



Hayes School
(Part of the Impact Multi Academy Trust)
Policy Document

Policy Name	Collective Worship and Assemblies
Date of Last Review:	Autumn 2023
Date of Next Review:	Autumn 2024
SLT Responsible:	Assistant Principal



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1. Introduction

Aims and Objectives

Hayes School regards as unquestionable that the spiritual, moral, social and cultural development (SMSC) of each student is fundamental to every aspect of the curriculum. The Hayes Way supports this philosophy and helps both to develop a sense of right and wrong and show tolerance to each other. Whilst it is within Religious Education¹ in particular that religious beliefs, teachings and practices are taught, other subjects also invite students to reflect both implicitly and explicitly on the purpose and meaning of life. It is intended that in every area students feel valued and have a sense of purpose and identity.

1 – See Religious Education Scheme of Learning

2. Definition

The school aims to comply with the requirements set out in the 1998 School Standards and Framework Act regarding Collective Worship. Collective Worship is the opportunity for students to meet for reflection, in support of the principles outlines below. These principles allow students not committed to a particular religion, opportunity for collective reflection, whilst safeguarding the integrity of the participants.

3. Organisation of Assemblies

Due to lack of space, it is not possible for all students to meet together for a daily act of worship. The weekly assembly rota allows all students to attend two full assemblies each week; one presented by SLT and Department representatives is delivered remotely as part of the tutorial programme and one Year Assembly, with presenters including their personal ACo, Tutors and their Peers. The Year Assembly is delivered in the Main Hall or Multi-Purpose Hall. Assemblies take place as part of the tutorial programme in the morning and are approximately 15 minutes long. Extended assemblies take place at the end of the Autumn and Summer terms.

All assemblies will follow a common weekly pattern as follows:

Year Assemblies

Year 7 Friday

Year 8 Wednesday

Year 9 Tuesday

Year 10 Thursday

Year 11 Monday

6th Form Wednesday/Friday

The Main School Assembly is shown in tutor rooms every Monday (except Year 11 who are shown on Tuesday)

Main Hall Assembly – following the weekly focus and led by SLT, HoDs and other presenters

Multi-Purpose Hall Assembly – led by Achievement Co-ordinator

External speakers, the police and other organisations may be invited into school to present in assemblies.

On the other three days students follow a Personal Development curriculum which will include any relevant extensions from Assemblies, ACTIVE lessons and engagement with the Votes for Schools programme.

Assemblies and other acts of collective worship contribute significantly to the delivery of some aspects of the National Curriculum – particularly their 'Spiritual, Moral, Social and Cultural development' and certain aspects of the Personal Development curriculum. These are all realms which students have an entitlement to experience throughout their education and which are further explored through Religious Education and Personal Development/ACTIVE.

It is also important to enable students to see themselves as part of a community and to understand that, for some, the school environment will be their main source of security.

See Appendix 1

4. Underlying Principles

There are three fundamental principles underlying the provision of our acts of Collective Worship. These principles are broadly outlined below:

4.1 Inclusive, developing a sense of community

We want our assemblies to:

- Recognise and celebrate the diversity of cultures, life styles and religions which exist in our multicultural society. However the majority of the Acts of Collective Worship will be wholly or mainly of a broadly Christian character.
- Have an atmosphere in which everyone feels valued, safe and provide the potential for exploring what it means to belong to a community with shared values and beliefs;
- Be suitable for every child to attend unless withdrawn by his/her parents/guardians;
- Focus on issues and experiences which are relevant to the students;
- Include active participation by students, parents and members of the local and wider community – either in preparation or in performance.

4.2 Educational

We want our assemblies to:

- Reflect the aims and ethos of the School, and foster a sense of shared values and respect;
- Be valuable learning experiences and, as such, to be included in curriculum planning;
- To enhance, complement and extend the curricular work;
- To provide an opportunity to celebrate the academic, social, personal or sporting achievements of the students;
- To provide an opportunity to learn how to behave in a large social gathering.

4.3 Spiritual Moral, Social and Cultural

We want our assemblies to:

- Provide a brief period of focus in the busy life of school, when students will have time to pause for thought in an atmosphere of peace and quiet. This involves a quiet and well-ordered arrival and departure;
- Provide the students with an opportunity to contemplate the spiritual dimension of their life through music, images and words. The writings of the world's great religions, their prophets and followers provide a source of meaningful stories and philosophies for life;
- Provide an opportunity for private quiet contemplation;
- Have a sense of occasion that separates them from the rest of the school day.

A record of all Acts of Collective Worship and 'themes for the week' is maintained by a member of SLT.

5. Presenters

Major faith celebrations, national and world events are included in the planning. A rota of presenters and the themes of the week are given to each participating member of staff on a termly basis.

With such a variety of presenters, it is inevitable that a variety of styles, delivery and resources are employed. These include in the course of a year, music, dance, readings from the Bible and other relevant sources, hearing a talk or story, having the opportunity to take part in prayer, the use of artefacts, power point presentations, the internet, drama and role play, the questioning of students and opportunities for quiet reflection.

6. Monitoring

The quality, content and standard of presentation in assemblies are continually monitored by ACos, the Principal and an Assistant Principal through their daily attendance; feedback and development opportunities are coordinated by the Assistant Principal.

7. Withdrawal

Parents can ask for their child to be totally or partially withdrawn from collective worship. Reasons for the removal of their child do not need to be given, but discussion with parents is recommended. In the first instance this discussion should take place with the appropriate ACo/Assistant Principal.

Staff and sixth form pupils also have the right to request withdrawal from collective worship.

8 Review Date

This policy will be reviewed in Autumn 2024.

Collective Worship is delivered by a range of presenters including the Principal, SLT, ACos, Department representatives, Sixth Form and outside speakers in line with the current policy on external speakers.

Appendix 1

WEEK	wb	Main Assembly theme	Main Assembly Lead	ACO Assembly focus	VFS topic	National Awareness Days, Religious Festivals and Events this week
A	4-Sep	Ethos and Values	TEG	Ethos and Values SJW	Environment and Climate Change	
B	11-Sep	Safeguarding	SLA			15th September - International Day of Democracy, 15th - 17th September Rosh Hashanah
A	18-Sep	Ethos and Values	CXT			18th September - Jeans for Genes, 21st September - International Day of Peace, 26th September - European Day of Languages, 24th - 25th September Yom Kippur, 27th September- The Prophet Muhammad's Birthday, 29th September - Sukkot begins
B	25-Sep	Languages Week	SER	Student leaders		Black History Month (October), 4th October - World Space week, 5th October - World Teacher's Day, ,
A	2-Oct	Black History Month	AKA		Black History Month	10th October - World mental Health Day, 10th October - World Homeless Day
B	9-Oct	World Mental Health Day	SLA	Celebration of Achievement		17th October - International Day for the eradication of poverty, 18th October - Anti-Slavery day
A	30-Oct	Ethos and Values	MRT			
B	6-Nov	Remembrance	VSB		Parliament Week	10th November - World Science Day, 11th November - Remembrance Day, 12th November - Diwali
A	13-Nov	Anti-Bullying Week	VXD		Anti-Bullying week	13th November - Anti Bullying Week, 20th November - World Children's Day
B	20-Nov	Disability History Month	PJA		Children's grief awareness	22nd November - Disability History Month begins, 16th November - Road Safety Week,
A	27-Nov	Careers	DHH		Community and charity	1st December - World AIDS Day, 2nd December - International Day for the abolition of slavery, 3rd december - International day of People with Disabilities
B	4-Dec	Human Rights Day	SJW		International day of people with disabilities	10th December - Human Rights Day starting 7th December - Hanukkah
A	11-Dec	Ethos and Values	CXT			
B	18-Dec	Ethos and Values	DHH	Celebration of Achievement	Culture, media and arts	Christmas

A	1-Jan	Ethos and values	MRT	Ethos and Values SJW		
B	8-Jan	World Religion Day	PXL			
A	15-Jan	Social Sciences	KAR			21st January - World Religion Day
B	22-Jan	Holocaust memorial	VSB			27th January - Holocaust Memorial Day
A	29-Jan	LGBT+ History Month	SJW/DJR		LGBT History	LGBT+ History Month (February), 4th February Children's Mental Health Week
B	5-Feb	Safer Internet Day	DJL	Celebration of Achievement	Safer Internet Day	6th February - Safer Internet Day
A	19-Feb	Ethos and Values	CXT			
B	26-Feb	World Book Day	EAW (Eng) ISH		Jobs, economy and education	March - Women's History Month, 7th March - World Book Day
A	4-Mar	Women's History Month/International Women's Day	CAW	Show Week TBC	Equalities and Identities	8th March - International Women's Day
B	11-Mar	Art	CFM	Show Week TBC	Science and technology	10th March - Ramadan begins
A	18-Mar	BEED	SGR			, 21st March - International Day for the Elimination of Racial Discrimination, 21st March - World Poetry Day, 22nd March - World Water Day
B	25-Mar	Media	DAD	Celebration of Achievement	Health and wellbeing	2nd April - World Autism Awareness Day

A	15-Apr	Stephen Lawrence Day	AKA	Ethos and Values SJW	Earth Day	9th - Ramadan ends, 10th April - Eid ul-Fitr, 22nd April - Earth Day, 22nd April - Stephen Lawrence Day
B	22-Apr	Geography	CAP			
A	29-Apr	Dance	GMJ		Crime justice and extremism	
B	6-May	Maths	MGB			8th May - VE Day
A	13-May	DT/STEM	LWF			17th May - International Day against Homophobia, Transphobia and Biphobia
B	20-May	Ethos and Values	DJL	Celebration of Achievement		
A	3-Jun	Pride	SJW/DJR			5th June - World Environment Day, 6th June - Anniversary of D-Day, 8th June - World Oceans Day
B	10-Jun	Science	LSS			
A	17-Jun	Windrush Day	SLA/CAW		Global issues and politics	20th June - World refugee Day, 21st June - Make Music Day, 22nd June - Windrush Day
B	24-Jun	Music	JW		Equalities and identity	
A	1-Jul	PE	CDM			
B	8-Jul	Ethos and Values	CXT			
A	15-Jul	Ethos and Values	PJA	Celebration of Achievement		

