

Orchard Community Primary School



Community Cohesion Policy

Version	Date	Author	Reason for Change
0.1	9/2018	FS	New Policy
0.2	1/2021	FS	Reviewed
0.3	12/2023	FS	Reviewed
0.4	9/2026	FS	Re-written and updated

Review Frequency	Next Review Date
Every 3 years	9/2029

Approved by: Governing Body – Autumn 2026

1. Policy Statement

At Orchard Primary School, we are committed to promoting **community cohesion**, ensuring that all pupils, staff, families and stakeholders work together to create a **safe, inclusive and respectful environment** where diversity is valued and everyone can thrive.

We recognise that community cohesion is integral to achieving excellence across all areas of school life, particularly within the **Ofsted evaluation areas of Inclusion, Personal Development and Wellbeing, and Leadership and Governance**.

2. Legal and Regulatory Framework

This policy is informed by current UK legislation and statutory guidance, including:

- **Equality Act 2010**
 - Duty to eliminate discrimination, advance equality of opportunity, and foster good relations
- **Public Sector Equality Duty (PSED)**
- **Human Rights Act 1998**
- **Children Act 1989 & 2004**
- **Keeping Children Safe in Education (2026)**
- **Working Together to Safeguard Children (2026)**
 - Emphasises equitable access, anti-discriminatory practice, and safeguarding for all children
- **UN Convention on the Rights of the Child (UNCRC)**

The school also reflects expectations from the **Ofsted Inspection Framework (2025 onwards)**, particularly:

- Inclusion as a **core judgement area**
- Strong emphasis on **personal development and wellbeing**
- Whole-school safeguarding culture and anti-discriminatory practice

3. Aims

Orchard Primary School aims to:

- Promote **equality, diversity and inclusion** across all aspects of school life
- Foster **positive relationships** within school and the wider community
- Prepare pupils to be **active, respectful citizens** in modern Britain
- Ensure all pupils feel **safe, valued and represented**
- Reduce inequalities and address barriers to participation
- Promote **anti-racist and anti-discriminatory practice** in line with updated safeguarding guidance

4. Definition of Community Cohesion

Community cohesion refers to:

Working towards a society in which there is a **common vision and sense of belonging**, where diversity is appreciated and **strong, positive relationships** exist between people from different backgrounds.

At Orchard Primary School, this includes:

- The **school community** (pupils, staff, governors)
- The **local community**
- The **national community**
- The **global community**

5. Key Principles

Our approach is underpinned by:

5.1 Inclusion

- Ensuring equitable access to curriculum and opportunities
- Supporting pupils with SEND and disadvantaged backgrounds
- Meeting requirements of the Equality Act

5.2 Respect and Diversity

- Celebrating different cultures, faiths and identities
- Challenging stereotypes, prejudice and discrimination

5.3 Safeguarding and Wellbeing

- Promoting a culture where children feel safe and heard
- Embedding safeguarding across all aspects of school life
- Recognising the impact of discrimination and inequality on wellbeing

5.4 Participation and Voice

- Encouraging pupil voice and leadership opportunities
- Listening to and acting on stakeholder feedback

6. Roles and Responsibilities

6.1 Governing Body

- Ensure compliance with statutory duties
- Monitor equality, inclusion and cohesion outcomes

6.2 Headteacher and Senior Leaders

- Lead a whole-school approach to community cohesion
- Ensure policies reflect current legislation and Ofsted expectations
- Monitor impact through data and self-evaluation

6.3 Staff

- Promote inclusive practice and positive relationships
- Challenge discrimination and bias
- Deliver a curriculum that reflects diversity

6.4 Pupils

- Demonstrate respect and empathy
- Contribute positively to school life

7. Implementation

Community cohesion is promoted through:

7.1 Curriculum

- A broad and balanced curriculum reflecting diverse perspectives
- Strong **PSHE/RSHE provision**, supporting personal development and wellbeing
- Teaching of British values: democracy, rule of law, respect and tolerance

7.2 Teaching and Learning

- Inclusive teaching strategies
- Adaptation for diverse learning needs
- Representation across subjects

7.3 Wider Opportunities

- Assemblies and themed events
- Cultural celebrations
- Community engagement projects

7.4 Safeguarding and Behaviour

- Clear anti-bullying and anti-discrimination procedures
- Recording and addressing incidents effectively
- Promoting a positive behaviour culture

7.5 Engagement with Families and Community

- Strong partnerships with parents/carers
- Links with local organisations and services
- Opportunities for community participation

8. Monitoring and Evaluation

The impact of this policy is evaluated through:

- Pupil outcomes and progress data
- Behaviour and safeguarding records
- Attendance and engagement
- Stakeholder feedback (pupils, parents, staff)
- Ofsted inspection outcomes

Evaluation aligns with the **six Ofsted evaluation areas**, particularly:

- Inclusion
- Personal Development and Wellbeing
- Leadership and Governance

9. Review Cycle

This policy will be reviewed every 3 years or in response to:

- Changes in legislation
- Updates to Ofsted framework
- School improvement priorities

10. Conclusion

Orchard Primary School is committed to building a **cohesive, inclusive and respectful community** where every child feels they belong and can succeed. Through strong leadership, inclusive practice and meaningful engagement, we aim to prepare pupils for life in a diverse and changing society.