



Community Cohesion Policy

Vision

To create a fair and just school community that promotes social inclusion, community cohesion and Equality, British values, respects diversity and challenges and acts upon discrimination and inequality including bullying.

Rendell School provides education for all, acknowledging that the society within which we live is enriched by diversity. We strive to ensure that the culture and ethos of the school reflects the diversity of ALL members of the school community, where everyone is equally valued and treats one another with respect and fairness. Pupils are provided with the opportunity to experience, understand and celebrate diversity.

Rendell School will not tolerate harassment of any kind. We are committed to combating ALL forms of discrimination.

How we will work to promote community cohesion:

The school will be:

- promoting equality by assessing the impact of our policies on different groups
- challenging and eradicating discrimination by acting quickly to deal with all bullying and discrimination on the grounds of gender, race, age, disability, sexuality (including sexual orientation), religion or belief, but particularly that which is aimed at groups as well as individuals, such as racist bullying
- consistently challenging all put-downs, harassment, name-calling, bullying, threatening or hurtful behaviour (physical and psychological) that violates a group or individual and leads to marginalisation, exclusion, and feelings of powerlessness and worthlessness because of: colour, culture, ethnicity, faith, religion, belief, national origin, national status, disability or impairment, perception of sexuality including sexual orientation, gender, marital status, socio-economic background or age
- promoting community cohesion, through involvement with the school links with other countries projects
- giving a high profile to rights and responsibilities by promoting human rights, justice and fairness throughout the curriculum and wider school community.
- supporting new members to our school community through developed induction processes
- developing, implementing, monitoring and reporting equality work throughout the school community as part of our school improvement
- developing and supporting a workforce that reflects at all levels the resident community wherever possible.
- working in partnership with, and consult, pupils, parents, staff, stakeholders and the wider community to develop good practice and lead the equality agenda within our community
- involving and engaging with pupils, staff, governors, parents and with the wider community will form part of our equality, diversity and cohesion strategy with clear objectives and timescales.
- recognising that staff have rights as employees to work in a supportive, safe and harassment free environment and that staff have individual and collective responsibility to value and respect each other's contributions.



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Our principles

We will strive to be a 'listening school'. We listen to all our school community members including pupils, parents, staff, visitors, wider community members, stakeholders and partners. We take seriously all experiences of bullying and hurtful behaviour resulting from bullying such as racism. We invite all our pupils in particular to talk to us about bullying, where it happens, who's doing it, and what it involves.

We will strive to be a learning organisation which recognises the contribution of all pupils, staff, parents and other partners and which is supportive, fair, just and free from discrimination.

We strive to be a welcoming school ensuring we make all members of the community feel secure and safe in our school. We acknowledge The Stephen Lawrence Enquiry definition of a racist incident is "any incident which is perceived to be racist by the victim or any other person".

Date of policy: April 2017

Date of review: March 2020