

## Churchill Park School

### Policy for Community Cohesion

*We believe we are working towards a society in which there is a common vision and sense of belonging by all; in which the diversity of people's backgrounds and circumstances is understood 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'*

#### We accept our legal duties

1. under the Race Relations 1976 as amended by the Race Relations Amendment Act 2000; the Disability Discrimination Acts 1995 and 2005; and the Sex Discrimination Act 1975 as amended by the Equality Act 2006.
2. under the Education and Inspections Act 2006 to promote community cohesion.

#### We acknowledge our responsibilities:

1. to strive to achieve the five outcomes of the Every Child Matters framework
2. to be aware of the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

#### Guiding principles

Principle 1: All learners are of equal value

Principle 2: We recognise and respect diversity

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

Principle 4: Staff recruitment, retention and development - our procedures benefit all present and future employees.

Principle 5: We aim to reduce and remove inequalities and barriers that already exist

Principle 6: We consult widely with all stakeholders.

Principle 7: Our actions benefit our school and the wider community.

These principles are reflected in our curriculum, in our ethos and organization and in our whole school policies.

### Roles and responsibilities

A member of the governing body has a watching brief regarding the implementation of this policy.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

A senior member of staff has day-to-day responsibility for co-ordinating implementation of the policy.

SH 2011

Reviewed Jan 2013 .JBQuigley