



OUR LADY MOTHER OF THE SAVIOUR CATHOLIC PRIMARY SCHOOL

COMMUNITY COHESION POLICY



STATUS OF POLICY	Expected
REVIEW INTERVAL	Four Years
DATE POLICY APPROVED	
POLICY APPROVED BY	
SIGNATURE OF APPROPRIATE PERSON	
POSITION	
DATE	

INTRODUCTION

Community Cohesion has been defined as promoting “a society in which strong and positive relationships exist and continue to be developed in the work place, in schools and the wider community.”

At Our Lady’s we believe that a school should be a contributor to the wellbeing of its local and wider community. We want pupils and staff to be actively involved in making our community a better place to live.

This policy applies to all governors, staff, pupils, parents / carers, volunteers and visitors to our school.

LOCAL AUTHORITY

Halton Borough Council seeks to create a culture where people of all backgrounds and experience feel appreciated and valued. It is committed to achieving equality of opportunity in both its service delivery mechanisms and employment practices. Service users, job seekers and employees will be treated fairly and without discrimination. Discrimination on the grounds of ethnicity, religion or belief, gender, transgender, marital status, sexuality, disability, pregnancy / maternity, age or any other unjustifiable reason will not be tolerated.

The Council is opposed to unlawful and unfair discrimination (including harassment of any kind). The Council will take appropriate action wherever instances of discrimination and harassment occur, in the delivery of services and in the course of employment. It will work with its partners to develop effective procedures and policies to combat all forms of discrimination and to share good practice.

Should you require any additional information concerning the Scheme please contact Les Unsworth within the Corporate Policy team.

More detailed guidance can be accessed via the Council’s website.

SCHOOL CONTEXT

Our Lady’s school has 191 pupils on roll of whom approximately 95% are of English white ethnicity and approximately 5% from other cultural backgrounds.

Caring for and respecting others is at the heart of our relationships. It is our desire to enhance the personal development of all pupils 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.

MISSION STATEMENT

“In our school family, we live, love, laugh and learn alongside each other. Together we follow and achieve our dreams, as we journey with Jesus and Mary in happiness and peace.”

AIMS OF THE POLICY

1. To build upon our mission statement
2. To recognise our duty to promote equality of opportunity and inclusion
3. To strengthen and celebrate the diversity of cultures and backgrounds within the whole school community
4. To help create a school ethos which promotes community cohesion, race equality, understanding and challenges stereotypes, misconceptions and prejudices
5. To place Our Lady’s school at the heart of the local community creating a place where visitors and made welcome and where they feel safe, confident and happy.

PROMOTING COMMUNITY COHESION

The school promotes community cohesion on a day to day basis and, in a variety of ways. Some examples are:-

- Pupils are encouraged to undertake additional roles with significant responsibilities. For example
 - Head Boy / Head Girl
 - School Council membership
 - Play Leaders
 - Lunch Time Helpers
- Staff track all pupils comprehensively, with particular consideration for targeted pupils such as those with English as an additional language, those pupils who qualify for free meals and those from ethnic minorities
- The school provides opportunities to develop links with other schools e.g. staff training, inset days, productions and events and shares good practice
- Pupils participate in an extensive range of events and competitions with other schools encompassing a variety of sports which they may not have the opportunity to participate in otherwise
- Staff, pupils and parents engage with a wide variety of community groups through activities such as carol singing at residential homes, food bank collections and fundraising for the local hospice
- The school extends and develops the school curriculum through a wide range of trips to places of interest in the UK
- Staff, children and parents participate in national events and activities such as 'Children in Need', 'Sport Relief' and 'Comic Relief'
- The school uses assemblies to promote awareness of national and international issues such as child famine, national and international disasters and to promote an awareness of human rights
- The school provides work experience opportunities to children in local secondary schools
- The school provides as much support as possible for parents with a variety of difficulties
- The school has effective policies and procedures in place to deal with incidents of prejudice, bullying or harassment
- The school works with members of the community to encourage them to visit school to work with pupils
- Strong links and multi-agency working takes place between the school and other local agencies such as the police, social care and health professionals

Through our curriculum planning, bringing visitors into the school, making visits to other communities, listening to our 'pupil voice', working closely with parents in learning partnerships etc. can enhance the understanding for our pupils about diversity and the society in which we live, thus developing the necessary skills in order for them to become valued and valuable members of the future community in which they live.

ROLES AND RESPONSIBILITIES

Governors

Governors will ensure that

- The school complies with its duty to promote community cohesion

Headteacher

The Headteacher will ensure that

- This policy is readily available and governors, staff, pupils and their parents / carers have access to the policy
- All staff understand their responsibilities and receive appropriate support and training where necessary
- This policy and its procedures are followed

All Staff

All staff will ensure that

- They understand their responsibilities
- They promote equality of opportunity and positive attitudes to diversity in accordance with this policy and other relevant policies

Pupils

Pupils will be encouraged

- To recognise and respect the rights and responsibilities of the school and wider community

Parents / Carers

Parents and Carers will be asked to support the school in the aims of this policy and positively encourage their children to respect the diversity in our community

TEACHING AND LEARNING

- 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.
- Subject Leaders 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 and observations.
- The School will fulfil its commitment to community cohesion by creating a learning environment where all pupils can contribute fully and feel valued.
- Staff will receive relevant training and support to ensure they feel confident in promoting discussions around sensitive issues.
- Collective Worship will promote Community Cohesion through the daily act of worship and assemblies.

MONITORING

The Senior Management Team and the Governing Body will monitor the policy and evaluate its impact on our school and its community.