



Hart Hill Nursery School

Community Cohesion Policy

Updated Summer Term 2024

Ratified by SLT on 13.05.24

Signed 

To be updated Autumn Term 2027



Rationale

Hart Hill Nursery School recognises that the welfare of the children who attend the school is paramount, and therefore we are dedicated to fulfilling our duty of protecting all pupils. To achieve this, this policy will be implemented at all times to ensure that staff members understand their responsibilities to safeguard and promote the welfare of children.

Hart Hill Nursery School is committed to taking all reasonable steps to ensure the safety and wellbeing of children. The safeguarding culture is partly exercised through the development of respectful, caring and professional relationships between adults and children, as well as by all staff members demonstrating integrity, maturity and good judgement.

Aims

At Hart Hill Nursery School, we define Community Cohesion as working towards a society where:

- There is a sense of belonging by all community members
- The diversity of people's backgrounds and circumstances are appreciated and valued
- Similar life opportunities are available to all
- Strong and positive relationships exist, and continue to be developed in the workplace, school and wider community
- Social mobility is encouraged and facilitated

Our Strategic Aims

Hart Hill Nursery School's contribution to community cohesion can be grouped under several headings, including the following:

- Teaching, learning and curriculum
- Equality and excellence
- Engagement and ethos

Our teaching and curriculum provision supports high standards of attainment, promotes common values and helps children understand and value the diversity around them. Our curriculum provides various opportunities for children to develop their understanding and empathy, promote awareness of the rights of individuals and to develop the teamwork, skills of participation and responsible action.

Hart Hill Nursery School prides itself in providing opportunities for children and their families to interact and build positive relationships with people from different backgrounds, including links with different schools and communities locally. Engagement with parents through an open-door ethos, progress checks with parents, celebrating festivals reflective of our cohort and shared learning events are considered a priority at the school. In the wider community, food drives, harvest festival collections and visits to local community events are just a few of the ways we support children to understand the importance to help each other at time of need.

Our Curriculum

Our curriculum, including the use of Picture News and Jigsaw, help young children to learn about and understand others, including to value diversity while promoting shared values. It provides the initial awareness of human rights and the difference between right and wrong; both of these important issues allow children to develop into positive members of their local society.

Throughout the school routine, we provide equal opportunities for all to succeed, with age and stage appropriate expectations. We strive to remove barriers to access education and work hard to help all children participate in learning that is right for them, as individuals; we aim to eliminate variations in outcomes for different groups.

We provide plenty of opportunities for children and their friends and families to interact with people from different backgrounds and help them to build positive relationships. We aim for children of all ages to engage and build positive interactions and achievement for all groups, including for our children in the school community, in the local community (by working with other schools) and with parents and members of the wider community.

Roles and Responsibilities

The Governing Body, particularly the governor responsible for Community Partnerships, is responsible for discussing how the school promotes community cohesion through the activities, curriculum and events that they hold each academic year.

The Headteacher is responsible for implementing the policy and ensuring that all staff are aware of their responsibilities. The Headteacher is required to ensure that staff are adequately trained and supported to be able to promote community cohesion in the school. The Headteacher is responsible for taking appropriate action in any cases of discrimination. The Headteacher is also the Designated Safeguarding Lead and is responsible for any incidents linked to radicalisation or child protection and should act in accordance with the Safeguarding Policy.

The Family Worker and SENDCO are responsible for promoting community cohesion and supporting the wider community to access Hart Hill Nursery School. It is their responsibility to ensure that the community feels supported by the school and offer outreach where

appropriate, for local schools, groups within the community. In addition, the family worker is also the Deputy Designated Safeguarding Lead.

The staff team are responsible for promoting an inclusive ethos in their classroom and across the school. They are responsible for keeping up to date with British Values and changes to the curriculum, so that they can support children as best as they can. All staff members are responsible for Prevent, incidents of Radicalisation or any element of safeguarding or child protection. They must therefore report anything suspicious, or any incidents reported to them, or observed by them to the Designated Safeguarding Officer, who is also the Single Point of Contact for Prevent.

Monitoring and Review

Performance is monitored by SLT, who break attainment data into requested groups for monitoring and intervention. This policy is reviewed as part of the three year policy review cycle and any updates or information are disseminated to all staff and stakeholders.