

NEW PARK ACADEMY – JUNIOR & SECONDARY SITE
COMMUNITY COHESION POLICY
FIRST CREATED: APRIL 2011 – EDITION 1

EDITION NO.	REVIEW DATE:	FGB APPROVAL DATE:
1	APRIL 2011	24/05/2011
2	NOV 2012	13/11/2012
3	APRIL 2015	24/06/2015
4	MAR 2017	26/6/17
5	JUNE 2018	28/6/18
6	MARCH 2019	27/6/19
7	MAY 2020	No changes
8	MAY 2021	No changes
9	NOVEMBER 2022	No changes
10	DECEMBER 2024	No changes

Policy Agreed	no changes to policy
To be reviewed	NOVEMBER 2026
Owner	ALMUT BEVER-WARREN
Designation	HEAD TEACHER

Rationale

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, February 2007).

There is a duty for schools to promote community cohesion under the Education and Inspections Act 2006. 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 of our pupils, staff and visitors 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 New Park Academy 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:

- there is a common vision and a sense of belonging for all
- 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

New Park Academy provides education for young people with additional, varied needs, 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, and faiths 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 prejudice undermine community cohesion and must be confronted.
- Partnerships with parents, Advisors and the wider community are essential to promote equality, diversity and community cohesion.

New Park Academy

The health, well-being and cohesion of our local community are 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 to ensure that we create an environment where everyone is respected and treated equally.

Our strategic aims and objectives

- Our Community Cohesion Policy will be reviewed on a bi-annual basis.
- We will involve stakeholders in action planning for effective community cohesion.
- The Advisory Board will take positive steps to promote good community relations.
- We will work towards challenging any forms of prejudice towards groups and individuals.
- All staff will have regular sessions with a focus on community cohesion, looking at how community cohesion can be promoted through a diverse curriculum.
- We will assess the impact of our community cohesion programme to determine adverse or differential impact on groups or individuals.

Our practice

There are three areas where our practice can contribute most to Community Cohesion.

1. Teaching, Learning and the Curriculum

Promoting community cohesion through teaching, learning and the curriculum is clearly at the heart of the duty. The Guidance describes this as “helping children and young people to 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 have direct relevance to promoting community cohesion and the following areas may be useful when considering the role of the curriculum:

- Religious education

- PSHE
- History
- Geography
- English
- Maths
- Art
- CS
- Etc

Ethos of the School:

The range of policies, practice and our ongoing community projects reflect the ethos of the school as displayed on school's website. It is further reflected through school's approaches such as:

- Peer mentoring projects
- Volunteering & mentoring
- Access & Inclusion:
 - Admissions arrangements
 - Evaluating progress/attainment of different groups
 - Tackling underperformance
 - Bullying, discrimination, racial incidents & behaviour monitoring
 - Student voice
 - School Council