

Community Cohesion Policy

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0.2	Format	03.03.17	Consistent font throughout

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RATIONALE

Haywood Academy strives to build a cohesive community and develop a common set of values, so that we prepare students to play a part in the wider national and international communities.

We believe that cohesion enshrines the relationship between the individual and their community within wider society. It is important to stress that cohesion is a process and condition that applies to every member of society, not just migrant or minority households. 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 challenge for the Academy is to ensure students understand and celebrate each other's backgrounds whilst not allowing global or national issues to cloud their judgements.

PURPOSE

This policy aims to show how all members of Haywood Academy and Haywood Sixth Form Academy will meet their duty to promote community cohesion.

- To encourage the development of a secure sense of their own identity, both as individuals and as part of the local, national and global communities of which they are a part.
- Encourage open and positive attitudes towards diversity and the development of the skills, understanding and confidence to challenge prejudice, discrimination and stereotyping.
- Support the development of the skills, knowledge, understanding and motivation they need to become citizens who recognise their rights and responsibilities.
- Ensure equality of opportunity, remove barriers to access and eliminate discrimination and harassment.
- Provide opportunities for positive interaction and the building of relationships with people from a range of different backgrounds (within our local community and the wider society).

GUIDELINES

Haywood Academy's definition of Community Cohesion is;

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 the Academy and in the wider community.

Haywood Academy's vision is to value and respect diversity, to promote shared moral values, promote awareness of human rights and how to apply and defend them and promote social inclusion and equality of opportunity. We also strive to integrate opportunities to discuss relevant issues across the curriculum and monitor and assess the impact of teaching, learning and the curriculum.

We are committed to promoting this vision based on:

- Socio-economic factors
- Ethnicity
- Gender
- Age
- Disability

- Sexual identity
- Faith, belief, spirituality

We aim to put our policy in to practise in the following way;

- To close the attainment and achievement gap of our cohort, this is to be achieved through academy assessment arrangements, promoting equal opportunities and contributing to building relationships within the community.
- To develop critical literacy and to understand how language controls reality. This will be achieved through the curriculum.
- To show appreciation of cultural diversity, we aim to provide students with opportunities to learn and become involved in the life of their communities. This is also expressed through initiatives thought through by Members of Haywood Parliament who have responsibilities for community cohesion.
- We work as a whole staff to enhance good behaviour, to develop mutual respect and an acceptance of diversity.
- Governors play an active role to develop common values of citizenship. This encompasses training staff and governors on their responsibilities.
- Ensure that all staff have the knowledge and understanding so that they can promote good community relations and to challenge discrimination.
- To promote good community relations in developing partnerships.
- Sanctioning the minimum number of students and monitoring the difference between the social and ethnic groups.
- Ensuring that all the students can access the full curriculum.
- Ensuring the staff profile represents diversity.
- Ensuring the governing body reflects the community

At Haywood Academy, staff will find opportunities to;

- Develop community cohesion by promoting common values which highlight diversity, equality, human rights and responsibilities.
- Celebrate different cultures within the curriculum and through extracurricular activities.
- Ensure PSHE and SMSC programme includes investigation of identity and diversity and living together in the UK.
- Question prejudice and propaganda.
- Ensure students from different backgrounds work together through their seating plan arrangements.
- Analysing data on attainment and achievement by group.
- Deal with bullying and harassment connected with prejudice.
- Providing ways students to interact with students from different cultures.

Our procedures for monitoring the impact of our policy include the involvement of our students who play a central role in our evaluation process. The Governing Body is fully aware of its responsibilities with regard to our duty to promote Community Cohesion. The Head of School will ensure that all staff are aware of their responsibilities through appropriate professional development and guidance.

Our process of monitoring and evaluation will include:

- Analysis of data on students' academic achievement
- Detailed review of students' personal and social development
- Analysis of students' involvement, participation and attendance at events including meetings to review student progress
- Updating our information on the socio-economic features of our local community
- Student-led questionnaires and group interviews
- Questionnaire to parents and students
- Review of the curriculum