

The Weald Federation

Of Five Ashes, Frant, Mark Cross and Mayfield Church of England Primary Schools



With God's love we grow and learn together

With God's love we grow and learn together to inspire every child and adult to flourish within our community. Through our Christian ethos, excellent teaching and shared learning, we aim to encourage everyone to discover who they are in relation to God, the world and others. This is in order to prepare for, and positively contribute to, our ever changing and diverse world.

Collective Worship

Led by:	EHT
Date implemented:	October 2025
Date for next review:	October 2027
Approved by:	FGB
ESCC or School:	School

Federation Vision

With God's love we grow and learn together to inspire every child and adult to flourish within our community. Through our Christian ethos, excellent teaching and shared learning, we aim to encourage everyone to discover who they are in relation to God, the world and others. This is in order to prepare for, and positively contribute to, our ever changing and diverse world.

Aims

"Collective Worship in schools should aim to provide the opportunity for pupils to worship God, to consider spiritual and moral issues and to explore their own beliefs; to encourage participation and response, whether through active involvement in the presentation of worship or through listening to and joining in the worship offered; and to develop community spirit, promote a common ethos and shared values, and reinforce positive attitudes."

(DfE Religious Education and Collective Worship Circular 1/94)

Collective worship in The Weald Federation aims to:

- be inspiring, inclusive and invitational, so that all participants are able to talk about the difference worship makes to their relationships and the life of the school.
- inspire and learn through Biblical texts and the Christian teachings of Jesus
- deepen understanding of our Christian values
- have a strong focus on God as Father, Son and Holy Spirit, enabling each one of us to embark on an understanding of the Trinity
- deepen understanding of Anglican and other Christian traditions found in the UK and worldwide
- encourage everyone to understand and embark on their personal spiritual journey whilst contributing to a wider communal growth
- develop an appreciation and understanding of the value of prayer, reflection and stillness
- develop a sense of the spiritual, creating opportunities to wonder and respond to something beyond the everyday
- praise, celebrate and give thanks
- acknowledge significant achievements and mark significant occasions within the school, local and international community

Legal Requirements

It is a legal requirement for church schools to provide a daily act of collective worship in line with the Anglican tradition. The Governing Board holds responsibility for ensuring that the legal requirements for worship are met and that all pupils engage each day in a meaningful act of Christian worship. This may take the form of whole school worship, key stage or class worship.

Withdrawal from Collective Worship

Parents/carers have the right to withdraw their children from acts of worship. We respect withdrawal requests, however, in view of the Christian ethos and distinctive Christian character of the schools in our Federation, we hope that all children will attend Collective Worship and ask that parents/carers wishing to withdraw their child discuss this with the Head of School before making their decision to establish whether there are specific elements the parent/carer objects to and the practical implications of withdrawal. Following a conversation with the Head of School parents should confirm this request in writing.

We acknowledge that teachers have the right to withdraw from Collective Worship. However, as a Federation of church schools, all members of staff are asked to support the Christian ethos of our schools. As a Voluntary Aided school, teachers working at Mark Cross CE Primary School have a condition of employment to attend and play a full part in the daily act of worship.

Pattern of Worship

School worship should include these elements:

1. Gathering /Creating the Atmosphere

- Music for pupils' entry and exit to the hall in a respectful manner and perhaps an image or 'big question' for pupils to think about.
- A worship table as a focal point with artefacts such as a cross, a Bible, candle, flowers and other Christian symbols.
- Signal the start of worship through lighting a candle(s) and/or sharing a liturgical response or welcome such as:

'May peace be with you ... and also with you.'

Or

'We have gathered here in the name of God the Father, Son and Holy Spirit (to worship together and think about our value of ...)'

2. Engagement

A wide range of strategies will be used to engage pupils and the school community with the Christian value or focus. This could include:

- A Bible story read, acted out, retold, watched on film / listened to
- Thinking about a particular theme through stories, drama or poems
- Using a prop or modern day event to lead into thinking about a biblical / spiritual theme
- Inviting individuals to engage and participate

3. Responding

All acts of Collective Worship in school should include:

Prayer and/or quiet reflection

- Learning of prayers in the Anglican tradition e.g. The Lord's Prayer.
- Children are familiar with a range of 'call and response' statements to prayer (examples can be found in Appendix 5)
- Sharing our own school prayers.
- Opportunities for prayers written by the school community.
- Opportunities for prayer/reflection upward to God, outwards to the world or inwards to self.
- Considering the nature of prayer: praising God, saying sorry, gratitude/ thanks or requesting help.
- Prayer/reflection by individuals during a time of quiet.

- Pupils and adults should be invited to pray if they wish to do so or be given the opportunity to reflect in their own way. Eg: 'Listen to the words. If you would like to make this prayer your own, you can say Amen at the end or you can have some quiet reflection time.'
- When children and adults are invited to pray they may bow their heads or place their hands together.
- The use of a focal point, such as a candle, may support children's prayer and reflection.

Participation

Collective worship in a church school should be invitational and an experience that does not offend the integrity of those with different faiths or no faith. It should not presuppose shared beliefs.

Pupils should be given opportunities to be actively involved in Collective Worship through:

- asking and responding to questions
- contributing ideas and experiences
- role play and/or music
- reading prayers, passages, poems, stories etc.
- leading aspects of worship
- volunteering to support the leader of worship
- singing

4. Sending

Collective worship should motivate pupils and adults to:

- Reflect on the main message focused on during worship
- Think differently/consider another viewpoint
- Demonstrate Christian values in and outside of school
- Adjust their behaviour/actions in their everyday lives
- Share their reflections with other members of the community
- Make ethical choices and be agents of positive change
- Further explore their faith and beliefs

The end of collective worship could be signaled by:

- blowing out the candle(s)
- final prayer
- music
- a liturgical response

Spiritual Development

At The Weald Federation, spirituality is the development of self-understanding that enriches our relationship with God, one another and the world around us. It allows us to feel connected to something greater than ourselves, to reflect and explore the 'big' questions in life. Collective Worship provides an opportunity for children and adults to develop spiritually through:

- exploring, clarifying and reflecting on their own beliefs, experiences and perspective on life
- Experiencing a sense of belonging and connectedness in relation to God, each other and the World.

- developing knowledge and respect for other people’s faith, feelings and values
- making connections and considering themselves as part of a bigger picture rather than being external from it
- appreciating beauty in the world and responding to it
- Exploring ‘big questions’ and mystery
- Exploring a personal connection with God (including uncertainty or not believing in God)

The Role of the Ethos Team (Responsible for Collective Worship)

- Work closely alongside the Governors Ethos Group and with The Weald Federation when necessary.
- To organise a timetable of worship and worship leaders.
- To plan for visitors to lead/speak during worship and ensure that their practice is in line with the Collective Worship Policy and ethos of the school.
- To foster and maintain positive relationships with the local churches.
- To monitor the evaluation of school provision for worship through pupil voice, children’s evaluations and observation of worship.
- Collate and draw conclusions from responses from children, staff, and parents on the quality of worship and act upon them accordingly.
- Suggest developments for Worship in the school through school improvement planning.
- Report to staff and governors on any significant findings.

Planning for Collective Worship

Collective worship is planned around the Church calendar and the Federation’s Christian Values which follow a 2 year cycle.

The Federation mainly bases its planning around the Imaginor ‘Roots and Fruits’ resources. These are supplemented with other appropriate materials such as texts with a spiritual message, Values for Life, Roots and Fruits 2 etc.

The Weald Federation’s Christian Values

Cycle A		Cycle B	
Term	Christian Value	Term	Christian Value
Term 1	Thankfulness	Term 1	Generosity
Term 2	Trust	Term 2	Compassion
Term 3	Perseverance	Term 3	Courage
Term 4	Justice	Term 4	Forgiveness
Term 5	Service and Responsibility	Term 5	Friendship
Term 6	Truthfulness	Term 6	Respect

School Collective Worship Timetables

Five Ashes CE Primary School’s Worship Timetable	
Monday	Whole School Collective Worship (values)
Tuesday	Singing Practice or St. Dunstan’s Story Tellers (1 per Term)
Wednesday	Whole School Collective Worship (values)

	(Led by Sheila Rait – St. Dunstan’s Church Warden)
Thursday	Whole School Collective Worship (The Life and Teachings of Jesus)
Friday	Whole School Collective Worship (Celebration)

Frant CE Primary School’s Worship Timetable	
Monday	Whole School Collective Worship (Led by Rev. Brendan and/or member of Frant Church)
Tuesday	Singing Practice
Wednesday	Class Worship – Picture News
Thursday	Whole School Collective Worship (values)
Friday	Whole School Collective Worship (Celebration)

Mark Cross CE Primary School’s Worship Timetable	
Monday	Whole School Collective Worship (values)
Tuesday	Class Worship (values) or Whole School Collective Worship led by Rev: Brendan (fortnightly)
Wednesday	Rejoyce Worship - Singing Collective Worship at Mark Cross Church (Led by Mr Rogers – St. Denys’ or member of staff)
Thursday	Class Worship (values) or Whole School Collective Worship led by Mr Rodgers (fortnightly)
Friday	Whole School Collective Worship (Celebration)

Mayfield CE Primary School’s Worship Timetable	
Monday	Whole School Collective Worship (Values)
Tuesday	KS2 Collective Worship (Values) KS1 – Class Worship
Wednesday	Singing Practice (St Dunstan’s Story Tellers – 1 per Term)
Thursday	KS1 Collective Worship (Values) KS2 – Class Worship
Friday	Whole School Collective Worship (Celebration)

Links with the Parish and Local Community

The Weald Federation has close links with the local Anglican Churches, clergy, ministers and church members who encourage and support the four schools in effectively developing the provision and impact of worship. Children also have the opportunity to regularly attend their local church as part of the Collective Worship programme, especially to celebrate significant Christian festivals and special occasions in the life of the school. Members of the local community are also actively involved in the life of our schools. This partnership helps to strengthen connected communities of the church, school and household, honouring Christian traditions and supporting both children and adults to flourish spiritually.

We regularly invite visitors to participate in and lead our worship, ensuring to liaise with them beforehand so that they are clear about the aims of our collective worship and the need to avoid any proselytising.

Monitoring and Evaluation of Worship

We regularly evaluate our collective worship and the impact that it has on the school and our wider community. This involves monitoring by school leaders, the Ethos Leads, staff, pupils and governors and takes place both informally and formally. This evaluation plays an integral part in developing the spiritual growth of our school community. See Appendix 1a and 1b for agreed monitoring forms.

Appendices

Appendix 1a – Monitoring Form for Observation of Collective Worship

Appendix 1b – Collective Worship Pupil Evaluation

Appendix 2 – How our Values are Rooted in Christianity

Appendix 3 – Christian Festivals and Cycle of the Anglican Year

Appendix 4 – Hymns and Songs Linked to Each Value

Appendix 5 – Examples of Call and Response

Appendix 6 – Spirituality Development at The Weald Federation

Appendix 1a - Monitoring Form for Observation of Collective Worship

THE WEALD FEDERATION MONITORING OF COLLECTIVE WORSHIP

Date:	School:	
	Leader of Worship:	
	Grouping:	
Value:	Context:	
Structure of Worship	Prompts	Evidence
Gathering	Atmosphere Focus created Use of music or silence Invitational Inclusive Response used	
Engaging	Christian content (Bible) Christian teaching Anglican insight Pupil engagement Quality involvement Adult engagement Pupil attitudes All included	
Responding	Spiritual Dimension Looking outwards sense of amazement; fascination Looking inwards - self-awareness; empathy; extends imagination Response – creative expression of own thoughts Transformation – opportunity to put belief into action Thoughtful questions Prayer/ Reflection Personal response	

	Collective response Application to life	
Sending	Christian community in action Atmosphere sustained Response used Application to life	
Strengths / Impact		Areas for Development

Appendix 1b – Collective Worship Pupil Evaluation

Teacher Guidance:

- Please ask the children whether they agree or disagree with each statement on the scale of 0-10
0 – strongly disagree, 10 – strongly agree
- You can alter the language of the statements to make them phase appropriate, if needed.
- Mark the answer on the pupil evaluation form using a small circle (Insert tab, Shapes)
- If completing 1 form for the whole class, please take an average of their answers and mark the class average for each statement.
- When you have completed each question, please join the dots with a line (insert table, shapes)

Pupil Evaluation of Collective Worship

THE WEALD FEDERATION

1. Our school Christian vision and values are important and make a difference to me.

2. Collective Worship is important to me and is a special time of the school day.

3. Collective Worship helps me to understand Christian beliefs and teachings.

4. I am given time to be still, reflect and think during Collective Worship.

5. Prayer is helpful to me.

6. The Bible is important to help me learn about God, through the teachings of Jesus, and how he wants me to live.

7. I am given opportunities to lead and take part in Collective Worship.

8. Collective Worship helps me to consider my choices and actions.

Scale: 0 to 10

This pupil evaluation form can be found on [The Weald Federation Staff Page of Sharepoint](#) > RE, SIAMS and SMSC > Collective Worship

Appendix 2 – How our Values are Rooted in Christianity

Value	Christian Distinctiveness/Beliefs	Biblical Reference
Generosity	<p>We can give because God has given us everything.</p> <p>God’s generosity is best described as ‘grace’; love given freely without limit or conditions.</p>	<p><i>“Everything comes from you Lord, and we have given you only what comes from your hand.”</i> (1 Chronicles 29:14)</p> <p><i>“God loves a cheerful giver.”</i> (2 Corinthians 9.7)</p>
Compassion	<p>We are compassionate because God is compassionate to us.</p> <p>Christians believe that their attitudes and actions should reflect the kindness, mercy and compassion of Jesus and the love of God for everyone.</p>	<p><i>“The LORD is good to all; he has compassion on all he has made.”</i> (Ps 145:9)</p> <p><i>“Clothe yourself with compassion, kindness, humility, gentleness and patience.”</i> (Colossians 3.12)</p>
Courage	<p>We can be brave because God is with us.</p> <p>Christians believe that God is present in every situation, leading to great acts of courage to face danger, opposition, overcome fear, make a stand for what is right and encourage others to persevere. Through prayer, people have found the strength to help them to be courageous.</p>	<p><i>“Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.”</i> (Joshua 1:9)</p>
Forgiveness	<p>We forgive others, because God forgives us.</p> <p>Forgiveness is the means by which damaged relationships can be restored and is motivated by love. Christians believe that God’s forgiveness was shown when Jesus died on a cross. His sacrifice is a source of inspiration to forgive others.</p>	<p><i>“Forgive us our sins, for we also forgive everyone who sins against us.”</i> (Luke 11:4)</p> <p><i>“Just as the Lord has forgiven you, so you must also forgive others.”</i> (Colossians 3.13)</p>
Friendship	<p>We are friends with God so we can be friends with others.</p>	<p><i>“Abraham believed God, and it was credited to him as righteousness, and he was called God’s friend.”</i> (James 2:23)</p>

Value	Christian Distinctiveness/Beliefs	Biblical Reference
	Christians believe that they call God their friend because Jesus showed them this relationship.	"Encourage one another and build each other up." (1 Thessalonians 5.11)
Respect	God made everyone and so we value and respect them.	<p><i>"Show proper respect to everyone, love the family of believers, fear God, honour the king."</i> (1 Peter 2:17)</p> <p><i>"Do to others as you would have them do to you."</i> (Matthew 7.12)</p>
Thankfulness	<p>We are thankful because God has given us everything.</p> <p>Christians believe that God loves and cares for them in many different ways in all aspects of their lives. They know that their response to this should be one of thankfulness and praise.</p>	"Give thanks to the Lord Almighty, for the Lord is good; his love endures forever." (Jeremiah 33:11)
Trust	<p>We trust, because God can be trusted.</p> <p>Trust is important in all relationships, including a person's relationship with God. Trust grows through being honest and reliable. God is willing to trust 'ordinary' people with important tasks.</p>	<p><i>"The Lord is my strength and my shield; my heart trusts in him, and he helps me."</i> (Psalm 28:7)</p> <p><i>"Always be thankful."</i> (1 Thessalonians 5.16)</p>
Perseverance	<p>We keep going because Jesus kept going for us.</p> <p>Jesus encouraged his disciples to be patient and keep going when facing difficulties. He reminds Christians to believe in themselves and trust in God.</p>	<p><i>"Let us run with perseverance the race marked out for us, ² fixing our eyes on Jesus, the pioneer and perfecter of faith. For the joy set before him he endured the cross."</i> (Hebrews 12:1-2)</p> <p><i>"My God is my strength in whom I trust."</i> (Psalm 18.2)</p>

Value	Christian Distinctiveness/Beliefs	Biblical Reference
Justice	<p>We seek justice, for God is good and loves justice.</p> <p>Justice revealed in the Bible is always in the context of love. It is about taking responsibility for one another so that no one is excluded from the essentials of life.</p>	<p><i>“Follow justice and justice alone, so that you may live and possess the land the Lord your God is giving you.”</i> (Deuteronomy 16:20)</p> <p><i>“Learn to do right. Seek justice.”</i> (Isaiah 1.17)</p>
Service	<p>We serve because Jesus served us.</p> <p>Jesus is the son of God but was known as ‘the servant king’ as he always helped others and was friends with everyone. Christians believe that they should be like Jesus, serve others and, through this, serve God.</p>	<p><i>“Jesus said, The Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”</i> (Matthew 20:28)</p> <p><i>“Serve one another in love.”</i> (Galatians 5.13)</p>
Truthfulness	<p>We speak truth because God always speaks truth.</p> <p>Christians believe that truth is revealed in the Bible and through the life of Jesus. Jesus’ teaching give an insight into the nature of God and the way in which He means people to live.</p>	<p><i>“Jesus answered, “I am the way and the truth and the life.”</i> (John 14:6)</p> <p><i>“Tell the truth to each other.”</i> (Zechariah 8.16)</p>

Appendix 3 – Christian Festivals and Cycle of the Anglican Year

Month of the Year	Christian Festivals	Liturgical Year	Festivals Other Faiths
January	Epiphany	Christmas - White	
February	Candlemas After February 3rd	White Ordinary - Green	Lunar New Year
March	St David's Day St. Patrick's Day Ash Wednesday Lent Mothering Sunday Holy Week (week before Easter) Easter	Purple Red White	Holi - Hinduism
April	Lent Holy Week Easter St. George's Day St. Mark's Day	Lent – Purple Red White	Ramadan – Islam Passover - Judaism
May	St. Dunstan's Day Ascension Day	Easter - White	Ramadan – Islam
June	Pentecost Trinity St. Richard, Bishop of Chichester	Pentecost - Red Ordinary - Green	Eid - Islam
July		Ordinary - Green	
August		Ordinary - Green	
September	Harvest	Ordinary - Green	
October		Ordinary - Green	Sukkot - Judaism
November	All Saints Remembrance St. Andrew	White Red	Diwali - Hinduism
December	Advent Christmas	Advent – Purple Christmas - White	Hanukka - Judaism

Easter depends upon Passover, which depends upon the Lunar cycle. Easter will be between March 23rd and April 22nd each year.

Appendix 4 – Hymns and Songs Linked to Each Value

Cycle A	
Generosity	<ul style="list-style-type: none"> • Share the Light of Jesus – Roots and Fruits
Compassion	<ul style="list-style-type: none"> • My Prayer Tonight – Roots and Fruits • Make Me a Channel of Your Peace – Come and Praise 2 /Out of the Ark
Courage	<ul style="list-style-type: none"> • Build Up – Roots and Fruits • My God is So Big – Kidsource • When a Knight Won His Spurs – Come and Praise 1/ Favourites CD • Be Bold, Be Strong – Kidsource • Here I Am, Lord – Out of the Ark
Forgiveness	<ul style="list-style-type: none"> • This is Our World – Roots and Fruits
Friendship	<ul style="list-style-type: none"> • Brighter Day – Roots and Fruits
Respect	<ul style="list-style-type: none"> • As We Go Now – Roots and Fruits • All Things Bright and Beautiful – Out of the Ark

Cycle B	
Thankfulness	<ul style="list-style-type: none"> • Why? - Roots and Fruits • Autumn Days – Come and Praise 1 • If I Were a Butterfly – Kidsource/Out of The Ark • Who Put the Colours in the Rainbow? - Out of the Ark • Think of a World Without any Flowers – Out of the Ark • Thank You Lord – Out of the Ark • A Wiggly, Waggly Worm
Trust	<ul style="list-style-type: none"> • Yours is the Kingdom – Roots and Fruits
Perseverance	<ul style="list-style-type: none"> • Hold On – Roots and Fruits
Justice	<ul style="list-style-type: none"> • Celebrate Life – Roots and Fruits
Service	<ul style="list-style-type: none"> • Sent by the Lord am I – Roots and Fruits • Brother, Sister, Let me Serve You – Hymns Old and New • From the Tiny Ant – Come and Praise 2
Truthfulness	<ul style="list-style-type: none"> • Seek Ye First – Roots and Fruits

General Praise	<ul style="list-style-type: none"> • Shine Jesus Shine – Out of the Ark • He’s Got the Whole World In His Hands – Out of the Ark • Prayer is like a telephone - https://www.youtube.com/watch?v=7rw4pQKOGWw
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	<ul style="list-style-type: none"> • Our God Is A Great Big God - https://www.youtube.com/watch?v=eaXPXWBcE3I • Who's the King of the Jungle? - https://www.youtube.com/watch?v=fl-wpPU10yw • This Little Light of Mine • Everywhere Around Me - Out of the Ark • Be Still for the Presence of the Lord – Out of the Ark • Amazing Grace – Out of the Ark
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Festivals and Celebrations	
Harvest	<ul style="list-style-type: none"> • Paintbox (Cauliflower Fluffy ...) – Harlequin • Harvest Samba – Songs for Every Occasion • Harvest Song (There is a farmer ...) – Songs for Every Season • Morning Has Broken – Come and Praise 1/Out of the Ark • Water of Life – Kidsource/Come and Praise 1 • We Plough the Fields and Scatter • Morning Has Broken – Come and Praise 1 / Favourites CD <p>Sing Harvest- A Juice Collection of Autumn Songs</p>
Christmas	<p>Songs For Every Christmas – Out of the Ark</p> <ul style="list-style-type: none"> • Unto Us a Child Is Born • The Gift • Christmas Calypso • Child in a Manger Born • Midnight <p>Christmas Carols – Out of the Ark Essentials</p> <ul style="list-style-type: none"> • O Come All Ye Faithful • O Little Town of Bethlehem • Ding Dong! Merrily on High • It Was on a Starry Night • Hark! The Herald Angels Sing • Away in a Manger • In the Bleak Mid Winter • While Shepherds Watched • Silent Night • Once in Royal David’s City • The First Noel
Epiphany	<p>Christmas Carols – Out of the Ark Essentials</p> <ul style="list-style-type: none"> • We Three Kings of Orient Are
Candlemas	<ul style="list-style-type: none"> • Light a Candle Flame – Hymns Old and New
Lent and Easter	<ul style="list-style-type: none"> • Hosanna! (Who Spoke Words ...) - Every Easter • Lord of the Dance – Come and Praise 1/Out of the Ark • Little Donkey – Carol Gaily Carol

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| | <ul style="list-style-type: none">• Prayer of St. Richard (Thanks be to thee ...)• Risen! - Every Easter/ Out of the Ark• The Lord My Shepherd – Out of the Ark• Were You There? - Celebration Hymnal• When I Think About the Cross – Every Easter CD/Out of the Ark• Easter Jubilation – Every Easter Cd/Out of the Ark• Oh Happy Day – Out of the Ark• Lord, I Lift Your Name on High – Out of the Ark |
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Appendix 5 - Examples of Call and Response

Call: Through our lives and by our prayers

Response: Your Kingdom come.

Call: Lord, in your mercy

Response: Hear our prayer

Call: Lord, hear us

Response: Hear our prayer

Call: God of love

Response: Hear our prayer

Call: Lord, meet us in the silence

Response: and hear our prayer

Call: As we pray to the Father

Response: Lord, send your Spirit

Call: God is good

Response: All the time

Call: All the time

Response: God is good

Call: Lord be with you/Peace be with you

Response: And also with you

Appendix 6 – Spiritual Development at the Weald Federation

