



## Stanion C.E (Aided) Primary School

### Community Cohesion Policy

This policy applies to all governors, staff, pupils, parents/carers, volunteers and visitors to our school. Stanion C.E Primary School plays an important part in the life and lives of the village/villagers. It is important that its prominence is nurtured and developed and that members of the community are valued and recognised. Alongside improvement within the school setting, we are committed to working collaboratively to establish strong and meaningful links with our local community.

Our Community Cohesion Policy builds upon our core Christian Values, the school's ethos, and sits closely alongside our Behaviour, RE, SMSC and PSHE Policy. It also links with our work on promoting the British Values.

- ☒ We recognise our duty to promote equality of opportunity and inclusion.
- ☒ We encourage our students and stakeholders to actively engage with others to understand what they all hold in common and to strengthen and celebrate the diversity of cultures and backgrounds.

#### **We aim to achieve this by –**

- ☒ Treating all those within the whole School community as individuals with their own particular abilities, background and experiences;
- ☒ Creating a school ethos, which promotes community cohesion, race equality, develops understanding and challenges stereotypes, misconceptions and prejudices. This is supported by outside visitors such as the NSPCC, Life Education Bus, Operation Orphan and the local Police Community Support Officer;
- ☒ Encouraging everyone within the School community to gain a positive self-image and high self-esteem through celebrating their achievements, supporting their progress and putting in programmes for individual needs. The Friday afternoon celebration assemblies form a small part of this along with the House system, Merit Awards and Headteacher Certificates;
- ☒ Promoting mutual self-respect, valuing each other's similarities and differences and facing equality issues openly in everyday situations, PSHE sessions, assemblies and through school visitors;
- ☒ Supporting the development of the skills, knowledge, understanding and motivation pupils need to become active citizens recognising the rights and responsibilities of everyone;
- ☒ Providing opportunities for positive interactions and the building of relationships with people from a range of different backgrounds both in our local community and the wider society. These skills are discreetly taught and focused upon in class session, PSHE and assemblies;
- ☒ Ensuring pupils receive a broad and balanced education which allows them to reach their full potential and explore new activities – the whole school Open Working Days help to support this;
- ☒ Working closely with other groups in the village and the local area including the Pre-School and local Primary/Secondary Schools.

#### **Roles and Responsibilities**

Governors will ensure that the School complies with its duty to not only promote community cohesion but to be a positive focal point within the village. All school policies are assessed for their impact in relation to community cohesion and wellbeing for all.

The Head teacher will ensure that governors, staff, pupils and their parents/carers have access to the policy, are updated of any changes to it and supported in the provision of it. Staff will ensure that they understand their responsibilities to promoting equality of opportunity and positive attitudes to diversity and community in accordance with this policy and other relevant policies. Pupils will be encouraged to recognise and respect the rights and responsibilities of others in the School and wider community whilst also recognising that their voice is important and powerful. Parents/Carers will be asked to challenge and support the School in the aims of this policy and positively encourage their children to respect the diversity in our community.

#### **Teaching, Learning and Curriculum**

- ☑ All subject areas will be reviewed regularly to ensure the curriculum promotes awareness of diversity, shared values, exploration of identity and human rights where appropriate. This is particularly important for PSHE sessions.
- ☑ Subject coordinators will monitor resources and the curriculum in their subject area to ensure they meet the aims of this policy.
- ☑ Teaching methods will, where appropriate, encourage discussion, questioning and reflection e.g. Circle Time and collaborative learning etc. and this will be monitored through planning documentation formal and informal observations.
- ☑ The Senior Leadership Team will monitor teaching and learning as part of the ongoing process of school improvement.
- ☑ The School will fulfil its commitment to community cohesion by striving to create a learning environment where all pupils can contribute fully, feel included, valued, safe and happy.
- ☑ Staff will receive relevant training and support to ensure they feel confident in promoting discussions around sensitive issues e.g., NSPCC.
- ☑ Staff will promote community cohesion through:
  - o Working in close partnerships with parents – Open door Policy, Parents’ Evenings, curriculum meetings, regular newsletters and the school website plus schools in the cluster;
  - o a well-planned series of worship assemblies which at times are led by members of the local church and wider community e.g., Local Reverend and members from other faith groups;
  - o Work alongside members of the local community to support special events in the village e.g., Stanion Christmas Lights;
  - o Celebrate and recognise issues in the local area and work with the community to address these e.g., Designing speed awareness posters to be displayed in the village;
  - o Celebrate and recognise success of pupils outside school in class and in assemblies;
  - o Support groups in the community by fund raising for local (and national issues) e.g., Harvest Festival collection for Corby Food Bank and MacMillan Coffee Morning.
  - o Inviting other groups in the community to share school values e.g., Christmas concerts and the May Day celebrations.

Policy Ratified – March 2016

Next Review – March 2017