

St Thomas' C.E. Primary School

Community Cohesion Action Plan 2016-2019

Key Principles: Belonging, valuing diversity, equality, strong and positive relationships

Lead person: Ian Moss

<u>Standard</u>	<u>Action</u>	<u>How will it be monitored</u>	<u>Who is responsible</u>	<u>Time frames</u>
The school maintains regular, proactive consultation with all parents/carers, pupils and community groups aimed at closing the attainment gap.	<ul style="list-style-type: none"> Record attendance at parents evening Write to Parents who do not attend the meetings or make an alternative appointment Ensure both parents who are separated continue to receive documents/information from school. Actively invite parents to PTA through newsletters and PTA newsletters, twitter and Facebook page 	Register numbers who attend. Letter home for non-attenders Pastoral learning mentor to actively engage parents in the PTA	Class teachers/ Admin Admin Class teachers Admin/ PTA members	Each parents evening
The school organises opportunities for and participates in, regular inter-cultural exchanges aimed at promoting good community relationships	<ul style="list-style-type: none"> Establish links with a school in another region in the UK 	Various projects, assemblies, displays around school, Report to Governors Visit and display	Team leader – Curriculum development Teacher/TA lead	On going
Plan additional opportunities through the curriculum that help children to find out about the customs and traditions of different cultural backgrounds	<ul style="list-style-type: none"> National and International topics Multicultural Arts work Religious festivals/ celebrations Educational visits 	Parents invited to events Displays Evidence on website Evidence in school newsletter	Team leader – Curriculum development	On going

<p>To become familiar with the schools vision of a diverse, inclusive, tolerant and equitable society and the promotion of British Values</p>	<ul style="list-style-type: none"> • Displays in classrooms and/ or central areas • Curriculum • School Council • Play/ Sports Leaders development • Visitor assemblies • Additional resources, including books 	<p>Embedding of cultural diversity in class rooms and/ or central areas</p> <p>Visit by MP David Mowat</p>	<p>Class Teachers</p> <p>Class Teachers/TA leader</p>	<p>On going</p> <p>On going</p>
<p>School curriculum and long term, medium and short term planning and resources actively contribute to the development of pupils' sense of identify through knowledge and understanding of diversity</p>	<ul style="list-style-type: none"> • Review all curriculum mapping across primary school • Research different models of inclusive creative curriculum • Use appropriate relevant resources that are representative of our diverse community • Sustain school critical work • Sustain children's community enjoyment e.g. Fund raising and support for community initiatives 	<p>Quality team/ SLT monitoring</p> <p>Parent/ children surveys</p>	<p>SLT / Team leader – Curriculum development</p> <p>Governors</p> <p>Class teachers</p> <p>Parents to view New curriculum (website)</p>	<p>Sept 2017</p> <p>On going</p>
<p>The school works with its local cluster/secondary school to ensure pupils have access to a rich, broad and personalised curriculum.</p>	<ul style="list-style-type: none"> • Meet regularly with link teachers • Parents informed through newsletter and website • Provision monitored and reviewed • Interschool sporting events and visits 	<p>Subject co-ordinators/ Class teachers meet with staff</p> <p>Sharing of good practice</p>	<p>SLT</p> <p>Class teachers</p> <p>SEN Co-ordinator</p>	<p>On going</p>

<p>All staff have received training to deal with inequality, bullying and racist all groups, gender, SEN, race, religion and belief, disability, sexual orientation or gender reassignment</p>	<ul style="list-style-type: none"> • To continue to closely monitor and log any racially and homophobic motivated incidents • Anti-bullying week in November • All staff to act as role models challenging offensive terminology and following school protocols and policies and reporting it to SLT • CEOP training staff, parents and working with children 	<p>Data sent to local authority</p> <p>Assembly PSHE/lessons</p> <p>Instruction session on dealing with incidents</p>	<p>SLT</p>	<p>On going</p>
<p>Governors and staff know their responsibilities under relevant legislation</p>	<ul style="list-style-type: none"> • Meeting with SLT to discuss issues and implications of Equality Act 2019 • All staff to attend initial and refresher training in regards to safeguarding and inclusion. • Discriminatory practice challenged • Governors to read and understand Equalities policy annually 	<p>Induction check lists completed</p> <p>Training takes place</p> <p>Governing body meetings minutes</p>	<p>SLT and class teacher's</p> <p>All Staff</p> <p>Governors</p>	<p>March 2017</p> <p>On going</p>
<p>Reach out to groups within the school community, PTA, PCC</p>	<ul style="list-style-type: none"> • Meet to plan greater diversity of events • Parent Workshops/ transition meetings etc • Display demonstrating different backgrounds and family structures e.g. stonewall material 	<p>Range of displays which promote and recognised diversity</p> <p>Appropriate texts found and used across school.</p>	<p>Lead TA</p> <p>SLT and class teacher's</p> <p>All Staff</p> <p>Governors</p>	<p>On going</p>
<p>Further develop aspects of Family Learning</p>	<ul style="list-style-type: none"> • To continue to support parents learning, workshops, support groups 		<p>SLT/ Governors</p>	<p>On going</p>