



# HAMSTEAD HALL

## Academy Trust



## **Community Cohesion Policy**

### **Rationale**

There is a duty for schools to promote community cohesion. 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 and extremism and radicalisation which may lead to conflict and ensures that the gains that communities bring are a source of strength to local areas. Schools are central to breaking down barriers between young people and must help create cohesive communities.

### **What is 'community cohesion'?**

By community cohesion, we mean working towards a society in which there is a common vision and a 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 schools and in the wider community.

### **Community from Hamstead Hall Academy Trust's Perspective**

For Hamstead Hall Academy Trust, the term 'community' has a number of dimensions including:

- The school community – the pupils it serves, their families and the school's staff;
- The community in which the school is located – the school within the community of Handsworth Wood in Birmingham and the people who live or work in the local area;
- The community of Britain – all schools are by definition part of this community;
- The global community – formed by EU and international links.

### **Hamstead Hall Academy Trust's Strategic Aims**

Our Schools Vision recognises and celebrates the diversity within our catchment area and welcomes the contributions which different groups and individuals make to the community. Our school motto is 'success for all through hard work and harmony'. Our explicit aim is to create a learning environment in which we value all members of the community as learners. To learn we need good facilities, support and to be valued as a person. To achieve this at Hamstead Hall Academy we:

- Treat everyone with respect, be they learners, teachers, para-professionals in any context;
- Value the fact that we all learn at different rates, and we aim to support people along their individual learning pathway;

- Need to have the highest aspirations of ourselves and of others;
- Should strive to do our best in all aspects of life;
- Should be ready to share our ideas with others and respect and value the ideas of others.

We understand that differences between groups of people can cause misunderstanding and friction in society, therefore a key commitment of Hamstead Hall Academy Trust is to build and promote community cohesion within the school and the wider community through all aspects of a school life.

### **How does Hamstead Hall Academy Trust contribute towards community cohesion?**

At Hamstead Hall Academy Trust, we consider ourselves responsible, alongside parents/cares, for equipping our pupils to live and thrive alongside people from many different backgrounds. The schools' contribution to community cohesion can be grouped under the three following headings:

- **Teaching, Learning and the Curriculum** – To teach pupils to understand others, to promote common values and to value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action. The school curriculum demonstrates an appreciation of cultural diversity and challenges prejudices, bias and stereotyping. The School Curriculum provides pupils with opportunities to learn and become involved in the life of their communities.
- **Equity and Excellence** – To ensure equal opportunities for all to succeed at the highest level possible, removing barriers to access and participation in learning and wider activities and eliminating variations in outcomes for different groups. The school's Behaviour and Discipline and Equality Policies promote mutual respect and an acceptance of diversity.
- **Engagement and Ethos** – To provide a means for children, young people and their families to interact with people from different backgrounds and build positive relations, including links with different schools and communities locally, across the country and internationally.

Hamstead Hall Academy Trust also ensures:-

- Training and staff and governors on responsibilities.
- That all staff have the knowledge and understanding to be able to promote good community relations and to challenge discrimination.
- The promotion of good community relations.
- The development of partnerships.
- That the admissions policy reflects the catchment area.
- That the minimum number of pupils are excluded and that the monitoring of differences between social and ethnic groups is regular and robust.
- That all pupils can access the full curriculum.
- That the staff ethnic profile represents the diversity of the catchment area.
- That the Governing Body membership represents the diversity of the local community.
- That there is equal access to education and training.
- The provision of ways for pupils to interact with pupils from different cultures.
- The establishment of links with community groups and organisations.
- That the student voice is heard and can effect change, particularly around promoting community cohesion.

- The maintenance of strong links with multi-agency work.
- The provision of information, advice and programmes to meet the needs of different groups of pupils.
- That our Academy status provides addition opportunity to promote cohesion and diversity.

**Our minimum requirement**

The school must:-

- Ensure that all staff have an understanding of our community
- Ensure that School leaders and governors impact on building a cohesive community and develop a strong common sense of values.
- Ensure that the School prepares pupils to play a part in the local and wider national and international communities.

**Hamstead Hall Academy Trust will continue to demonstrate:**

- A strong shared commitment to community cohesion
- A clear understanding of community cohesion principles and standards
- That it has a clear understanding of the diversity of the local community to which it belongs
- Positive actions take place to eradicate all forms of prejudice and discrimination

Approval date	May 2014
Amended	
Date for next review	Autumn Term 2015