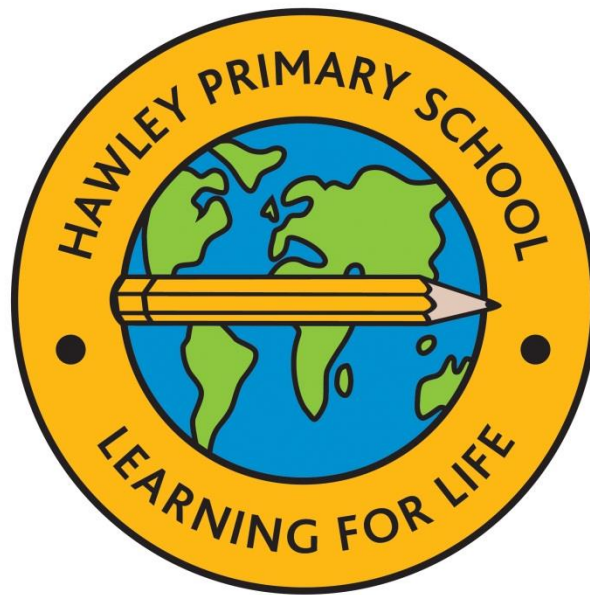


HAWLEY PRIMARY SCHOOL



COMMUNITY COHESION POLICY

AGREED BY GOVERNORS: Autumn 2022

LATEST REVIEW: Autumn 2022

NEXT REVIEW: Autumn 2025

We are all equal – we can all choose to make a positive difference to our friends, our class, our school and our local, national and global community.

THE PURPOSE OF THIS POLICY

The aim of this policy is to outline the key role that School has to play in promoting community cohesion and define the various approaches the school will take in order to realise these aims.

AIMS AND VALUES

As part of our everyday creative curriculum we believe that in order to prepare all of our children for living and working in a diverse and cohesive society, we aim to build mutual respect through our school ethos, aims, and values and work with the pupils to:

- Encourage the development of a strong sense of their own identity, not only as individuals but as part of different community groups (locally, nationally and globally)
- Encourage positive and open attitudes towards diversity and develop the skills, understanding and the confidence to challenge prejudice, discrimination and stereotyping
- Support their development as active citizens within the community, citizens who know their own rights and responsibilities as well as knowing those of others
- Understand what equality means in terms of opportunity, non-discrimination and preventing any barriers or harassment
- Provide opportunities to find out more about and positively interact and build relationships with people from a range of different backgrounds within their local community
- Ensure they receive a broad and balanced curriculum which uses elements from the local, national and global community to support their understanding of 'Life' and to support them in reaching their individual potential
- Provide strong Spiritual, Moral, Social and Cultural support and teaching to enable all aims to be achieved in the school community as well as within the wider society

We aim to take positive steps to promote equality and tolerance and strive to foster excellent and valued relationships between governors, staff, parents and their children and all agencies, community and local groups.

We want our pupils at Hawley to:

- Use the language and behaviour of rights and respect when thinking about:
 - Religion
 - Culture
 - Property
 - Feelings
 - Words and
 - Actions
- Support our Anti Bullying Policy
- Undertake a healthy lifestyle by:
 - Drinking water
 - Eating healthily including healthy snacks
 - Keeping physically fit
 - Exercising their minds to keep mentally healthy and
 - Ensuring they work hard to keep our school healthy and environmentally friendly
- Enjoy coming to school every single day
- Have access to excellent resources and teaching to support enjoyment and achievement
- Stay safe both in and out of school

- Communicate clearly with everyone in school
- Learn in the best way they can and try new ways to help them to become even better

We want all Staff to:

- Continue raising the standards of teaching and learning
- Develop professionally
- Feel valued and supported
- Be successful
- Have job satisfaction
- Enjoy a healthy work/life balance

We want all Parents to:

- Feel welcomed into school
- Work in partnership with teachers to support their children's learning
- Be well informed with clear communications

We want our Governors to:

- Work as friends and partners of the school
- Know the school and staff well
- Offer constructive advice
- Promote the school in the wider community

We want the Community to:

- Develop positive relations with our school
- Be a part of our everyday creative curriculum in order to prepare all of our children to live and work in a diverse and cohesive society.

RATIONALE

At Hawley Primary School we believe that the curriculum should promote the spiritual, moral, cultural, mental and physical development of pupils at the school and of society and prepare pupils for the opportunities, responsibilities and experiences of later life. We believe that as a school we have a duty to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between people of different groups. From September 2007, all schools were given the duty to promote community cohesion.

WHAT IS COMMUNITY COHESION?

By Community Cohesion, we mean working towards a society in which:

- There is a common vision and a sense of belonging by all communities
- The diversity of people's backgrounds and circumstances is appreciated and valued
- Similar life opportunities are available to all and
- Strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community

Community Cohesion is about how to avoid the corrosive effects of intolerance and harassment, how to build mutual civility among different groups and how to ensure respect for diversity alongside a commitment to common and shared bonds.

A Common Vision

At Hawley Primary School we believe in a shared future, a cohesive community with our school at its heart. We aim to ensure a widely shared sense of contribution from different individuals and different

communities, each holding and sharing different ambitions, aspirations, beliefs and life experiences, all working together to form a future vision of our neighbourhood, town, country and world.

A Sense of Belonging

In our school, our stakeholders will have a strong sense of belonging. They will know what is expected of them and what they can expect in return. Rights and responsibilities are shared clearly and upheld fairly with an array of events and methods to ensure that our school reaches out beyond the walls of the school. As a result, clear, regular and detailed communication with the local community will ensure that Hawley Primary School is seen to be working with different groups with different interests and needs and these are shared and open to public scrutiny.

Life Opportunities

Through clear systems which are embedded throughout the school, we endeavour to continually focus on addressing underachievement and inequality. Our children value everyone as equal and this is reflected in their behaviour towards others and their friendships. As a school, we aim to create opportunities for every child to achieve their full potential and we are extremely proud of what our children accomplish both in and out of school.

Community from our school's perspective

For our school, the term "community" has a number of dimensions including:

- The School Community – the children and young people it serves, their parents, carers and 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 the area.
- The Community in the United Kingdom– all schools are, by definition, part of this community
- The Global Community – formed by all international links.

HOW DOES HAWLEY PRIMARY SCHOOL CONTRIBUTE TO COMMUNITY COHESION?

Our school, due to the nature of its location, serves a predominantly White British population. It is arguably even more important, therefore, to give our pupils opportunities to learn with, from and about those from different backgrounds. At Hawley Primary School we will contribute to community cohesion through our approach to:

- **Learning and Teaching:** teaching pupils to understand others, promoting discussion and debate about common values and diversity.
- **Equity and Excellence:** removing barriers to access and participation, offering equal opportunities to all our pupils to succeed at the highest level possible
- **Engagement and Extended Services:** providing opportunities for children, young people and their families to interact with others from different backgrounds.

Learning and Teaching

In our teaching:

- Teaching and curriculum provision (Religious Education, PSHE, Collective Worship and assemblies and P4C) that supports high standards of attainment, promotes common values and builds pupils' understanding of the diversity that surrounds them.

In the different opportunities we provide for children to learn:

- Lessons across the curriculum that promote common values and help pupils to value differences and challenge prejudice and stereotyping
- Support for pupils for whom English as an additional language to enable them to achieve at the highest possible level in English and then in other areas of the curriculum.

In the curriculum we offer:

- A programme of curriculum based activities whereby pupils' understanding of community and diversity is enriched through residential visits, day trips and visits and meetings with members of different communities

Within these three aspects we aim to:

- Help our children to learn to value themselves and develop their own identity
- Help our children learn to understand and respect others who may think, feel, behave and live in different ways
- Help our children value difference and diversity whilst promoting shared values
- Help children recognise similarities between and across cultures
- Help children consider and understand how their own culture influences their daily lives
- Promote awareness of human rights as well as applying and defending them
- Develop the skills of participation and responsible action and develop a sense of belonging
- Ensure that we have a high standard of teaching and learning
- Ensure our curriculum is personalised, skills based, inspiring, thought provoking and provides a basis for outstanding achievement
- Encourage our children to continue their learning beyond the classroom
- Provide integrated opportunities for discussing issues of identity and diversity across the curriculum.

We will endeavour to ensure that our pupils:

- Recognise diversity across the school and within the wider community is celebrated and valued as much as possible
- Understand the idea of shared values and what that means to us as individuals
- Have an understanding of Human Rights and how they apply to everyone and the need to defend the human rights of all individuals
- Participate, through their own choices, in all that the school and wider community has to offer
- Engage in lessons across the curriculum that promote common values and help them to value differences and to challenge prejudice and stereotyping
- Have a greater understanding of community and diversity through enrichment activities such as through visits and meetings with members of different communities
- Have an effective voice and involvement in the governance and organisation of the school in a way that teaches them to participate in and make a difference in their local community and beyond.

Equity and Excellence

To ensure equal opportunities for all to succeed at the highest possible level, striving to remove barriers to access and participate in learning and wider activities and working towards eliminating variations in outcomes for different groups, we will ensure that all pupils and staff:

- Are treated fairly and equally and given equal opportunities in all that the school has to offer
- Work towards removing any barriers against access and participation in all that the school has to offer, both during curriculum time as well as during extended school activities
- Identify at the earliest possible opportunity any areas of concern which need to be dealt with as part of our approach to community cohesion.

We will also ensure that:

- All pupils are tracked throughout the school in all subject areas and that data is shared sensitively between the entire school community to support every child to achieve their true potential
- We use a range of data gathering methods (Internal tracking documents and milestones, end of KS testing and assessments) to support accurate target setting and use of resources to ensure children progress throughout the primary range

- Different groups are monitored for their performance and supported using targeted intervention and support if underachievement becomes evident
- Ensuring that admissions policy and practice do not deter parents from particular communities from applying
- Ensuring that recruitment of staff and staffing policies promote community cohesion and social equity.

Engagement and Extended Services

To provide reasonable means for children, their friends and families to interact with people from different backgrounds and build positive relationships, including links with different schools and communities and the provision of extended services with opportunities for pupils, families and the wider community to take part in activities and receive services which build positive interaction and achievement for all groups. We will aim to:

- Signpost Parents and Carers to school based and local Extended Schools provision
- Ensure provision is maintained for children to learn with their parents/carers or independently at home through a personalised approach
- Work together with community representatives
- Develop the school website and keep it updated
- Establish a system whereby information is available in different languages as appropriate to the needs of the local community
- Maintain strong multi-agency links working with our school – police, health, social care and other professionals
- Engage with parents through class events, coffee mornings, open mornings, curriculum events, social and fundraising events
- Provide opportunities for our pupils and their families to interact with people from different backgrounds, enabling the building of positive relationships between all community members
- Develop links with other schools and different communities both locally as well as nationally and internationally where possible
- Develop stronger links with local community organisations with which we already have links – encouraging them to visit our school and work with our children
- Provide greater opportunities for pupils, together with their families, to take part in activities and receive services which build stronger positive interaction
- Engage Parents through open days, curriculum information sessions and school events and enabling Parents to make suggestions for improvements
- Supporting Parents with difficulties they may encounter
- Engagement with the Governing Body and Helping Hands of Hawley through meetings and social events.

How community cohesion is managed, monitored and reported on at Hawley Primary School?

Overall responsibility for embracing Community Cohesion lies with the Headteacher and the Governing Body. They will audit the current provision, the strengths and areas for improvement within school and, together with the Senior Leadership Team, aim to increase the school's role within Community Cohesion through the school's improvement planning process.