



St James' C of E Infant and Nursery School

COMMUNITY COHESION POLICY

Approved by ¹	
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Position:	Headteacher
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Statement of Intent

St James' Church of England Infant and Nursery School recognises that the welfare of our pupils is paramount, and therefore we are dedicated to fulfilling our duty of protecting all pupils. To achieve this, this policy will be implemented at all times in order to ensure that staff members understand their responsibilities to safeguard and promote the welfare of pupils.

St James' C of E Infant and Nursery School is committed to taking all reasonable steps to ensure the safety and well-being of pupils. The safeguarding culture of St James' C of E Infant and Nursery School is partly exercised through the development of respectful, caring and professional relationships between adults and pupils, as well as by all staff members demonstrating integrity, maturity and good judgment.

1. What is community cohesion?

1.1. We define 'community cohesion' as working towards a society in which:

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

2. Community from the school's perspective

2.1. St James' C of E Infant and Nursery School defines 'community' in a number of ways:

- School community – the pupils we serve, their families, and our staff members.
- Church community – our Church at St James', our vicar, lay reader and congregation who play such an important life in our school.
- Our local community – our geographical community, and the people who live and/or work in our area.
- The community of Britain – all schools, by definition, are part of it.
- The global community – links with our school in France, formed by the European Union (EU) and international links.

3. Our strategic aims

3.1. St James' C of E Infant School's contribution to community cohesion can be grouped under several headings, including the following:

- Teaching, learning and curriculum

- Equality and excellence
- Engagement and ethos

3.2. Our teaching and the curriculum provision supports high standards of attainment, promotes common values, and helps pupils understand and value the diversity that surrounds them.

3.3. Lessons taught across our curriculum provide various opportunities for pupils to develop their understanding and empathy, promote awareness of the rights of individuals, and to develop the teamwork, skills of participation and responsible action.

3.4. At St James' C of E Infant and Nursery School, there is a focus on securing high standards of attainment for all pupils and removing barriers to learning both in the classroom and in the wider world.

3.5. Effective procedures exist within our school to tackle prejudice, bullying and harassment.

3.6. Our admission process promotes community cohesion and social equality.

3.7. St James' C of E Infant and Nursery School prides itself in providing opportunities for young people and their families to interact and build positive relationships with people from different backgrounds, including links with different schools and communities locally, nationally, internationally and on a wider basis where possible.

3.8. Our school works in partnership with St James' Church to support our pupils' education. Engagement with parents through an open-door ethos, parents' evenings, festivals and Christian celebrations are considered a priority at the school.

3.9. It is important to involve children in decision-making and the organisation of the school, teaching pupils the importance of participation and making a difference to the school, local community and beyond.

4. How do we contribute to community cohesion?

4.1. St James' C of E Infant and Nursery School, as well as all others, are responsible for equipping our pupils to live alongside people from many different backgrounds.

4.2. Through our existing partnerships in the local and wider community, we support community cohesion to a great extent, and the promotion of

community cohesion permeates our aims as outlined in the School Strategic Development Plan.

4.3. St James' C of E Infant and Nursery School ensures:

- Training of staff members and Governors their responsibilities.
- That all staff members are able to promote community cohesion.
- The development of partnerships.
- That the admissions policy reflects the catchment area.
- That all pupils can access the full curriculum.
- That there is equal access to education and training.
- Pupils are heard and can effect change.

5. School strategic plan

5.1. Our priorities under this policy are in-line with the school strategic plan.

5.2. Action plans are outlined in the school improvement plan, and the community cohesion leader is responsible for communicating and implementing the action plan.

6. Accountability

6.1. The community cohesion leader, Michael Craig, is directly responsible for the monitoring and evaluation of the community cohesion curriculum. The primary accountability is to the governing body.

7. Monitoring and review

7.1. Performance is monitored by the community cohesion leader throughout the school year, and evidence is collated into folders.

7.2. Pupils' views are fed back to staff members to constantly improve professional development.

7.3. This policy is reviewed every 2 years.