



'Being different, belonging together'

Oveston CEVC Primary School **Community Cohesion Policy**

'... we passionately believe that it is the duty of all schools to address issues of 'how we live together' and 'dealing with difference' however controversial and difficult they might sometimes seem.' (The Diversity and Citizenship Curriculum Review, Feb '07)

Community cohesion lies at the heart of what makes a strong and safe community. It must be delivered locally through creating strong networks, based on principles of trust, and respect for local diversity, and nurturing a sense of belonging and confidence in local people. Effectively delivering community cohesion also tackles the fractures in society which may lead to conflict and ensures that the gains that communities bring are a source of strength to local areas.

Our Vision

Our vision recognises and celebrates the diversity within South Gloucestershire and welcomes the contributions which different groups and individuals make to the community. Differences between groups of people can cause misunderstanding and friction. A key commitment of Oveston CEVC Primary School is to build and promote community cohesion within the school and wider community.

Community cohesion incorporates and goes beyond the concept of race equality and social inclusion. A cohesive community is one where:

- where everyone is equally valued and we all treat one another with respect
- the diversity of people's different backgrounds and circumstances are appreciated and positively valued
- those from different backgrounds have similar life opportunities
- strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods

Oveston CEVC Primary School provides education for all, acknowledging that the society within which we live is enriched by diversity. We strive to ensure that the culture and ethos of the school reflects the diversity of all members of the school community, where everyone is equally valued and treats one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

We will work towards eliminating all discrimination, on the grounds of race, gender, gender reassignment, disability, sexuality (including sexual orientation), age, religion and belief. We believe that all pupils, employees, stakeholders and members of our local and global community should be treated with dignity and respect at all times

and we will not tolerate bullying, harassment or victimisation of any groups or individuals.

Our Values

- Diversity is a strength: having many different groups, cultures faiths and ages in our society makes us stronger.
- We should all work for greater respect and equality of opportunity between different groups, 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 must all work to overcome disadvantage as it is a major barrier between communities, especially where it is experienced more by one group than another.
- Racism and other forms of prejudice undermine community cohesion and must be confronted.
- Partnerships between stakeholders and the wider community are essential to promote equality, diversity and community cohesion.

The health, well-being and cohesion of our local and other communities is important to us. By valuing and championing diversity, we lead the way in good practice and set an example for others to join us. That is why we have developed this policy and action plan to ensure that we create an environment where everyone is respected and treated equally.

Our strategic aims and objectives

- We will formally adopt the South Gloucestershire Equality, Diversity and Cohesion Framework for Schools.
- Our Community Cohesion Policy will be reviewed every two years.
- Our School Development Plan will include objectives linked to promoting community cohesion.
- The school will maintain a Middle Leadership Team (Team 2) to develop and promote 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 challenge any forms of prejudice.
- All teachers are trained in promoting community cohesion through a diverse curriculum.

Date of Policy: March 2010

Date of Review: March 2012

Ratified by Governors: _____