



DDAT Collective Worship Policy

January 2025

This policy was approved by the Trust Board on: 10 February 2025

To be reviewed February 2027.

DDAT Vision and Values

Our Vision for Derby Diocesan Academy Trust is to nurture and empower everyone to reach their fullest potential, supporting each other on this journey. Inspired by the teachings of Jesus Christ, we cultivate a vibrant learning community where children and young people flourish academically, emotionally, and spiritually. Our mission and vision flow from the Church of England's vision for education, which emphasises the development of wisdom, knowledge, and skills; hope and aspiration; community and living well together; and dignity and respect. Together, as a community rooted in Christian faith and education, we embrace the abundant possibilities of "Life in all its fullness"

We do this through five values – Inclusivity, Integrity, Community, Excellence and Courage.

Policy Statement

DDAT and St Chad's CofE Nursery and Infant School are committed to high-quality Collective Worship which embodies and lives out the Christian vision and Biblical narrative each day. Our school's Christian vision, *Love God, Love Neighbour, Love Self*, takes inspiration from and is deeply rooted in the Greatest Commandment: "Love God with all your heart and with all your soul and with all your mind and love your neighbour as yourself." We want every child in our care to understand love, see love, show love and know that they are loved.

We are an inclusive school and our vision, though distinctively Christian, welcomes and values all faiths and cultures within our diverse school community. Our school's core values of *love, friendship, compassion* and *respect* sit at the heart of our school community and underpin every aspect of school life.

Love: "Do everything with love". (*Corinthians 16:14*)

Friendship: "Encourage one another and build each other up". (*Thessalonians 5:11*)

Compassion: "Be kind to one another". (*Ephesians 4:32*)

Respect: "Treat others as you want to be treated". (*Luke 6:31*)

These values form our belief that all children deserve to learn in an environment that is safe and secure, where all children and staff are cared for, listened to and positively supported to achieve their best. We do not leave this to chance. We seek to be positive role models to our children, guiding and teaching them through our school's 'LOVE Promise'. We:

Look after our school and each other

Only ever do our best

Value everyone and remember our manners

Enjoy our learning!

Legal Requirements

Legislation requires schools to conduct a daily act of Collective Worship.

“... Worship in schools will necessarily be of a different character from worship amongst a group with beliefs in common. The legislation reflects this difference in referring to ‘collective worship’ rather than ‘corporate worship’. (DfE Circular 1/94 para 57)

Collective Worship recognises that every participant is part of the collective, but there is no assumption that all have the same beliefs and values. Collective Worship should be:

“Appropriate to the family backgrounds of the pupils and their ages and aptitudes.” (DfE Circular 1/94 p.22)

Therefore, Collective Worship in Church of England schools must be inclusive and invitational of all participants.

The main legal requirements for Collective Worship are:

- *Collective Worship in a church school should be carried out in accordance with the school's founding trust deed, and in accordance with the school's Ethos Statement, which is to be found in the statutory Instrument of Government*
 - *the school must provide an act of Collective Worship for all pupils every day*
- *this act of worship can take place at any time of the school day and in any regular school grouping e.g., whole school, key stage or class unit.*
- *a statement must be included in the school prospectus that makes it clear parents may withdraw their children from Collective Worship on religious grounds. A similar statement should appear in the Collective Worship policy document. The ‘religious grounds’ do not have to be justified and explained by the parents. Should children be withdrawn, the school must provide adequate supervision to ensure their safety.*

*Children should **not** be withdrawn from Collective Worship for other purposes, e.g., reading, music lessons, to do so is to break the law.*

(From Derby Diocesan Board of Education Guidelines for Collective Worship, 2022)

Principles of Collective Worship

Aims and Objectives of Policy and Collective Worship

Through collective worship, we aim to:

- Provide opportunities for all (pupils, staff and the wider school community) to encounter and engage with Christian worship
- Explore the school’s distinctive Christian vision and values
- Develop understanding of Christian beliefs, traditions, and practices
- Develop an understanding of the Trust and School Vision and Values and how these contribute to living “life in all its fullness” (John 10:10)

- Foster spiritual growth and personal reflection
- Build community and shared values across our schools
- Support moral and social development
- Celebrate and share in times of joy
- Provide comfort and support in times of difficulty
- Enable participants to explore their own beliefs and questions of faith
- Provide collective worship that is inclusive, invitational and inspiring - in line with the Church of England guidance – (2021)
<https://www.churchofengland.org/sites/default/files/2021-05/collective-worship-guidance-18052021.pdf>

Inclusive, Invitational and Inspiring

- **Inclusive** – Our acts of worship recognise that pupils and staff come from homes of different faith backgrounds as well as no faith backgrounds, so it will be inclusive of, and fully accessible to all. Care will be taken to ensure that language used by those facilitating worship avoids assuming faith of those participating, listening or watching. For example, “Christians believe...” rather than “we believe”.
- **Invitational** – Our acts of worship will be consistently invitational. There is no compulsion. Rather, worship will provide the opportunity to engage whilst allowing the freedom of those of different faiths and those who profess no religious faith to be present and to engage with and treat others with integrity. Pupils and adults will only be invited to pray if they wish to do so and should be invited to pray in their own way. Prayer should always be accompanied by the option to reflect.
- **Inspiring** – Acts of Worship will be formational and transformational. By asking and discussing big questions about who we are and what we do in worship we hope to motivate pupils and adults into action or to think differently. There will be opportunities to think, reflect and ponder on their and the wider community’s behaviour and actions. Collective worship will inspire pupils to act and become courageous advocate of causes.

Implementation

Collective Worship at St Chad’s CofE Nursery and Infant School is thoughtfully planned by a range of stakeholders, including the Headteacher, Collective Worship Leader, school staff, the incumbent of our local church, and external visitors. This collaborative approach ensures that worship is meaningful, inclusive, and reflective of our school’s Christian ethos. This act of worship takes place daily at 2:40pm until 3pm. Our current schedule is outlined below:

	EYFS	Key Stage 1
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Monday	Class Collective Worship	Key Stage Collective Worship he (school hall)
Tuesday	Singing Collective Worship (classrooms)	Vales for Life Collective Worship (classrooms)
Wednesday	Class Collective Worship (biblical story)	Class Collective Worship (biblical story)
Thursday	Key Stage Collective Worship (school hall)*	Singing Collective Worship (school hall)
Friday	Celebration Collective Worship ('LOVE Book') is delivered by the Co-Headteacher (school hall)	

**takes place at 10:10am*

Our school plans systematically and cohesively using resources published by [Imaginor](#):

- Whole School: Roots and Fruits (1 and 2)
- EYFS: Jack in the Box
- Key Stage 1: Oscar out of the Box

Planning is adapted and changed to meet the needs of our community. This ensures that there is a shared understanding of the long- and short-term planning of worship and this enables continuity.

Collective Worship and assembly are both key aspects of school life but serve distinct purposes.

- **Collective Worship** is a legally required activity in UK schools, intended to provide pupils with an opportunity for spiritual reflection, with a broadly Christian character. It should be inclusive, allowing all to engage in a way that is meaningful to them, regardless of faith background.
- **Assembly** is a gathering for school-wide communication, celebration, or educational purposes. It may include messages about school values, achievements, or social themes but does not necessarily have a religious or spiritual focus.

While collective worship can take place within an assembly, the two are not synonymous, as assemblies may also cover secular topics without any worship element.

We foster links with St Augustine's Church, involving the incumbent in leading collective worship and providing coherence between worship in church and school and regularly visit throughout the year as part of the Christian calendar.

At St Chad's, key Christian values are explicitly taught and explored throughout each child's time with us. Rooted in Biblical teaching, each half-termly value reflects the 'fruit' that grows when Christian teaching is lived out in everyday life. Collective worship provides a meaningful opportunity to reflect on these values in relation to our school's vision. This helps promote the spiritual, moral, social, and cultural development of every child in a collective and collaborative way. Each value is supported by key Bible stories and hymns,

helping children to understand the meaning and significance of the values in both a Biblical and practical context. The Christian values we explore are:

EYFS	Key Stage 1
<ul style="list-style-type: none"> • Love (<i>core school value</i>) • Friendship (<i>core school value</i>) • Compassion (<i>core school value</i>) • Respect (<i>core school value</i>) 	<ul style="list-style-type: none"> • Community • Trust • Joy • Thankfulness • Service • Peace • Truthfulness • Forgiveness • Hope • Perseverance • Justice • Courage • Generosity

Throughout the year, children also learn about key Christian festivals such as Harvest, Christmas and Easter. In addition, our worship and wider curriculum reflect our inclusive approach by recognising and celebrating festivals and special days from other faiths and cultures, for example, Diwali and Eid.

Class worship sessions offer children the chance to engage with worship in a more intimate and reflective setting, helping them to develop a strong class identity. These sessions mirror the themes of whole-school worship, encouraging continuity and deeper understanding. Each class keeps a record book that captures the themes explored and special moments celebrated, supporting progression and helping to honour the spiritual journey of each class community.






Visual Schemas

To ensure collective worship is accessible and meaningful for all, especially when exploring abstract concepts, we incorporate a range of visual strategies in both whole-school and class-based worship.

Each collective worship follows a consistent structure, helping children to develop a sense of familiarity, understanding, anticipation, and active participation. There are four key parts:

1. Hello Time
2. Story Time
3. Thinking Time
4. Prayer Time

The hall has a designated table and display board for collective worships. During 'Hello Time', School Councillor help to prepare the table and tray to signal the start of collective worship. The items below are placed on the LOVE tray and the following liturgy is read aloud:

Item	Liturgy Read	Purpose
 lantern	<i>We light our lantern to show God that we are calm, still and quiet.</i>	To encourage children and staff to switch off from the busyness of the day and to be present in the moment. To reinforce the school's behaviour rules: calm, still and quiet.
 class Hearts	<i>We lay our class hearts to remind us that we come together as a family.</i>	To reinforce that we are a school family and the school values of love and friendship.
 school heart	<i>We lay our school heart to remind us of our LOVE Promise and values.</i>	To reinforce the school values of love, friendship, compassion and respect, supported through our LOVE Promise. We: L ook after each other and our school O nly ever do our best. V alue everyone and remember our manners. E njoy our learning!
 cross	<i>We lay the cross to remind us that Christians believe in God, Jesus and the Bible.</i>	To reinforce that we are learning about what Christian believe through stories from the Bible.
 stone	<i>We remember that our own beliefs are valued.</i>	To reinforce that everyone's views and beliefs are valued and celebrated and to reinforce the school values of respect.

A microphone is placed during singing collective worships and a star is lit and placed during celebration collective worships:

At the end of each collective worship, the key message is often revisited, with an encouragement for children to reflect on it and apply it as they leave the hall. Children are invited to share their own thoughts and reflections by holding a marble, offering a calm and symbolic moment of response.

The display board in the hall reinforces the half-termly value and includes the Communication in Print symbol, a relevant photograph, and the key Biblical story linked to the value. Additional pieces of work or images may also be added to support children's understanding in a visual and meaningful way.

To ensure consistency between whole-school and class worship, each classroom is equipped with a Class LOVE Tray, enabling key elements of worship to be mirrored in a more personal and reflective setting.

Anglican Faith and Practice

In addition to the above, we seek to provide acts of Collective Worship that reflect the faith and practice of the Church of England, therefore:

- we use the Bible as a sourcebook for inspiration and learning and make children familiar with the Lord's Prayer, psalms and other verses of scripture. We also introduce them to a variety of well-known prayers, many of which express the central beliefs of Christians throughout the ages. Alongside these, we have our own designated school prayer, which reflects the values we hold dear.
- we use aspects of Anglican liturgy to create a framework for worship. We use Christian symbols as a focus for reflection and provide opportunities to discover the value of meditation and silence. We observe the cycle of the Anglican year including celebrations of the major Christian festivals. This clear framework also helps demarcate worship from assembly.
- we aim to provide a Collective Worship space which is attractive and well prepared with appropriate thought having been given to colour, space, seating, ambience and music.
- we foster links with our local, CE Parish Church, involving parish clergy in leading collective worship and providing coherence between worship in church and academy and visit for weekly services as part of the Christian calendar.
- Recognising the Anglican Communion is part of a global church, we promote links with other local churches and Christian organisations

Rights and Responsibilities

As established by the 1944 Act and reinforced through this policy, parents have the right to withdraw their children from Collective Worship. However, having chosen to send their children to St Chad's CofE Nursery and Infant School, it is hoped that no one will exercise this right. Should such a situation arise, appropriate arrangements would be made in keeping with the requirements of the Act.

Collective Worship is inclusive and as such is open to those of all faiths and none to be present with integrity. Parents who wish to withdraw their child/children should make an appointment to meet with the Headteacher. Following these discussions, any desire to formally withdraw children from worship must be done via a letter to the Headteacher.

Connections to Spiritual, Moral, Social and Cultural Development (SMSC)

We recognise that progression in SMSC is fostered across the curriculum. However, Collective Worship provides a significant moment in the school day to deepen pupils' Moral, Social and Cultural knowledge and their Spirituality. For example, children will be encouraged to reflect on and celebrate the deeper meanings of life, consider their own behaviour and recognise the need for forgiveness, appreciate the contributions of others and respond to their needs, value their own culture and the cultures of others. To help children make meaningful connections between collective worship and their everyday lives, we have developed a 'Values in Action' overview. Children take part in regular experiences such as visits, trips, themed days and weeks, and enjoy home learning opportunities linked to our half-termly values.

Our Language of Spirituality

At St Chad's, we nurture children's spirituality through a shared language of 'ows, nows and wows'. This approach helps children explore feelings of sadness or challenge (ows), moments of stillness or reflection (nows), and experiences of joy or awe (wows). Each concept is linked to a visual aid—a first aid kit, a pocket watch, and a treasure box—to support understanding and encourage meaningful conversations. We also integrate our relational practice into these moments, helping children build awareness of their emotions and deepen their connections with others. We have a special area on our school field designed to foster spiritual reflection, offering a peaceful space where children can sit quietly, connect with nature, and simply be. In addition, all children take part in Forest School sessions throughout the year, deepening their connection with the natural world and supporting their spiritual development in an active, hands-on way.

Monitoring and Evaluation

Our school regularly evaluates acts of collective worship and the impact they have on the school and our wider community. This involves monitoring activities by school leaders, staff, pupils and local academy committee members to further grow and develop collective worship. Regular attendance of collective worship gives opportunity to evaluate the content, the style of delivery and provision. A whole school view is then considered by use of staff feedback and pupil voice questionnaires. We also welcome the contributions of parents and pupils, which are reviewed and considered on a regular basis. These are shared during local academy committee meetings and play an integral part in developing the spiritual growth of the school.

The impact of collective worship is then independently inspected by law under Section 48 of the Education Act 2005 (SIAMS) Inspections conducted by the Church of England. Further details can be found [here](#).

Inclusion

We are committed to equality of opportunity regardless of race, gender, cultural background, ability or any physical or sensory disability. We therefore aim to make Collective Worship accessible to all and accommodate ourselves to individual needs when appropriate.

Implementation of Policy

The Headteacher and Collective Worship Leader are responsible for this policy which will be reviewed every two years. Its implementation is the responsibility of all those planning and leading Collective Worship.

Review

This policy will be reviewed every two years.

Appendices

To support school leaders, links to the Derby Diocesan Board of Education Guidance on Collective Worship are [here](#).

Appendix B Acts of Collective Worship – Monitoring, Evaluation and Review

Appendix C Visitors leading Collective Worship

Appendix D Children participating in the organization and planning of Collective Worship

Appendix E Colours of the Christian Year