



A Co-operative Academy

Rickley Park Primary School Community Cohesion Policy

1. Key Values

We know that everyone has something special to contribute.
We let everybody talk and have their say.

2. What is Community Cohesion?

2.1 Community Cohesion means working towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of peoples backgrounds and circumstances is appreciated and valued and where similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the work place, in schools and in the wider community.

2.2 This policy recognises the key part that schools have to play in promoting community cohesion and clarifies the approaches at Rickley Park Primary School.

3. What is our Community?

3.1 Our school is part of many communities:

The School Community

Our school community consists of our children, their parents, carers and families, our staff and governing body as well as community users of the school's services and facilities.

The local Community

Our neighbours in the community of West Bletchley and Milton Keynes as well as the people who live and work in our area.

The Co-operative Community

As a Co-operative Academy, we are a part of the Schools Co-operative Society and part of the wider co-operative movement.

The UK

All Schools are part of this community

The Global Community

Formed by EU and international links.

4. How do we achieve a Cohesive Community?

4.1 Our school aims to enable a balance between similarities and differences among persons and groups and the chance of social divisions. We recognise, celebrate and value diversity and promote acceptance and respect of different backgrounds, lifestyles and identities. Our staff, governors and pupils acknowledge that individuals belong to overlapping and interconnected groups. Therefore, we do not assume that a person will act, think or feel in a certain way because he or she belongs to a determined group.

4.2 We endeavour to:

- Promote understanding and engagement between communities.
- Develop a positive sense of community membership at all levels which leads to both support and responsibility.
- Develop supportive links between communities and individuals.
- Encourage all children and families to feel part of the wider community.
- Understand the needs and hopes of all our communities and individuals.
- Eliminate discrimination.
- Increase life opportunities for all.
- Ensure teaching and the curriculum explores and addresses issues of diversity.

5. Legal Requirements

5.1 The Education and Inspections Act 2006 establishes general duties of Governing Bodies. It clearly states that it is the duty of the Governing body to promote Community Cohesion. This duty is related to a number of Acts e.g. The Children Act, the Equality Act.

6. Responsibilities

6.1 The Governing Body is responsible for ensuring:

- The school complies with all Community Cohesion legislation relevant to the members of the school community.
- The school's policy for Community Cohesion is maintained, updated and evaluated regularly.
- The action plan, procedures and strategies related to the policy are implemented.
- The policy for Community Cohesion is aligned with the aims of the members of the school's community.

6.2 The Headteacher and Senior Leadership Team are responsible for:

- Working with the Governing Body to provide leadership and vision.
- Overseeing the implementation of the evaluation of the Policy for Community Cohesion, and ensuring that all who enter the school are aware of and comply with the Policy.

6.3 Staff are responsible for:

- Ensuring that pupils are taught in an inclusive environment where pupils feel safe and included and where their contributions are valued.

7. Monitoring and Reviewing

7.1 The Policy for Community Cohesion will be regularly monitored and evaluated by the appropriate Governor Committee.

Date of Policy: June 2014

Date of review: June 2018