FIRTHMOOR PRIMARY SCHOOL

Community Cohesion Policy

Date to be reviewed: February 2019

This policy should be considered alongside other related policies. Other related policies are:

Single Equality Policy
SEN and SEND Offer
Safeguarding and Child Protection
Protect and Prevent policy (Extremism and Radicalisation)
Curriculum Policy
Behaviour Policy
Admissions Policy

Introduction

There is a duty for all schools to promote community cohesion under the Education and Inspections Act 2006. 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.

Community from Firthmoor Primary School's perspective

For Firthmoor Primary School, the term 'community' has a number of dimensions including:

- the school community – the pupils it serves, their families, the school's staff and governing body, and community users of the school's facilities and services;
- the community within which the school is located – the school in its geographical community and the people who live or work in that area.
- the UK community - all schools are by definition part of this community;
- the global community – formed by EU and international links.

At Firthmoor Primary School we are committed to promoting the spiritual, moral, cultural, mental and physical development of our pupils and of society and prepare our pupils for the opportunities, responsibilities and experiences of later life.

We continue to work in ways which promote community cohesion. As migration and economic change alter the shape of our increasingly diverse local communities, it is more important than ever we play a full part in promoting community cohesion. Our school should be a thriving, cohesive community, but it also has a vital part to play in building a more cohesive society.

In order to achieve a cohesive community, we believe our school has a key part to play in promoting community cohesion through our approach to:

- Teaching, learning and 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.

- Equity and excellence – to ensure equal opportunities for all to succeed at the highest level possible, removing barriers to access and participation in learning and wider activities and eliminating variations in outcomes for different groups.
- Engagement and ethos – to provide a means 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.

At Firthmoor Primary we continue to focus and maintain a high standard of teaching and curriculum provision that supports high standards of attainment; promotes common values and builds pupils' understanding of the diversity that surrounds them, recognising similarities and appreciating different cultures, faiths, ethnicities and socio-economic backgrounds. Opportunities for discussing issues of identity and diversity will be integrated across the curriculum.

We ensure that:

- Lessons across the curriculum that promote common values and help pupils to value differences and to challenge prejudice and stereotyping
- A programme of curriculum based activities whereby pupils' understanding of community and diversity is enriched through visits and meetings with members of different communities.
- Support for pupils for whom English is an additional language (EAL) to enable them to achieve at the highest possible level in English.
- Develop supportive links between communities and individuals and encourage all children and families to feel part of the wider community
- All pupils from all ethnic backgrounds and of different socio-economic statuses, ensuring that pupils are treated with respect and supported to achieve their full potential.
- Monitor incidents of prejudice, bullying and harassment. Monitoring of whether pupils from particular groups are more likely to be excluded or disciplined than others should be accompanied by appropriate behaviour and discipline policies in place to deal with this.

Community Engagement and Extended Services

We will continue to create and maintain effective working partnerships with other organisations and stakeholders within the community. We will:

- Broaden the ways that we work in partnership with other schools and sharing facilities also provides a means for pupils to interact
- Work together with community representatives, for example through mentoring schemes or bringing community representatives into school to work with the pupils, ensuring that the pupil voice is heard and able to effect change
- Create and maintain strong links and multi-agency working between the school and other local agencies, such as the youth support service, the police and social care and health professionals.
- Engage with parents through curriculum evenings, parent and child courses and family liaison work
- Ensure that the pupil voice is heard and able to effect change: by involvement of pupils in the governance and organisation of the school through school councils, in a way that facilitates their participation and ability to make a difference in school, in their local community and beyond; or enabling pupils to take responsibility and to evaluate how well the school is building community cohesion.

- Develop links with work placed learning providers and other employers and continue to encourage voluntary and community work from local businesses
- Continue to provide free and accessible after school clubs, creating a variety of activities and working with other stakeholders to support and enhance these clubs.

Review and Monitoring

Through our work and community partnerships we will promote cohesion and provide a common point of communication for a wide range of people. We will continue to promote our school ethos to provide the very best care and education for our pupils. We will encourage all pupils to take responsibility for their own health, well-being and achievements and encourage them to become valuable members of the community.

The Senior Management Team and the Governing Body will assess the impact of this policy and monitor its operation.

This policy will be reviewed every three years or earlier, if there are any changes to statutory legislation.