



ROSEMARY NURSERY SCHOOL & CHILDREN'S CENTRE

Community Cohesion Policy

Rationale:

There is a duty on schools to promote community cohesion under the Education and Inspections Act 2006, and more recently, the Equality Act 2010 places a duty on all schools and early years' settings to 'foster good relations' between children and adults from different backgrounds.

Settings are also expected to show how they incorporate certain fundamental values in their curriculum which include 'mutual respect for, and tolerance of, those with different faiths and beliefs and for those without faith'.

We aim to actively promote equality and diversity, tackle bullying and discrimination and narrow any gaps in achievement between different groups of learners.

Successful community cohesion should be seen within the setting, but also in our relations with the wider community, and it helps to build a strong and safe neighbourhood. Our approach is based on principles of trust and respect for local and global diversity.

Our Vision:

At Rosemary Nursery School and Children's Centre, we recognise and celebrate diversity and welcome the contributions which different groups and individuals make to the community. Rosemary Nursery School and Children's Centre is committed to community cohesion within the School and wider community. We see a cohesive community as one where:

- Members of all communities experience acceptance and a sense of belonging
- The diversity of people's different backgrounds and circumstances is appreciated and positively valued
- Those from different backgrounds have similar life opportunities
- Strong and positive relationships are developed between people from different backgrounds in the workplace, in nurseries, children's centres, schools and within neighbourhoods.

Rosemary Nursery School and Children's Centre will work towards eliminating all discrimination, on the grounds of race, gender, disability, sexual orientation, age, class, and faith. We believe that all children, parent/carers, governors, employees, stakeholders and members of our local and global community should be treated with dignity and respect at all times, and we actively challenge incidents of bullying, harassment or victimisation of any groups or individuals.

We will ensure that the 'fundamental values' including 'mutual respect for, and tolerance of, those with different faiths and beliefs and for those without faith' are incorporated into our curriculum.

Our Values:

- Diversity is a strength; having many different groups, cultures, and faiths in our society makes us stronger.
- We actively work towards greater respect and equality of opportunity between different races, cultures, faiths and ages in our society.
- The different groups, cultures, faiths and ages in our society will benefit from meeting each other, listening to one another, and getting to understand each other more.
- We work to overcome disadvantage as it is a major barrier between communities, especially where it is experienced more by one group than another.
- Discrimination against particular groups or individuals on the basis of race, faith, sexuality, gender, disability, age or class undermine community cohesion and must be actively challenged.
- Partnerships with parents/carers, governors and the wider community are essential to promoting equality,

Our strategic aims and objectives:

- Our Community Cohesion Policy will be reviewed every three years.
- Our Equality Objectives will include actions linked to promoting community cohesion.
- We will involve stakeholders in action planning for effective community cohesion.
- The Governing Body will take positive steps to promote good community relations.
- We will actively challenge any forms of prejudice towards groups and individuals.
- All staff will be supported in promoting community cohesion through a diverse and accessible curriculum.
- We will assess the impact of our community cohesion programme to determine adverse or differential impact on groups or individuals.
- We will support the families we work with to access a range of opportunities in the community to help them to feel included and valued.
- We will challenge all bullying and harassment and report any incidents of hate crime.

Ways of promoting community cohesion:

Our approach includes a range of activities within the school and wider community, e.g.

- Displays that celebrate diversity and inform adults and children about key practices, beliefs and artefacts of different faiths and cultures.
- Open ended activities and unfixed materials whose meaning and uses are not culturally “fixed”, for example planting and growing.
- Use of non verbal approaches to learning which do not favour those with English as a first or home language.
- Family services that are empowering and designed to promote inter cultural and inter faith exchanges.
- Use of activities and resources that are relevant to a variety of cultural contexts, eg Forest School.
- Working in partnership with the wider community to provide services that promote cohesion.

- Celebrating and raising awareness of diversity and achievement.
- Ensuring all families are aware how to report any concerns they have about community tensions or hate crime incidents (e.g. to SARI)

We believe our school has a key part to play in promoting community cohesion through our approach to teaching and learning and engaging with parents/carers and other community partners.

Monitoring, Evaluation and Reporting:

There will be internal evaluation of this policy within our Equalities Objectives.

This policy may be read in conjunction with our Equalities Scheme, Race Equality Policy, Inclusion Policy and Celebration of Festivals Policy. Together, they are intrinsic to our:

- School Improvement Plan
- Anti-bullying Policy
- Race Equality Policy

Policy to be reviewed 3 yearly

Reviewed 10th March 2020

Next Review March 2023

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