



Community Cohesion Policy 2022

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St Cuthbert's C of E Junior School

Community Cohesion Policy

Policy History	Date
First draft	
Presented to staff	
Second draft	
Presented to Governors	November 2015
Review	By FGB
Reviewed	24 th September 2018
Reviewed	3 rd September 2019
Reviewed	14 th March 2022

THE AIMS OF THE SCHOOL

1. Ensure that our school is a happy, secure and supportive place, where everyone is valued.
2. Provide a rich, varied and stimulating curriculum, which is accessible to all.
3. Encourage a love of learning and the desire to expand their knowledge and skills throughout life.
4. Foster spiritual awareness and a sense of awe and wonder.
5. Develop the understanding and skills needed to become responsible and effective members of the school and as part of the wider community.

This policy will set out how these aims will be practically realised by staff and governors around the school and in the classroom with reference to attendance targets.



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St Cuthbert's C of E Junior School

St Cuthbert's C of E Junior School Community Cohesion Policy

This policy incorporates Safeguarding and Protection
Measures in Relation to Radicalisation and Extremism

St Cuthbert's C of E Junior School is an inclusive, nurturing, and inspirational school providing opportunity for children, staff and families at the heart of the community where everyone is valued and nurtured.

Our Vision for Community Cohesion:

St Cuthbert's C of E Junior School provides an education for all, acknowledging that the society within which we live is enriched by diversity. We strive to ensure that the culture and ethos of the school reflects the diversity of all members of the school community, where everyone is equally valued and treats one another with respect and fairness, regardless of age, disability, ethnicity, gender, religion, belief or faith and sexual orientation. Children are provided with the opportunity to experience, understand and celebrate diversity. We believe that all children, stakeholders and members of our local and global community should be treated with dignity and respect at all times and we will not tolerate bullying, harassment or victimisation of any groups of individuals.

We, at St Cuthbert's Junior School, expect all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equality Act 2010.

We will provide training, guidance and information to enable them to do this.

Rationale:

"We passionately believe that it is the duty of all schools to address issues of 'how we live together' and dealing with difference however controversial and difficult they might sometimes seem.'

(The Diversity and Citizenship Curriculum Review, February 2007) There is a duty for schools to promote Community Cohesion under the Education and Inspections Act 2006. There is a duty for schools to promote Community Cohesion. Community Cohesion lies at the heart of what makes a strong and safe community. It must be delivered locally through creating strong networks, based on principles of trust, and respect for local diversity, and nurturing a sense of belonging and confidence in local



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St Cuthbert's C of E Junior School

people. Effectively delivering community cohesion also tackles the fractures in society and extremism and radicalisation which may lead to conflict and ensures that the gains that communities bring are a source of strength to local areas. Schools are central to breaking down barriers between young people and must help create cohesive communities.

What is 'Community Cohesion'?

By Community Cohesion, we mean working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community. It enables our children to grow up with a balanced and tolerant view of others.

Community from St Cuthbert's Junior School's perspective:

For St Cuthbert's Junior School, the term 'community' has a number of dimensions including:

The school community –the pupils it serves, their families and the school's staff;

The community within which the school is located –the school within the community of Wells in Somerset and the people who live in the local area;

The community of Britain –all schools are by definition part of this community;

The global community – formed by EU and international links.

St Cuthbert's Junior School's Strategic Aims:

At St Cuthbert's Junior School, we consider ourselves to be responsible, alongside parents/carers, for equipping our pupils to live and thrive alongside people from many different backgrounds. We believe our school has a key part to play in promoting community cohesion through our approach to:

Teaching, Learning and the Curriculum:

To teach pupils to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action.

The School Curriculum demonstrates an appreciation of cultural diversity and challenges prejudices.

Equity and excellence:

To remove barriers to access participation, offering equal opportunities to all pupils to success at the highest level possible. We will work towards eliminating all discrimination, on the grounds of race, gender, gender reassignment, disability, age,



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St Cuthbert's C of E Junior School

religion and belief. The School's Behaviour and Equality Policies promote mutual respect and an acceptance of diversity.

Engagement and Ethos:

To provide opportunities for children, young people and their families to interact with people from different backgrounds and build positive relations, including links with different schools and communities locally, across the country and internationally.

St Cuthbert's Junior School also ensures:-

- Training staff and governors of their responsibilities
- That all staff have the knowledge and understanding to be able to promote good community relations and to challenge discrimination
- The promotion of good community relations
- The development of partnerships
- That the admissions policy reflects the catchment area
- That the minimum number of pupils are excluded and that the monitoring of difference between social and ethnic groups is regular and robust
- That all pupils can access the full curriculum
- That the Governing Body membership represents the diversity of the local community
- That there is equal access to education and training
- That the pupils' voice is heard and can effect change, particularly around promoting community cohesion

How does St Cuthbert's Junior School promote Community Cohesion?

- Our approach includes a range of activities:
- Within the school these include:
- Fundraising days/events (e.g. Comic Relief, Harvest Festival)
- Visitors from various agencies and community groups to work with the children (eg. St Cuthbert's Church, police)
- Encouraging the pupils' voice through Pupil Leadership (School council, head boy/girl, house system, prefects, mini police)
- Promoting engagement with parents through parents' evenings and curriculum workshops, family learning week, community events and fayres, signposting of parent and child courses, website etc.
- Strong links are fostered and encouraged, enabling multi-agency working between the school and other local agencies, such as the police, social care and health professionals.
- LA and school admission arrangements promote community cohesion and social equality.
- Promotion of extended services within our school.

With other schools these include:

Sporting fixtures and tournaments (friendlies and competitive)



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St Cuthbert's C of E Junior School

Collaborative working with other schools (e.g. Wells CLP) to enable us to share good practice and offer pupils the opportunity to meet and learn from other young people from different backgrounds and with other local schools

We also enrich children's understanding of community through curriculum areas such as:

- Religious, Moral & Spiritual Education (RMSE)
- Health Education
- Social & Emotional Aspects of Learning (SEAL)
- Citizenship
- Humanities
- Assemblies
- Pupil Leadership
- Health Week
- Anti-Bullying week
- Fundraising activities
- School Visits – Places of Worship
- Extra-curricular activities
- Harvest Festival
- Remembrance day

Protecting Children from Extremism and Radicalisation (Prevent Strategy 2011):

All schools are required by law to teach a broad and balanced curriculum which promotes the spiritual, moral and cultural development of pupils and prepares them for the opportunities, responsibilities and experiences of life.

As a school we promote community cohesion, a duty first introduced through the Education and Inspections Act 2006.

At St Cuthbert's Junior, there are safeguards against biased or unbalanced teaching and the promotion of partisan political or religious views in. The school will ensure that practicable steps are taken to ensure that, where political or controversial issues are brought to pupils' attention, they are offered a balanced presentation of opposing views. All staff will have an awareness, through the Prevent Strategy, of indicators of potential radicalisation or extremism. Under all circumstances the children will be protected from extremism and radicalisation in line with the Child Protection & Safeguarding Policy.

Monitoring and Evaluation:

Performance is monitored by the Head Teacher throughout the school year. Progress is monitored and evaluated through pupil voice and internal and external displays. Findings from the pupil voice is fed back to staff as an ongoing means of continued professional development in written and verbal form and through Inset.

School Development Plan:



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The priorities for the Community Cohesion Policy are in line with the School Development Plan. All action points are outlined in the SDP. The Head Teacher is responsible for communicating and implementing the Community Cohesion action plan.

INSET:

The Head Teacher will liaise with the Senior Leadership Team to ensure quality training is being provided to the staff at St Cuthbert's. The Head Teacher will lead on INSET for the staff and support staff in their development to impact learning and teaching.

Accountability:

The Head Teacher is directly responsible for the monitoring and evaluation of the Community Cohesion curriculum.