whether we are a staff member, a child, a parent, a governor, a visitor or friend of the school has been given talents by God. These skills and talents have been gifted to us to enable us to support and serve each other. Jesus did not choose to only serve his close friends, or people that shared his beliefs or interests - he went out of his way to offer himself as a servant to all. **'I am among you as one who serves' Luke 22:27**. This means that we extend our service to all, whatever their background or what they believe in, and offer this service within school as well as extending out to the local and global community.

All different, all equal, all growing together

- 1.2 St John's is a Church of England primary school where every person that walks through the entrance to the school is welcomed, valued and loved. Each person is different; they come with different life experiences, different opinions, different talents and different expectations but in our eyes each one is equally valued and deserves to be given the opportunity to grow academically, socially, emotionally and spiritually. The school is committed to serving these needs to enable each person to thrive.
- 1.3 We tell the children that they are like seeds that are planted deep in the soil of St John's. They need strong roots to grow down into the soil so that they can flourish and bear the fruits of their endeavours. We see our 12 Christian values as being at the core of their growth. The values are the roots that give our children the strength to navigate this world as respectful, courageous, generous, trusting, forgiving, fair members of society. They will have the skill to persevere when life becomes hard, but be always thankful for the goodness they see around them. They will be a compassionate friend to others and will live their lives following the golden rule 'Treat others the way you want to be treated'.
- 1.4 Our theologically rooted Christian vision is used to shape our collective worships. Our Collective worships are Christian and reflect Anglican traditions and practices. We acknowledge that the majority of the community that we serve is not Christian but want our pupils to leave school with a rich understanding of Christianity and experience an encounter with the Christian faith which enhances their lives.
- 1.5 Our daily acts of Collective Worship are invitational; giving all the opportunity to come together to strengthen understanding of the values and ethos of the school. Our collective worships aim to inspire; we want to give space to all who attend to enhance and enrich their spiritual development. We seek to ensure that our worship is inclusive to those of all faiths and none. We want our worship to give all children, staff and visitors the opportunity, without compulsion, to grow in their own faith, whatever that might be, through experiences of prayers, stillness, worship and reflection.
- 1.6 This worship is a central part of our school life and fulfils the statutory requirements common to all schools according to the 1988 Education reform act (and consolidated in the 1996 Education Act).

1.7 This policy statement was adopted by the school's Governing Body at their meeting in Spring 2021. It was revised following a the new SIAMS framework, and the 2021 Guidance from the Church of England.

2. The Aims of Collective Worship

2.1 At St John's CE Primary, we aim to invite our pupils, staff, governors, parents and visitors to come together to engage in an act of worship which is rooted in the Christian faith and to develop learners' understanding of Anglican traditions and practices.

2.2 In doing so we aim to:

- Affirm the Golden Rule which shapes all of our decisions and behaviours "Treat others as you want to be treated." Matthew 22 v.34-40
- Put into context the twelve Christian values which we have selected as a school to represent our vision as a community. Our core Christian values are: Respect, Forgiveness, Generosity, Trust, Compassion, Justice, Truthfulness, Service, Friendship, Perseverance, Thankfulness and Courage. These values develop character, and will enable children to grow socially, emotionally academically and spiritually.
- Teach people to look beyond themselves and to serve others with love. "Use your God-given gifts to serve others" 1 Peter:10
- Take the time to understand that Christians can worship in different ways and through different mediums. Know that the Christian faith is rooted in the teachings of Jesus and the Bible and understand how these teachings are relevant in our lives.
- Deepen knowledge of the trinitarian nature of God: God the Father, the Son and the Holy Spirit.
- Give individuals the space to reflect on their own faith, their values and the choices they make in life. To consider how their actions impact others, how to live well and to take time to deepen their spiritual awareness.
- Spend time appreciating how relevant faith is in today's world. To use this to respond to issues in school, concerns that are close to the community and make sense of national events which impact on people's lives.
- Come together to celebrate. Harvest, Advent, Christmas, Epiphany, Lent, Easter, Pentecost as well as key Saints' days are celebrated in school. We also acknowledge key celebrations in other religions which are important to the families in our school community. We come together to celebrate our children's achievements and successes.

3. Organisation of Collective Worship

Timetable of collective worships

3.1 Each day, the children take part in a daily act of worship. Over the course of the week this looks like this (days are subject to change):

Monday	Tuesday	Wednesday	Thursday	Friday
Whole school singing - Celebration of music - Celebration of birthdays - Celebration of House Points - Opportunity to address school/ community/ world issue that is of current relevance	Class/ Year group CW A story/ video/ input on the school value which allows children to put the value into context of their lives, at an age appropriate level. This CW may also ask for a preparation task for Wed CW.	Whole school CW – placing the value into context. Will have a link to bible story/ quote. Time for reflection on what we learn from this/ what the value looks like in our lives. 'Often has a follow up task on the Whiteboard of Wisdom.	Class/ Year group CW A story/ video/ input on the school value which allows children to put the value into context of their lives, at an age appropriate level. This CW may ask children to follow up/ reflect on Wed CW.	Whole school celebration – to include celebration of value champions. On some weeks, this may be a Year group CW for parents.

3.2 Wednesday's Collective worship is led by the HT and links the values to the teaching of the bible. This Collective Worship may also include a visit from a member of the clergy, from the worship team at St John's church or another Christian group e.g, Birmingham City Mission,

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Riverside Church. Class teachers lead their class/ year group CW. Suggested plans and resources are provided by SLT so that there is consistency and to allow the response to the value to be developed over a week.

3.3 Where the Collective Worship is described as 'whole school', it includes children from Reception to Year 6. For the children in Reception, this is built up over the course of the year so that by the Spring Term they are they are regularly attending all whole school Collective Worship.

3.4 At the beginning of each term, there is a whole school Collective worship led by the HT which affirms the Christian values and attitudes of the school. At the end of each term, there are often additional Whole school Collective Worship to celebrate each other's successes.

4. Structure of Collective Worship

4.1 At St John's, we follow the GERS structure in our Collective worship: Greeting, Engaging, Responding, Sending (see below format for guidance)

4.2 Those leading Collective worship can choose any greetings or sending outs and children's input and ideas are strongly encouraged. In the response, it is expected that a song will be sung and a prayer will be said. Again, children's contributions to this are highly valued.

4.3. In order to create a space for an encounter with God, the scene should be set before people enter the worship space:

- Music to be playing (set on weekly play list available on school website).
- Holy table to be set: liturgical colours, Bible (God the father), Cross (God the Son) and Candle (God the Holy Spirit).

Liturgical pattern for St John's Collective Worships:

Greeting: *'Shine like a light, shine like a light in the world'*

'Peace be with you, and also with you.'



Engaging: *Share the message or value through a story. If it isn't from the bible, make a biblical reference or use a bible quote to show why the story is relevant to Christians.*



Responding: *Give time to reflect: ask questions, invite children to speak or offer prayers, give the children follow up tasks and challenges to do, give space to be quiet and to think.*



Sending: *'Peace be with you, and also with you.'*

'God is good, all the time, all the time, God is good'

'All different all equal, all growing together'

'May you find peace, may you find hope, may you find joy this day.'

'May you find love, may you find rest, here in this place together.'



3.5 Collective Worships are planned for and recorded on a timetable on TEAMS which all staff have access to. These are grouped into values to ensure continuity and development of understanding. Where relevant, Collective workshops can be uploaded onto the school website so that any PowerPoints, music and video links can be accessed by children again after the worship or uploaded onto weekly newsletter.

4. Leadership and participation

4.1 Collective worship is a time when everyone can come together for a shared act of community. Because of this, St John's believes all stakeholders should have the opportunity to plan, lead, contribute and evaluate in order to improve practice and ensure that the values are embedded deeply into the school's ethos.

4.2 To ensure everyone has an opportunity to be involved, these are some of the things which happen: Collective Worships are organised so that they can be led by any member of staff, a Collective worship crew help set up and coordinate workshops, the Values team help to ensure the Collective Worship have an impact so that values are lived out in everyday life, children use the prayer box to write prayers for Collective Worship, Governors, church leaders and

Christian organisations are asked to lead or partake in worships, parents are invited to key events but are also welcome to attend any whole school Collective worship if they wish.

4.3 In order for our children to live out the values in their lives, follow up activities are planned so that children can respond and reflect on what they have learnt. These include things like:

- The whiteboard of wisdom (follow up tasks where children can add ideas and thoughts on the board following CW)
- Value champions (awards like stickers and certificates are given out, praised in celebration CW and named in school newsletter)
- Creative challenges (making items e.g. Christingles, prayer doves, Remembrance poppies, Easter art and poetry etc which can be added to displays or prayer spaces)

4.4 Parents have a right to withdraw their child from Collective worship if they wish and suitable arrangements will be made to accommodate these children. However, as St John's is a church school, Collective Worship is central to school life and is regarded as a vital part of the children's education. The Christian ethos and values education underpin the whole curriculum.

4.5 At St John's we celebrate diversity; learning about what makes us the same as well as what makes us different. Our Collective worships are inclusive, cater for all ages and abilities, and send out the message that we are:

All Different, All Equal, All Growing Together

5. Evaluation

5.1 We recognise the importance of monitoring, reviewing and implementing subsequent changes to our Collective worship provision in order to give our school community a meaningful and relevant worship time.

5.2 We use a range of strategies to evaluate:

- Observation of engagement levels within a Collective worship
- Feedback from pupils (collected from the Collective worship crew, Values Team, school council, classes)
- Level of participation in follow up activities
- Children's general behaviour in and out of school, evidence of values being lived out
- Feedback from Governors following observations of Collective Worships
- Feedback from organisations or individuals who have visited or led worship
- Comments from parents via questionnaires, our Facebook page, informal discussions after worships

6. Review

This policy was amended following training attended by the HT on the SIAMS framework, looking at the impact of Collective Worship. It was discussed at the curriculum committee and adopted by the Full Governing Body in the Summer Term 2025. The effectiveness of this policy will be reviewed at Curriculum Committee in Summer 2028.