



Cabot
Learning
Federation



Collective Workshop Policy

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1 Introduction and Rationale

This policy reflects the vision and core values of Bristol Metropolitan Academy.

Bristol Metropolitan Academy is a community academy which hosts an extremely diverse cohort of students from a broad cross section of UK society. The background and heritage of its staff and students are highly representative of the heterogeneous, multi-cultural and multi-faith community which it serves. Students are aged between 11 and 19; in years 7-11 most students exclusively attend the Academy full time.

Since its inception in 2009, the Academy has adopted the ethos, values, rights, responsibilities and attitudes enshrined in The Metropolitan Way. The purpose of collective worship at Bristol Metropolitan Academy is to promote The Metropolitan Way, and in doing so allow participants, in an inclusive manner, to encounter and reflect upon a variety of important and widely held values, attitudes and beliefs. In addition, the Academy's collective worship actively fosters the spiritual growth of both the individual and community.

The purpose of the collective worship policy is to outline the way in which the Academy vouchsafes the opportunity for students to:

- reflect on values that are of a broadly Christian nature and on their own beliefs
- develop a community spirit, a common ethos and shared values
- consider spiritual and moral issues
- respond to the worship offered.
- reinforce positive attitudes

and

- represent one aspect of the broader range of activities designed to further the spiritual, moral, social and cultural development of students (see below)

2 Statutory Duty of the Academy

The Academy provides daily collective worship for registered students (apart from those who have been **withdrawn by their parents or carers**). This is usually provided within an assembly, a Vertical Learning Family session, or a community performance.

The Principal is responsible (under the School Standards and Framework Act 1998) for arranging the daily collective worship after consulting with the Academy Council. The precise nature of the collective worship will depend on the family background, ages and abilities of the students.

3 Assemblies

At BMA assemblies are an essential vehicle to promote

- SMSC
- a better understanding of the Metropolitan Way
- celebrate the achievement of our students

There are different types:

- Year 11 assembly- this focuses on issues pertinent to IAG, progression, raising attainment generally and motivation.
- House assembly- normally a theme linked to the British Values is discussed and any other relevant House business
- Subject assemblies- to celebrate and showcase the work of individual departments, with a follow-up message from the Principal
- End of term celebration assemblies- to celebrate the academic and personal achievements of our students and foster a sense of House identity

4 Spiritual, moral, social and cultural development of students (SMSC)

Collective worship at Bristol Metropolitan Academy should seek to:

- promote students' **spiritual development**. Collective worship should actively encourage:
 - the growth of students' inner life
 - their capacity to relate to others
 - their non-material well-being
 - their self-respect
 - their creativity
 - their will to achieve their full potential
 - their ability to ask, and try to find answers to, life's major questions.
- promote students' **acquisition of the knowledge, understanding, skills, attitudes and qualities** they need to foster their own inner lives and non-material well-being throughout life.
- promote students' **moral development**. Collective worship should actively encourage:
 - students' understanding of the difference between right and wrong
 - the will to do what is right
 - students' willingness to consider others with concern and compassion;
 - students' acquisition of the knowledge, understanding, skills, qualities and attitudes they need to do what is right and to cope with moral conflict.
- to promote students' **social development**. Collective worship should actively encourage:
 - students' understanding of the responsibilities and rights of being a member of families and various communities, local, national and global;
 - students' acquisition of the knowledge, understanding, skills, qualities and attitudes they need to live up to these responsibilities and exercise these rights.
- to promote students' **cultural development**. Collective worship should actively encourage:
 - students' understanding of the cultural influences that affect them and others
 - students' sense of belonging to local, regional, national, global cultures,
 - students' appreciation and response to a range of aesthetic experiences;
 - students' appreciation and understanding of fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs

5 Implementation

Collective worship, whether in assembly, learning family time or community performance will:

- be acceptable to the whole community, staff and students
- include a variety of elements at different times
- involve the supervised contribution of students.
- be line managed by the Senior Leadership Team
- follow a calendar of themes for each week of the year
- be led by identified staff who are trained and willing to lead (from within the school, the local community and beyond)
- employ a variety of resources (including specialist advice)

6 Parents' Rights

Parents or guardians of any child at the school have the legal right to withdraw their child from collective worship but there must be acceptable grounds and consultation with the Principal.

7 Monitoring, Evaluation and Review

The Academy will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.