



Chelmsford Diocesan Board of Education

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EPPING UPLAND C of E PRIMARY SCHOOL



Collective Worship Policy

Approved by	The Governing Committee
Signed off by	Lesley Duffin
Date	September 2026
Next review date	September 2029

School vision: Epping Upland's theological Christian vision is deeply rooted in the 'Parable of the Sower and the Seed', Matthew Chapter 13 verses 3-8, with particular focus on verse 8 *'other seeds fell on good soil, where it produced a crop - a hundred, sixty or thirty times what was sown.'*

As a school, the parable encapsulates our vision of creating a place where our children are nurtured and provided for according to their own very unique needs. By offering them a variety of gifts through experience, opportunity, learning and discovery, we enable them to be the best they can be for themselves.

Epping Upland is the good soil that allows all our children to flourish and achieve their full potential. Epping Upland provides the rich soil that cares for, nurtures, supports and develops every child.

Introduction

Our Collective Worship Policy strengthens and supports the Christian ethos of our school, explores our vision, where Epping Upland is the good soil that allows our children to flourish, and the associated values we derive from them which are trust, compassion, perseverance and responsibility. Our worship reflects the variety of traditions found in the Church of England and will recognise and follow the Christian liturgical year.

Worship in our school is not simply a statutory duty. The daily Christian act of collective worship is the heartbeat of our school, central to our ethos and is supported by all staff and governors. It makes an important contribution to the overall spiritual, moral, social and cultural development of the whole school community.

The aims and purpose of Collective Worship as defined by the Education Reform Act 1988 are as follows:

- To provide an opportunity for the children to worship God.
- To enable children to consider spiritual and moral issues.
- To enable children to explore their own beliefs.
- To encourage participation and response
- To develop in children a sense of community spirit
- To promote a common ethos with shared values and to reinforce positive attitudes.

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 Articles of Association, and should be consistent with the beliefs and practices of the Church of England.
- All acts of Collective Worship in Church schools must be Christian in 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 the pupils in that they should 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 Local Governing Committee in consultation with the Principal/Headteacher.

Principles of collective worship

Each adult and pupil will experience worship that is truly welcoming, inclusive and exemplifies the principles of Christian hospitality (see Church of England's Collective Worship Guidance).¹ Collective worship therefore will be:

- **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.
- **Invitational** – In our acts of worship, there is no compulsion to 'do anything'. 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 integrity. Pupils and adults will only be invited to pray and sing if they wish to do so.
- **Inspiring** – 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. There will be opportunities to think, reflect and ponder on their and the wider community's behaviour and actions.

Implementation

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 pupils 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.
- We use aspects of Anglican liturgy to create a framework for worship which includes gather, engage, respond, send. We observe the cycle of the Anglican year including celebrations of the major Christian festivals.
 - In Epping Upland, we aim to provide a 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 the Epping District Team Ministry and in particular All Saints Epping Upland, involving members of the ministry team, (for example, clergy and Lay Children's and Families Worker) in leading weekly collective worship and providing coherence between worship in church and school.
- We recognise that different members of our school community spiritually reflect in different ways. Music, story, silence, prayer, drama and other approaches are incorporated within a varied collective worship offer.

Connections with other Christian denominations and faiths

The Anglican Communion sees itself as part of a global church and promotes ecumenism. At Epping Upland C of E Primary, we work to promote links with other local churches and Christian organisations and welcome their clergy and leaders as contributors to acts of collective worship. We recognise that while some of our pupils and families belong to Anglican churches, many worship regularly at churches of other Christian denominations, while others come from different faith backgrounds or none. We endeavor to provide a setting in which the integrity of those present is not compromised, where everyone finds something positive for themselves and there is no pressure to participate inappropriately or to believe.

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 Epping Upland C of E Primary, 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.

Our Collective Worship Pattern and Practice

Leadership

- The school has an allocated Collective Worship lead
- The Local Governing Committee has responsibility for the monitoring of Collective Worship
- Collective Worship takes place every day at 10am or 1.10pm.
- Our weekly overview of Collective Worship is as follows:

Monday	Collective Worship led by Epping District Ministry team and introduction of the weekly theme	Hall
Tuesday	Singing Worship led by a member of staff	Hall
Wednesday	Collective Worship led by the Headteacher	Hall
Thursday	KS1 and KS2 Collective Worship led by staff members	KS2 - Hall / KS1 - Classroom
Friday	Celebration Worship led by headteacher	Hall

Planning

In collaboration with the Epping District Ministry Team, our collective worship lead plans weekly themes as a focus for our collective worship.

Collective Worship is planned to reflect the Anglican Churches liturgical seasons and children are used to this being referred to during our worship. Children at Epping Upland C of E Primary School understand that worship reflects the cycle of the Church year.

Worship Ambassadors

- Our Worship Ambassadors meet with the members of the Epping District Ministry Team weekly, on a Monday before Collective Worship.

- They share in the planning and the delivery of Collective Worship

How the Christian values of Epping Upland are identified, expressed and celebrated through collective worship.

- Vision and values are shared as we enter collective worship.
- Explicit links are made between Bible stories and the Christian values of the school.
- To ensure that Collective Worship continues to be inspiring, we encourage those leading to use a range and variety of materials including websites, artefacts, stories, drama scripts, artwork, music, songs, film clips, focal points e.g., a picture or candle.

Collective Worship at Epping Upland provides children and adults a daily opportunity to explore faith and reflect on the Christian beliefs, and the school's values and vision. At Epping Upland C of E we encourage everyone on a journey of spiritual growth through prayer, stillness and reflection.

Resourcing, Staff development and training

The budget for Collective Worship is distinct from the budget for Religious Education. There is a wide selection of assembly books and artefacts which we regularly update and improve. We ensure that all staff, including support staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams. Staff training is accessed through the Diocese of Chelmsford.

Visitor Leaders to Collective Worship

We welcome visitors to lead and participate in our Collective Worship. The Epping District Ministry team visits the school and leads weekly whole school collective worship sessions. Visiting Collective Worship Leaders are asked to read and comply with our school visitor and safeguarding policies. The welcoming member of staff/headteacher/Collective Worship Lead will discuss with the visitor, prior to the visitor leading Collective Worship, the content, expectations and practices of Collective Worship. The purpose is to ascertain its suitability for the school community. Visitors are never left alone with children as the supervision of pupils remains the responsibility of school staff.

Contribution to Spiritual, Moral, Social and Cultural development

We recognise that although SMSC development should be fostered across the whole curriculum, acts of Collective Worship provide a multitude of opportunities in this area. 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.

Monitoring and Evaluation

Our Collective Worship practice is regularly reviewed by:

- Worship Ambassadors - organise student led pupil voice survey
- Collective Worship Lead - analysis of pupil and staff voice surveys and monitoring of collective worship delivery inline with DBE guidelines and the Church of England - Inclusive Invitational Inspiring Guidance Document.
- Governing Body - identified member attends collective worship and meets with the collective

worship lead to review impact of collective worship delivery.

- Diocese of Chelmsford Advisor Meeting

• School Development Plan - Our school development plan is a working document and is reviewed regularly. This includes regular reviewing of our school's Christian distinctiveness.

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 Assistant Headteacher as Collective Worship Coordinator is 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.

Written By: Katie Marshall

Adopted By:

Review Date: September 2026
