



Hayes School
(Part of the Impact Multi Academy Trust)

Policy Document

Policy Name	Collective Worship and Assemblies
Date of Last Review:	Autumn 2024
Date of Next Review:	Autumn 2025
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 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 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 2025.

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

w / b	Assembly theme	Assembly lead	ACO Assembly focus	VfS topic	National Awareness Days, and Events this week
02-Sep	Welcome back	SLT	CXT		8th September - International Literacy Day
09-Sep	Safeguarding reminders and introduction	SLA	(CXT where not done last week)		15th September - International Day of Democracy,
16-Sep	Ethos and Values	AKA	Lead Teacher Team Growth Zone		16th September - Jeans for Genes, 21st September - International Day of Peace,
23-Sep	Languages Week	SER	MRT Behaviour Curriculum		25th September - European Day of Languages,
30-Sep	Black History Month	CDM	Lead Teacher Team Deliberate Practice		Black History Month (October), 4th October - World Space week, 5th October - World Teacher's Day, ,
07-Oct	World Mental Health Day	DJL	Lead Teacher Team		10th October - World mental Health Day, 10th October - World Homeless Day
14-Oct	Ethos and Values	CXT			16th October World Food Day, 18th October Anti-Slavery Day, ,
21-Oct					
28-Oct					
04-Nov	Anti Bullying Week	KSO			10th November - World Science Day,
11-Nov	Remembrance Day	VSB/History			11th November - Remembrance Day, Anti-Bullying Week, 14th November Disability History Month, 15th November BBC Children in Need
18-Nov	Science	LSS	NO Face to Face Assemblies - Mocks		Road Safety Week,
25-Nov	Disability History Month	PJA	NO Face to Face Assemblies - Mocks		1st December - World AIDS Day, 2nd December - International Day for the abolition of slavery, 3rd december - International day of People with Disabilities
02-Dec	Ethos and Values - Careers	DHH	Lead Teacher Team		
09-Dec	Ethos and Values	MRT			10th December - Human Rights Day
16-Dec	Ethos and Values	TEG (Hayes Learner Awards)			
23-Dec					
30-Dec					

06-Jan	Ethos and Values	MRT	CXT		
13-Jan	Ethos and Values	New AHT-safeguarding??			
20-Jan	World Religion Day	PXL			21st January - World Religion Day
27-Jan	Holocaust Memorial	VSB/History			27th January - Holocaust Memorial Day
03-Feb	LGBT+ History month	CDM/DJR			LGBT+ History Month (February), 4th February Children's Mental Health Week
10-Feb	Safer Internet Day	DJL	NO Face to Face Assemblies - Mocks		11th February Safer Internet Day
17-Feb					
24-Feb	Ethos and Values	AKA	NO Face to Face Assemblies - Mocks		
03-Mar	World Book Day	EAW/ESH	Show week?		March - Women's History Month, 6th March - World Book Day, 8th March - International Women's Day
10-Mar	International Women's Day	SLA	Show week?		
17-Mar	Art	CFM			, 21st March - International Day for the Elimination of Racial Discrimination, 21st March - World Poetry Day, 22nd March - World Water Day
24-Mar	BEED	SGR			
31-Mar	Media	DDD			2nd April - World Autism Awareness Day
07-Apr					
14-Apr					
21-Apr	Stephen Lawrence Day	TEG	CXT		22nd April Stephen Lawrence Day
28-Apr	Geography	CAP			
05-May	Ethos and Values	AKA			
12-May	Dance	GMU			17th May - International Day against Homophobia, Transphobia and Biphobia
19-May	Maths	MGB			
26-May					
02-Jun	Pride	CDM/DJR			5th June - World Environment Day, 6th June - Anniversary of D-Day, 8th June - World Oceans Day
09-Jun	DT/STEM	LWF			
16-Jun	Ethos and Values	AHT			20th June - World refugee Day, 21st June - Make Music Day, 22nd June - Windrush Day
23-Jun	Music	JW			
30-Jun	Ethos and Values	KSO			
07-Jul	PE	CDM			
14-Jul	Ethos and Values	DHH			
21-Jul	Ethos and Values	CXT			

