

## Religious Worship Policy

All Kings' policies will be ratified by the Board of Directors and signed by the Chairperson. Each policy will be co-signed by the principal of each school. Review dates will be similar for each school.

<b>Coordinator</b>	<b>Nominated Director</b>	<b>Chair of Board of Directors</b>
<b>PRINCIPAL</b>	<b>DIRECTOR OF COLLEGE SERVICES</b>	<b>NIGEL PAMPLIN</b>

We at Kings believe that, as an international school with students from a range of nationalities, religions and cultures, it is our duty to ensure tolerance, equality and acceptance within a national and international community. We strongly believe that today's society is enriched by diversity, and the range of students' cultural and ethnic backgrounds means that the celebration of global diversity is at the heart of our school.

While we acknowledge the 1988 Education Reform Act which clearly states that collective worship should be 'wholly or mainly of a broadly Christian character', Kings is a secular environment where collective worship is not included as part of the school curriculum and we do not provide a daily act of collective worship for students.

As a reflection of our aims of equality, openness and diversity, we do ask students at application stage if we will be required to make any special arrangements to accommodate their personal religious beliefs. Furthermore, as part of students' education and in recognition of world religion, our school curriculum and activities may include reference to key world religious festivals.

### Aims

- To promote equality, tolerance and acceptance by maintaining a secular environment in school and a sense of belonging for students of different religions;
- To accommodate special arrangements for acts of worship where possible, if requested;
- To acknowledge and respect all religions but above all, positive coexistence and freedom of choice

### Procedure

<b>Role of the Board of Directors</b>	<p>The Board of Directors has:</p> <ul style="list-style-type: none"> <li>▪ delegated powers and responsibilities to the Principal;</li> <li>▪ nominated the Director of College Services to visit the school regularly, to liaise with the Principal and to report back to the Board of Directors;</li> <li>▪ responsibility for the effective implementation, monitoring and evaluation of this policy</li> </ul>
<b>Role of the Principal</b>	<p>The Principal will:</p> <ul style="list-style-type: none"> <li>▪ promote the school's secular policy throughout the school;</li> <li>▪ encourage respect for all religions;</li> <li>▪ as part of student education, include discussion of religious festivals or events in the curriculum;</li> <li>▪ as part of the students' education, include reference to world religious festivals in some school events;</li> <li>▪ make reasonable arrangements to accommodate personal acts of worship;</li> <li>▪ ensure that local places of worship are proactively advertised to students;</li> <li>▪ monitor and review the effectiveness of this policy</li> <li>▪ liaise with the Director of College Services on the success of this policy</li> </ul>
<b>Role of the Director of College Services</b>	<p>The Group Development Director will:</p> <ul style="list-style-type: none"> <li>• regularly visit the school's Principal to ensure the policy is implemented effectively</li> <li>• report back to the Board of Directors</li> </ul>

<b>Role of Director of Studies</b>	<p>The Director of Studies will:</p> <ul style="list-style-type: none"> <li>• support the school’s secular policy by offering a full and varied curriculum (see the Curriculum Policy), which promotes diversity, challenges religious stereotypes and promotes common values;</li> <li>• include discussion of information about religions or key religious events in the curriculum, as appropriate</li> </ul>
<b>Role of Welfare Officer</b>	<p>The Welfare Officer will:</p> <ul style="list-style-type: none"> <li>• work with respect for all religious beliefs;</li> <li>• assist students to find local places of worship</li> </ul>
<b>Role of Accommodation Officer</b>	<p>The Accommodation Officer will:</p> <ul style="list-style-type: none"> <li>• work with respect for all religious beliefs;</li> <li>• aim to accommodate reasonable requests for individual acts of worship</li> </ul>
<b>Role of School Staff</b>	<p>School staff are expected to;</p> <ul style="list-style-type: none"> <li>▪ work with respect for all religious beliefs;</li> </ul>
<b>Role of Students</b>	<p>Students are expected to:</p> <ul style="list-style-type: none"> <li>▪ be respectful of each other’s culture, religion or ethnic background (see the Behaviour and Discipline Policy)</li> <li>▪ advise the school on enrolment of any arrangements to accommodate their religious beliefs;</li> <li>▪ make suggestions about changes to the policy through consultation or the Student Forum/Council</li> </ul>
<b>Religious and Cultural Dress</b>	<p>The wearing of religious and cultural dress is respected. The exception to this is where there is perceived to be a hazard to the health, safety and welfare of the wearer, school personnel and students; or where, during class time, an item of dress covers the face as this is deemed to be obstructive to effective verbal and non-verbal communication and language instruction (i.e. pronunciation work)</p>
<b>Role of Parents</b>	<p>Parents/guardians/parents’ representatives are encouraged to:</p> <ul style="list-style-type: none"> <li>▪ support the school’s policy on Religious Worship;</li> <li>▪ contact the Principal with any concerns or requests</li> </ul>
<b>Student Consultation</b>	<p>We wish to consult our students and to hear their views and opinions as we acknowledge and support <a href="#">Article 12 of the United Nations Convention on the Rights of the Child</a> that children should be encouraged to form and to express their views.</p> <p>Student consultation is integral to our process of regular self-evaluation and continuous improvement and will take place in a variety of ways.</p> <p>The methods will include:</p> <ul style="list-style-type: none"> <li>• A Student Forum/Council (which will meet regularly and also be consulted by the Principal)</li> <li>• An appointment system and means of contact with the Principal and key staff members</li> <li>• Operating an 'open door' policy in school whenever possible</li> <li>• Student Questionnaires (on a variety of matters relating to the school and/or social issues)</li> <li>• Open Class discussion (on a variety of matters relating to the school and/or social issues)</li> <li>• Suggestion Box (allowing anonymity if desired)</li> </ul> <p>Every effort is made to provide a variety and range of consultation methods to all students. Every student who attends a course at Kings will be encouraged and</p>



	<p>given the opportunity to provide feedback on every aspect of school life during their stay with us.</p> <p>A separate policy exists for student consultation which explains these processes in more detail.</p>
<b>Associated Policies</b>	<p>This policy has been written with reference to and in accordance with the following policies:</p> <ul style="list-style-type: none"> <li>• Equality Policy</li> <li>• Community Cohesion Policy</li> <li>• School Aims and Ethos</li> <li>• Kings Strategic Objectives</li> </ul>
<b>Monitoring the Effectiveness of the Policy</b>	<p>Annually the effectiveness of this policy will be reviewed, or when the need arises, and the necessary recommendations for improvement will be made to the Directors.</p>

### Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

This policy affects or is likely to affect the following members of the school community (✓)	Students	School Personnel	Parents/ carers	Directors	School Visitors	Wider School Community				
	✓	✓			✓	✓				
<b>Question</b>	<b>Protected Characteristics</b>						<b>Conclusion</b>			
Does or could this policy have a negative impact on any of the following?	Age	Disability	Gender	Gender identity	Pregnancy or maternity	Race	Religion or belief	Sexual orientation	Undertake a full EIA if the answer is 'yes' or 'not sure'	
<b>YES</b>									<b>Yes</b>	<b>No</b>
<b>NO</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓
<b>UNSURE</b>										
Does or could this policy help promote equality for any of the following?	Age	Disability	Gender	Gender identity	Pregnancy or maternity	Race	Religion or belief	Sexual orientation	Undertake a full EIA if the answer is 'no' or 'not sure'	
<b>YES</b>	✓	✓	✓	✓	✓	✓	✓	✓	<b>Yes</b>	<b>No</b>
<b>NO</b>										✓
<b>UNSURE</b>										
<b>Conclusion</b>	We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.									



**Annual Policy Review Sheet - Appendix A:**

<b>Review Date</b>	<b>Primary Reviewer Name (Policy Coordinator)</b>

This Appendix A should be completed **annually** by the Policy Coordinator and Principal with specific details of each individual Kings college.

<b>Date of Last Review:</b>	
<b>Date of Next Review:</b>	
<b>Is this policy being implemented fully, with all outlined procedures followed as prescribed?</b>	YES/NO
<b>If this policy is not being implemented fully, as prescribed, please outline what you have put in place instead and the reasons behind the change...</b>	
<b>How are staff made aware of this policy?</b>	
<b>Does this policy require any specific/specialised training for staff, if yes please specify what it is and whether it has been done?</b>	
<b>Monitoring the Effectiveness of the Policy</b>	
<p>The information in this policy and appendix will be reviewed annually by the Principal, or when the need arises, and the necessary recommendations for improvement will be made by the Principal to the Board of Directors.</p> <p>Please comment on the overall effectiveness of this policy – giving any suggestions or recommendations for improvement...</p>	

<b>Coordinator:</b>		<b>Date:</b>	
<b>Principal:</b>		<b>Date:</b>	
<b>Chair of Board of Directors:</b>	<i>Nigel...</i>	<b>Date:</b>	
<b>Name of School:</b>			
<b>Next Review Date:</b>			

