BRETHERTON ENDOWED CE PRIMARY SCHOOL
Community Cohesion Policy

"Walking in the footsteps of Jesus with our Christian family, we learn, grow, achieve and flourish together in God's love."

This policy is for Bretherton Endowed CE Primary School and The Hub, Bretherton Endowed Out of School Provision.

This policy aims to show how we at Bretherton Endowed CE Primary School will meet our duty to promote community cohesion.

We are committed to supporting all members of the learning community to achieve their potential in a safe caring environment where community cohesion can be promoted and each individual is valued. Caring for and respecting others is at the heart of our relationships. It is our desire to enhance the personal development of all children and to promote honesty, loyalty, tolerance, self management and a concern for each other and the environment, resulting in a School that is friendly, calm and orderly.

This policy applies to all governors, staff, children, parents and visitors to the school, including all contractors.

Definition of Community Cohesion
The DCSF definition is: "... 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"
Lancashire County Council defines it as: "Community cohesion in Lancashire means people working together and respecting the differences in our society"

Aims of the policy
Our community cohesion policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognize our duty to promote equality of opportunity and inclusion of different groups. We encourage our children to actively engage with others to understand what they all hold in common and strengthen and celebrate the diversity of cultures and backgrounds within the whole school community. This policy will be an integral part of our school life.

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.

- Encouraging everyone within the school community to gain a positive self image and high self esteem.
- Promoting mutual self – respect and valuing each other's similarities and differences and facing equality issues openly.
- Supporting the development of the skills, knowledge, understanding and motivation children need to become active citizens who recognise their rights and responsibilities.
- Providing opportunities for positive interaction and the building of relationships with people from a range of different backgrounds both in our local community and the wider society.
- Ensuring children receive a broad and balanced education which allows them to reach their full potential.

Roles and Responsibilities

The governors will ensure that:

- the school complies with its duty to promote community cohesion
- all our current policies are assessed for their impact in relation to community cohesion

The headteacher will ensure that:

- this policy is readily available and that governors, staff, children and their parents know about it and are updated on its progress;
- all staff understand their responsibilities and receive appropriate support and training if necessary;
- this policy and its procedures are followed.

All staff will ensure that:

- they have read the policy and understand their responsibilities;
- they promote equality of opportunity and positive attitudes to diversity in accordance with this policy and other relevant policies.

Policy into practice

1. Teaching, learning and curriculum

All subject areas will be reviewed annually to ensure the curriculum promotes awareness of diversity, shared values, exploration of identity and human rights where appropriate.

Teaching methods will, where appropriate, encourage discussion, questioning and reflection – Circle Time, Reflection Time, collaborative learning etc. and this will be monitored through planning documentation and observations.

Curriculum leaders will monitor teaching, learning, resources and the curriculum in their subject area to ensure they meet the aims of this policy.

The school will fulfil its commitment to community cohesion by creating learning environments where all children can contribute fully and feel valued.

Staff will receive relevant training and support to ensure they feel confident in promoting discussions around sensitive issues.

All staff will promote community cohesion through well planned worship and assemblies.

2. Equity and excellence

In line with our Race Equality Policy, data will be rigorously analysed to identify pupils at risk of underachieving and appropriate intervention strategies will be utilised.

We will work collaboratively with our children to form focus groups to address barriers to achievement.

3. Engagement and Extended Services

We will continue to develop links with other schools (primary and secondary) which are curriculum based and which encourage communication on a range of topics.

We will further develop our extended schools services establishing stronger links with our local community

Monitoring and assessment

The school will monitor the implementation of the policy and evaluate its impact on children, parents and staff.

Adopted by the Governing Body of Bretherton Endowed CE Primary School

Adopted : March 2023

To be reviewed by the end of 2025

All aspects of our policy intends to comply within the Data Protection (GDPR) legislation.

Headteacher : Mrs Alison Moxham   Chair of Governors : Mrs P Aspden   www.brethertonschool.org.uk