



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

Policy Name	Collective Worship and Assemblies
Date of Last Review:	Autumn 2025
Date of Next Review:	Autumn 2027
SLT Responsible:	Assistant Headteacher



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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 Wednesday

Year 8 Tuesday

Year 9 Friday

Year 10 Thursday

Year 11 Monday

6th Form Tuesday/Wednesday

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 Personal Development 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.
- 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 Headteacher and an Assistant Headteacher through their daily attendance; feedback and development opportunities are coordinated by the Assistant Headteacher.

7. Withdrawal

Parents/Carers 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 2026.

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

Appendix 1

	Assembly theme	Assembly Lead
1st Sept	Welcome back	CXT
8th Sept	Safeguarding	OMR
15th Sept	Ethos and Values	MRT
22nd Sept	Languages Week	SER
29th Sept	Black History Month	CDM
6th Oct	World Mental Health Day	OMR
13th Oct	Ethos and Values	SLA
20th Oct		
27th Oct		
3rd Nov	Anti Bullying Week	KSO
10th Nov	Remembrance	AKA/VSB
17th Nov	Science	LSS
24th Nov	Disability History Month	PJA
1st Dec	Ethos and Values	CXT
8th Dec	Ethos and Values	DJL
15th Dec	Ethos and Values	TEG (Hayes Learner Awards)
22nd Dec		
29th Dec		

5th Jan	Ethos and Values	MRT
12th Jan	Ethos and Values	CXT
19th Jan	World Religion Day	PXL
26th Jan	Holocaust Memorial Day	VSB
2nd Feb	LGBT+ History month	DJR
9th Feb	Safer Internet Day/CMHW	OMR
16th Feb		
23rd Feb	Ethos and Values	DHH (careers)
2nd Mar	World Book Day	ISH/English
9th Mar	International Women's Day	JEL
16th Mar	Art	CFM
23rd Mar	BEED	SGR
30th Mar		
6th Apr		

13th Apr	Ethos and Values	CXT
20th Apr	Stephen Lawrence Day	OMR
27th Apr	Geography	CAP
4th May	Ethos and Values	DJL
11th May	Dance	GMJ
18th May	Maths	MGB
25th May		
1st Jun	Ethos and Values	MRT
8th Jun	DT/Stem	LWF
15th Jun	PE	CDM
22nd Jun	Music	JW
29th Jun	Ethos and Values	SLA
6th Jul	Ethos and Values (Culture Day)	CDM
13th Jul	Media	DDD
20th Jul	Ethos and Values	AKA

