

St Michael's Catholic Primary School

Community Cohesion Policy

In formulating and applying this policy, the Governing Body and Staff of our Catholic school seek to promote and implement in relevant ways the aims and intentions of the Mission Statement, '*Praise the Lord in Work, Play and Prayer*', that has been agreed by the whole school community.

We believe that meeting our school's legal duties to promote community cohesion is integral to fulfilling our role as a Catholic School.

School Context:

St Michael's serves the Catholic community in St Michael's Parish and beyond. We also welcome children drawn from other religious traditions and indeed, some whose parents may not hold religious beliefs but who nevertheless value our school's ethos.

Aims:

Our school aims to be a community in which each person shares a common vision and sense of belonging; a place in which the diversity of people's backgrounds and circumstances is appreciated and valued; in which similar life opportunities are extended to all, and in which strong and positive relationships exist and are continually developed and supported. In this way we aim to enable our children to contribute to the promotion of these same values in their contacts with the communities within which they function outside the school, whether these be local, national, or international.

In order to prepare all our pupils for living and working in a diverse yet cohesive society, St Michael's works with its pupils to:

1. **This is in accordance with our school's Mission Statement 'Upholding the uniqueness of the individual in which each person is seen as made in God's image and loved by Him'. Be part of a loving, joyful Catholic community upholding the values of justice and peace:**

By providing opportunities to nourish each child's capacity for spiritual growth.

By grasping opportunities to celebrate the awe and wonder of life.

By adults being positive role models who treat each other with respect and fairness.

By providing an environment which is safe and within which each child can feel safe.

By recognising and using opportunities to develop self-confidence and self esteem.

2. **This is in accordance with our school's Mission Statement 'Promoting the search for truth and excellence in which each pupil is given every opportunity to develop individual talents to the full'. Provide an education which enables all children to reach their full potential by enjoying a broad, balanced and inclusive curriculum**

By planning and delivering the curriculum and extra-curricular activities to ensure a rich variety of learning opportunities

By having high expectations of achievement and behaviour consistently upheld among ALL pupils.

By having monitoring processes in place to identify when any barrier to learning is

experienced by any individual child, and using appropriate intervention strategies to overcome such barriers.

3. **This is in accordance with our Mission Statement ‘Forming pupils’ consciences, nurturing their relationship with God through prayer and fostering a sense of social responsibility’. To nurture a sense of belonging, by welcoming and working in partnership with families, the parish and the wider community.**

By developing opportunities for children to exercise responsibilities as citizens in the local, national and global community.

By giving children opportunities to develop understanding and tolerance of other faiths and cultures in addition to those with which they are already acquainted

By developing links between home, school and parish communities.

By supporting parents in their role as first educators.

4. **Roles and Responsibilities**

The Governing Body will ensure that:

the school complies with its duty to promote community cohesion.

The Headteacher will ensure that

this policy is readily available and that governors, staff, pupils and their parents know about it and are updated on its progress

all staff understand their responsibilities and receive appropriate support and training if necessary

this policy and its procedures are followed.

All staff will ensure that

they have read the policy and understood their responsibilities

they promote equality of opportunity and positive attitudes to diversity in accordance with this policy and other relevant policies

A named member of staff and/or governor (for the time being the Headteacher and Chair) will ensure that

practice in school supports the aims and procedures outlined in this policy

they undertake appropriate training in order to support colleagues in carrying out their responsibilities

staff, governors, parents and pupils are kept up to date with relevant information

Monitoring and assessment of the impact of this policy takes place.

5. **Policy into Practice**

Audit

An audit tool has been used to identify existing strengths in the school’s practice and provision, together with possible opportunities for further promotion of community cohesion. Plans to utilise the identified opportunities will be followed. In particular the following areas will receive attention:

Teaching, learning and curriculum

All subject areas will be explored to exploit opportunities for the curriculum to promote awareness of diversity, shared values, exploration of identity and human

rights where appropriate and this will be monitored by curriculum coordinators and by the Senior Management team.

Teaching methods will, where appropriate, encourage discussion, questioning and reflection – and these will be monitored through planning documentation.

staff will receive relevant training and support to ensure they feel confident in promoting discussions around more sensitive issues in line with the aims of our Catholic school.

Subject leaders will monitor teaching, learning, resources and the curriculum in their areas to ensure they meet the aims of this policy.

6. **Engagement and Extended Services**

We will continue to link with local organisations to provide support for children to participate in a wider range of activities.

We will continue to facilitate involvement of as many pupils as possible in a wide range of activities (such as sporting activities) involving organised activities with other schools.

St Michael's will continue to support a range of local, national and international charities selected by pupils and staff, with associated input to help pupils understand the diverse lives and needs of others.

We will continue to utilise mechanisms for consulting with pupils and encouraging them to contribute to the evaluation and improvement of their school community. (Eg through school council and pupil questionnaires)

We will continue to seek for further ways in which to build involvement with the Parish and wider community.

We will explore ways of extending links with other schools and facilitating communication on a range of topics.

Staff will continue to work to support parents through personal and social difficulties in appropriate ways.

7. **Monitoring and Assessment**

An action plan formulated by the leadership will be monitored by the team and the results of monitoring reported to the governing body annually.

8. **Other relevant Policies:**

This policy is to be read alongside the school's Equality of Opportunity Policy

Policy approved by Curriculum Committee of the Governing Body: 01.11.11

Signed: Chair of Governing Body

To be reviewed: