

2. Deliver appropriate support and training to all staff and create opportunities for staff to discuss the notion of community cohesion within the context of our School

Teaching Learning and Curriculum

3. Ensure that all programmes of study across the curriculum respect the needs of different faiths and cultures in our School and are fully inclusive
4. Develop the Citizenship curriculum in a way that engages the whole community in line with the new “Identity and Diversity” strand of the citizenship education
5. Continue reviewing the Religious Education curriculum so that it reflects the need to discuss inter faith issues, diversity and prejudice freely and in a safe environment

Equity and Excellence

6. Closely monitor the attainment and progress of all students including those belonging to minority and disadvantaged groups and use this information to further improve our curriculum provision and ensure that all students achieve their potential
7. Develop our English as an Additional Language provision offering appropriate support to students while celebrating language diversity within the School

Engagement and Extended Services

8. Further utilise extended School activities in order to involve parents/carers from different backgrounds in the wider community and develop summer and after school hours provision to that end
9. Develop a programme of cross cultural contact (in partnership with other schools and local organisations) in order to promote our students’ understanding of different cultures and to provide them with opportunities to experience working with diverse groups of people
10. Establish a programme of engaging our students in issues affecting the local community, possibly by developing the Youth Parliament Scheme

Roles and responsibilities

The Governing Body will ensure that:

- The School complies with its duty to promote community cohesion

The Leadership Team will ensure that:

- Governors, staff, students and parents/carers are informed of the School’s Community Cohesion Statement
- The successful implementation of all action points in this Statement across the School is monitored and relevant data collected
- They work closely with the Local Authority and the Local Strategic Partnership in order to contribute to the shaping and delivery of local community cohesion strategies
- An audit of good practice within the School that upholds the principles of community cohesion is conducted
- Staff are aware of their responsibilities in promoting community cohesion and provide appropriate training and support

- The impact of this Statement on student progress and with reference to the implementation of the School's Inclusion Policy is monitored and evaluated
- This Statement is reviewed regularly and shall generate appropriate points of action in order to further improve the promotion of community cohesion within the School and inform the School Development Plan

All Staff will ensure that:

- They are familiar with and have access to the School's Community Cohesion Statement
- They have high expectations of attainment for all students, regardless of ethnic background, race, religion, socio-economic status, gender, ability or interests
- They raise student awareness of issues related to diversity, equality and discrimination by creating appropriate learning opportunities
- They promote equal opportunities and good relations among the diverse groups of students at Hellesdon High School

Heads of Department will ensure that:

- They review existing programmes of study in light of this Statement and supply the Leadership Team with relevant documentation
- They monitor the implementation of the Statement within their department and refer to it when conducting lesson observations in consultation with individual teachers

Heads of Year will ensure that:

- They address incidents of discrimination promptly and keep relevant records of all incidents
- They promote community cohesion actively through School Assemblies and tutor time activities

The Extended Schools Co-ordinator will ensure that:

- They work collaboratively with other schools, local partners and other organisations to develop a programme of cross cultural contact
- They involve all students as well as the Student Council in issues concerning the wider community through participation in activities that encourage students to voice their views and take responsibility
- They create effective links with the local community and organise activities that engage parents/carers and encourage positive interaction and understanding among different groups

References

1. *Our Shared Future*, Commission on Integration & Cohesion, 2007
2. *Community Cohesion: A Report of the Independent Review Team chaired by Ted Cattle*, The Home Office
3. *Community Cohesion: Useful Links for Schools*, Institute of Community Cohesion, 2007