

The Richmond School, Skegness

Community Cohesion Policy

The Richmond School firmly believes in contributing to a society in which there is a common vision and sense of belonging by all communities. A society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist and continue to be developed in the workplace, in schools and in the wider community.

The Richmond 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 treat one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

We work towards eliminating all discrimination, on the grounds of race, gender, 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.

As part of our everyday curriculum we believe that in order to prepare all of our children for living and working in a diverse and cohesive society, we should work with the pupils to:

- Encourage the development of a strong sense of their own identity, not only as individuals but as part of different community groups (locally, nationally and globally)
- Encourage positive and open attitudes towards diversity and develop the skills, the understanding and the confidence to challenge prejudice, discrimination and stereotyping
- Support their development as active citizens within the community, citizens who know their own rights and responsibilities as well as knowing those of others

- Understand what equality means in terms of opportunity, non-discrimination and preventing any barriers or harassment.
- Provide opportunities to find out more about and positively interact and build relationships with people from a range of different backgrounds within their local community as well as within the wider group.
- Ensure they receive a broad and balanced curriculum which uses elements from the local, national and global community to support their understanding of life and to support them in reaching their individual potential.
- Provide strong Spiritual, Moral, Social and Cultural support and teaching to enable all aims to be achieved.

Community Cohesion at The Richmond School

When we talk about Community Cohesion at the Richmond School we mean:

- the school community - the pupils it serves, their families and the school staff
- the community within which the school is located - the school as part of Skegness and the people who live and/or work here
- the community of Great Britain - all schools are by definition part of this community and the diversity within it
- the global community - not only as members of the European Union but our place within the world

In addition, our school creates communities - for example, by networking with similar or different schools, by working with schools that are part of the schools network, and by working collaboratively in clusters and in other models of partnership.

How The Richmond School contributes towards Community Cohesion

As a starting point we build Community Cohesion by promoting equality of opportunity and inclusion for different groups of pupils within our school. Alongside this we also examine any inequalities and encourage a strong respect for diversity. We are responsible for equipping our pupils to live and thrive alongside people from many different backgrounds. We promote shared values and encourage our pupils to actively engage with others to understand what they hold in common.

Our contribution to Community Cohesion can be grouped as follows:

Teaching, Learning and Curriculum -

Promoting Community Cohesion through teaching, learning and the curriculum is clearly at the heart of this duty. It is intended to help children learn to understand others, to value diversity whilst also promoting shared values, to promote awareness of human rights and to apply and defend them, and to develop the skills of participation and responsible action.

Many subjects, including Citizenship, RE, History and Geography have direct relevance to promoting Community Cohesion.

We have a programme of curriculum based activities whereby pupils' understanding of community and diversity is enriched through fieldwork, visitors and meetings with members of different communities, visits, eg to local areas as well as further afield including Lincoln, London and Gainsborough, visits from authors, poets and artists and technology projects.

Equity and Excellence

At the Richmond School we believe in full inclusion of all members of society in a fair and equal way in order to bring out the best in each and every child. To support this aim we have policies for Equal Opportunity, including disability and gender equality and ensure that all policies adhere to latest government guidelines.

The school tracking system will enable us to evaluate progress of different groups and to tackle underperformance by any particular group. The Richmond School will continue to focus on securing high standards of attainment for all pupils from all ethnic backgrounds and of different socio-economic statuses, ensuring that pupils are treated with respect and supported to achieve their full potential.

There are effective approaches in place to deal with incidents of prejudice, bullying and harassment.

Engagement and Extended Services

The Richmond school pupils already take an active part within the local community and we aim to progress this action further to the benefit of

the pupils themselves together with the wider community's understanding of the school.

We will therefore:

- Provide opportunities for our pupils and their families to interact with people from different backgrounds, enabling the building of positive relationships between all community members.
- Broaden links with other schools and different communities both locally as well as nationally and internationally. The means of developing the relationships may be through exchange visits, mailing or the internet.
- Engage with parents through coffee mornings, curriculum evenings, parent and child courses and family liaison.
- Provide extended services eg bringing parents from different backgrounds together through parenting and family support, as well as community use of facilities for activities that take place out of school hours.
- Develop links with the local community organisations with which we already have links eg Young Enterprise, lifeboat, local churches, and care homes.
- Continue to attend local community events such as Remembrance Parade and Rotary Carol concert.

Monitoring and assessment

We will assess the impact of this programme to determine impact on groups or individuals

It is the responsibility of the Headteacher to monitor and assess the implementation of this policy and the outcome for its development. This will be done annually as part of the SDP where a review of points for the current year will be considered as will points leading to subsequent years' actions.

It is the responsibility of the Governing Body to monitor the SDP and ensure that all aspects, including Community Cohesion, are being carried out and are evaluated with future targets set for subsequent years.

Approved by: *S. Blanchard-Hall* Chair of Governors
Date: 20.01.11.