



Lanesend Primary School

Community Cohesion Policy 2023 Statutory Policy

Signed: **Date:**
(Headteacher)

Signed: **Date:**
(Chair of Trustees)

Review Date: September 2025 (Every 2 Years)
Reviewed By: Board of Trustees

Lanesend Primary **Community Cohesion Policy**

Community cohesion means people working together and respecting the differences in our society.

Aims of the policy

- Our Community Cohesion Policy builds upon our School Ethos.
- We recognise our duty to promote equality of opportunity and inclusion.
- We encourage our children to actively engage with others to understand what they all hold in common, strengthen and celebrate the diversity of cultures and backgrounds within the whole School and wider community.

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, 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 the rights and responsibilities of everyone.
- 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 recognise their potential.

Trustees 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 Trustees, staff, children and their families have access to the policy and are updated on any changes;
- all staff understand their responsibilities and receive appropriate support and training where necessary;

- this policy and its procedures are followed.

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.

Children will be encouraged to recognise and respect the rights and responsibilities of the School and wider community

Families 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, Learning and Curriculum

- 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.
- Curriculum Lead Managers 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 Progression Team will monitor teaching and learning.
- The School will fulfil its commitment to community cohesion by creating a learning environment 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.

Equality and Excellence

- In line with our Race Equality Policy, data will be rigorously analysed to identify children at risk of underachieving and appropriate intervention strategies will be utilised.
- We will work collaboratively with our children to address barriers to achievement.

Engagement and Extended Services

- We will continue to develop links with other schools (primary, secondary and special) which are curriculum/pastoral based and which encourage communication on a range of topics.
- We will work collaboratively to establish stronger links with our local community.
- We will facilitate smooth transition by effective communication e.g. signpost networks/groups in the community

Monitoring

The Progression Team and Board of Trustees will monitor the policy and evaluate its impact on our School and its community.