



Hillside Nursery School Community Cohesion Policy

"To make children's first experience of school secure, happy, positive and fun."

This policy aims to show how we at Hillside Nursery school will meet our duty to promote community cohesion.

Our School Context

Hillside Nursery School is a maintained nursery school situated in Haslingden. The school is situated in an area which has high levels of social and economic deprivation. The nursery is an average-sized nursery with places for up to eighty 3 to 4 year olds and up to thirty two 2 year olds attending on a part-time basis either in the morning (8.55am – 11.55am) or the afternoon (12.40pm – 3.40pm). The nursery also offers full day-care places which are available from 7.55am-3.40pm, (there is a charge for these sessions).

The children who attend Hillside are mainly of White British or Asian heritages.

Definition

At Hillside Nursery we provide a safe and caring environment that promotes challenge, independence, exploration and high levels of involvement where each child reaches their full potential. We understand a cohesive community to be one in which there is a common vision and a sense of belonging, a society in which the diversity of people's backgrounds and circumstances is appreciated and valued. Positive relationships already exist and continue to be developed both in school and in the wider community.

In order to prepare all our pupils for living and working in a diverse and cohesive society we will work with our pupils 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 active citizens who recognise their rights and responsibilities;
- Ensure equality of opportunity, remove barriers to access and eliminate discrimination and harassment;
- Strive to ensure they receive a broad and balanced education and succeed in reaching their individual potential at the highest level possible;
- Provide opportunities for positive interaction and the building of relationships with people from a range of different backgrounds both in our local community and the wider society.

Roles and responsibilities

The Governors will ensure that the school complies with its duty to promote community cohesion.

We 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 understand 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 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.

Teaching, learning and curriculum

In all areas of our work we will:-

- Value diversity
- Promote shared values
- Promote awareness of human rights, how to apply and defend them
- Develop skills of participation and responsible action
- Integrate opportunities to discuss relevant issues across the curriculum
- Monitor and assess the impact of teaching, learning and the curriculum

Staff will receive relevant training and support to ensure they feel confident in promoting discussions around sensitive issues.

Equity and excellence

At Hillside Nursery we aim to;

- Ensure equal opportunities for all pupils.

- Remove barriers to access and participation in learning and wider activities.
- Rigorously analyse data to identify pupils at risk of underachieving and apply appropriate intervention strategies to eliminate variations in outcomes for different groups.

Engagement and Extended Services

At Hillside Nursery we aim to:

- Provide opportunities for children, young people, their friends and families to interact with people from different backgrounds and build positive relationships.
- Link with different schools and different communities
- Provide extended services to the community
- Link with local organisations
- Provide opportunities for pupils and their families to take part in activities and receive services which build positive interaction.

Monitoring and assessment

Community cohesion is an integral part of our work and its impact will be regularly monitored and assessed. The findings will be discussed with Governors and reported back to Parents in the Annual Report.

This Policy for Community Cohesion was prepared by the Headteacher and ratified by the Governors.

It will be reviewed annually.

March 2017