



Evelyn Street Primary School

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Policy Title	Community Cohesion policy
School/WBC (Adopted date)	School
This policy complies with Warrington LA guidance	Yes
Linked Polices:	Single Equalities policy and plan
Written By	School
Staff Approval Date	January 15
FGB Ratification Date	March 14
Signed by Chair of Governors	Mr N. Spencer
Review Date	January 2020

Community Cohesion Policy

Rational

This Policy sets out the school's approach to promoting community cohesion, equality and diversity. It covers disability, gender and race/ethnicity, in response to the statutory duties on schools to publish disability and gender equality schemes and a race equality policy. It includes information on the following sections.

Purpose

- To have a friendly, safe, environment to that demonstrates a respect for diversity
- Well behaved children who allow others to learn in class
- Children who demonstrate a tolerance and respect for difference
- All children to be given the same chances
- To be able to share all our achievements
- All adults and children to support one another
- To be able to share our worries and problems with caring adults
- Parents to support us with our learning

Broad Guidelines

1. To help us achieve these aims we would therefore like all staff to:
 - Continue raising our high standards in teaching and learning
 - Develop professionally
 - Feel valued and supported
 - Be successful
 - Enjoy a healthy work-life balance
2. We would like parents to:
 - Feel welcomed in school
 - Work in partnership with teachers
 - Be well informed by clear communication
 - Feel listened to and valued
 - Support their children role modelling tolerance and respect for difference
3. We would like the local governing body to:
 - Work as partners of the school giving support and advice
 - Know the school and staff well
 - Offer appropriate challenge
 - Promote the school in the wider community
4. We would like the wider community to:
 - Develop good relations with our school
 - Broaden our horizons
 - Become involved and share in the celebration of difference and diversity

5. Our Approach to Promoting Equality; to provide a framework for the school to pursue its equality duties to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

6. Through the Equality Policy, the school seeks to ensure that no member of the school community or any other person through their contact with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This covers race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependants, disability, sexual orientation, gender reassignment, age, trade union or political activities, socioeconomic background.

7. The principles of this policy apply to all members of the extended school community – pupils, staff, local governing body and parents/carers.

8. In order to achieve a cohesive community, we endeavour to:

- Promoting understanding and engagement between communities
- Encouraging all children and families to feel part of the wider community
- Understand the needs and hopes of all our communities
- Eliminate discrimination
- Increase life opportunities for all
- Ensure teaching and the curriculum explores and addresses issues of diversity.

9. The school is fully committed to meeting its equalities obligations and will endeavour to discharge its duties by ensuring it maintains an up to date Equalities plan that is implemented, monitored and reviewed upon a regular basis. This plan reflects its approach to different pupil groupings within the school; gender race, transexual, gay, lesbian and pupils with disabilities.

10. The school is fully committed to meeting its equalities obligations for pupil groups that are within the SEN cod of practice. By ensuring it maintains an up to date SEN list and provision Map identifying need, provision and impact of school initiatives.

11. Roles and responsibilities;

- All who work in the school have a responsibility for promoting equality and Inclusion and avoiding unfair discrimination.
- Our local governing body are responsible for making sure the school complies with all current equality legislation and making sure this policy and its procedures are followed.
- The Executive Principal of school and Deputy Principal are responsible for making sure its procedures are followed and policy readily available, provide regular training and taking appropriate action in cases of harassment and discrimination.

12. All our staff are responsible for: Dealing with racist, sexist and homophobic incidents, and being able to recognise and tackle bias and stereotyping, promote equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.

13. Responsibility for overseeing equality practices in the school is as follows:

- Coordinating and monitoring work on equality issues (Executive Principal and Principal of School)
- Dealing with and monitoring reports of harassment, including racist and homophobic incidents (Behaviour Lead, Executive Principal of School & Child Protection designated person)
- Monitoring the progress and attainment of vulnerable groups of pupils e.g. Black and minority ethnic pupils, including Gypsies and Travellers (Assessment and Analysis co-ordinator)
- Monitoring exclusions (Behaviour Lead)

14. This policy will be regularly monitored and reviewed by staff and the local governing body to ensure that it is effective in tackling discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.