



Montreal CE Primary School

Collective Worship Policy

Adopted by:	Full Governing Body	
Date of policy:	6th October 2025	
Review date:	October 2027	
Signed:	K. Lee (Chair of Governors)	L. Wilson (Headteacher)

'Love others as well as you love yourself'

(Matthew 22:39 / The Message)

Montreal CE Primary School is a Voluntary Controlled Church of England school. Our Instrument of Government and Diocese expectations require us to preserve and develop the Christian character of the school.

1. Statement of Intent

Collective worship is central to the life of Montreal CE Primary School. We believe it gives pupils and staff the opportunity to:

- come together to reflect on Christian beliefs and values;
- deepen understanding of the Christian faith, particularly in its Anglican expression;
- develop spiritually, morally, socially and culturally;
- celebrate together the achievements, joys and values of the school community;
- explore and respect the beliefs of others, including those from other faiths and none.

We use the *Roots & Fruits* resource as the structure and stimulus for our worship, ensuring a coherent plan of values and Christian themes throughout the school year.

2. Legal Framework

This policy is written with regard to the following legislation and guidance:

- Education Act 1996, Section 385: all pupils in maintained schools (other than maintained special schools) to take part in a daily act of collective worship.
- School Standards and Framework Act 1998, Section 70 and Schedule 20: arrangements for collective worship in community, foundation, voluntary controlled and voluntary aided schools.
- The requirement that in voluntary controlled and voluntary aided Church of England schools, collective worship must be in accordance with the school's religious character and, typically, of a broadly Christian nature.
- Guidance from the Church of England and the Diocese concerning worship in church schools.

3. Aims

- To provide a daily act of worship for all pupils, unless withdrawn by parents/carers.
- To ensure that worship is of a broadly Christian character, reflecting Anglican tradition, and in line with Roots & Fruits.
- To ensure worship is inclusive, appropriate to the ages, aptitudes, and family backgrounds of pupils.
- To invite active participation by pupils and staff in planning, leading, and evaluating worship.
- To provide a variety of forms of worship (whole school, key stage, class, led by pupils or staff, fathered by local clergy or visitors) so that worship is engaging and relevant.

4. Organisation of Collective Worship

Frequency

- Worship is held daily on each school day.

Leadership and Planning

- The Governing Body is responsible for making arrangements for collective worship in consultation with the Headteacher
- The Headteacher will ensure that acts of worship happen as planned and are of high quality.
- The Roots & Fruits programme provides a two-year cycle of themes and values, tied to the liturgical calendar, which will be followed across the school.

Grouping

- Worship may be delivered as whole school, key stage, or class groups as appropriate.
- On special occasions worship may take place in church or other suitable venues.

Time and Place

- Worship will normally take place on the school premises
- It may be scheduled at any time during the school day, and usually lasts for a short period (e.g. 10-15 minutes) though may be longer for special occasions.

5. Nature & Content

- Worship will normally be Christian in character and based upon Christian teaching, consistent with Anglican tradition.
- Roots & Fruits themes will shape worship, providing structure (including biblical roots, fruits as values) and ensuring continuity.
- Worship will include a variety of elements: prayer, singing, Bible reading or story, silence / reflection, responses/actions, linking Christian values to pupils' lives.
- It will be sensitive to other faiths and beliefs: recognising diversity, showing respect, and occasionally including multi-faith perspectives, without compromising Christian foundation.

6. Inclusion, Participation and Withdrawal

- All pupils are expected to attend Collective Worship unless a parent/carer requests withdrawal. Parents/carers do not need to justify their request.
- Staff may also choose whether or not to attend or lead worship.
- Worship should be accessible, invitational and appropriate for pupils of varying ages, aptitudes, and backgrounds.

7. Monitoring and Evaluation

- The effectiveness of collective worship will be monitored regularly by the Headteacher, RE/Worship leader, and Governing Body.
- Pupils and staff will be involved in evaluation: through feedback, informal discussion, and structured opportunities (School Council).
- Links with the local church(es) will be encouraged for support, visitor leadership, and opportunities for worship in church.

8. Roles & Responsibilities

Role	Responsibilities
Governing Body	Ensures the policy is in place, ensures that worship is in accordance with legal and denominational requirements, reviews the policy periodically.
Headteacher	Oversees implementation; ensures daily worship occurs; supports staff; ensures training/resources (e.g. Roots & Fruits) available.
RE / Worship Lead	Helps plan and lead worship; coordinates worship themes; supports staff and pupils to lead worship.
Staff	Participate in collective worship; wherever possible contribute to planning and delivery; ensure acts are inclusive and respectful.
Pupils	Participate in worship; contribute ideas/themes; lead worship as appropriate
Local Church / Diocese	Provide support, training; visit when appropriate; contribute to worship; support school in maintaining Christian character.

9. Legal Rights and Requirements

Parental right of withdrawal:

Parents/carers have the right to withdraw their child from all or part of collective worship. The school will make alternative provision for withdrawn pupils.

10. Policy Review

This policy will be reviewed every two years, or earlier if required by changes in legislation, diocesan guidance, or school circumstances. Review will involve staff, governors, pupils and church representatives as appropriate