ST. LUKE'S CHURCH OF ENGLAND PRIMARY SCHOOL

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Following in God's way, Learning day by day, Working with one another, Caring for each other'

COMMUNITY COHESION POLICY

Date of Policy: 2026
Review Date: 2029

St Luke's is built on a core set of Christian values, where children feel happy and cared for. Here they find, love, joy, hope and peace.

John 13: 34-35 says, 'Love one another. As I have loved you… By this everyone will know that you are my disciples.'

So at St Luke's we aim to be disciples by:

Following in God's way

Learning day by day

Working with one another

Caring for each other.

Policy Statement

St Luke's CE Primary School is committed to promoting community cohesion by fostering positive relationships, mutual respect and understanding between individuals and groups from different backgrounds. We recognise our responsibility to prepare pupils for life in modern Britain and to contribute to a society that values diversity, equality and inclusion.
The school promotes a culture where all members of the community feel safe, welcomed, respected and valued regardless of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy or maternity, marriage or civil partnership, or socio-economic background.
Community cohesion is embedded throughout our curriculum, collective worship, personal development programme, relationships education, behaviour curriculum and wider enrichment opportunities.

Legal and Regulatory Framework

This policy has regard to:

- Equality Act 2010
- Human Rights Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Children Act 1989 and Children Act 2004
- The Public Sector Equality Duty (PSED)
- Keeping Children Safe in Education (KCSIE)

- Prevent Duty Guidance
- Relationships Education, Relationships and Sex Education and Health Education Regulations
- Ofsted Education Inspection Framework
- Department for Education guidance on British Values
- Special Educational Needs and Disability Code of Practice
- The Church of England Vision for Education

Aims

The school aims to:

- Develop a strong sense of belonging for every pupil, family and member of staff.
- Promote respect, dignity and equality for all.
- Celebrate diversity within the school, local community, United Kingdom and wider world.
- Enable pupils to understand and respect different faiths, beliefs, cultures and lifestyles.
- Promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance.
- Tackle discrimination, prejudice, stereotyping and bullying.
- Prepare pupils to become active, responsible and compassionate citizens.
- Promote social, moral, spiritual and cultural development.
- Encourage positive relationships within school and across different communities.

Roles and Responsibilities

Governing Body

The Governing Body will:

- Ensure compliance with relevant legislation.
- Monitor the effectiveness of this policy.
- Promote equality, diversity and inclusion across the school.

Headteacher

The Headteacher will:

- Lead the implementation of this policy.
- Monitor community cohesion and equality outcomes.
- Ensure staff receive appropriate training.
- Report relevant information to governors.

Staff

All staff will:

- Model respectful behaviour.
- Challenge prejudice and discriminatory language.
- Promote inclusion through teaching and relationships.
- Support pupils to understand and respect differences.

Pupils

Pupils are encouraged to:

- Treat others with kindness and respect.
- Value diversity and challenge unfairness.
- Contribute positively to school and community life.
- Demonstrate the school's Christian values in their actions.

Promoting Community Cohesion

The school promotes community cohesion through:

Teaching and Learning

- A broad and balanced curriculum.
- Religious Education that promotes understanding of different faiths and worldviews.
- Personal Development, PSHE and Relationships Education.
- Teaching about democracy, citizenship and British Values.
- Opportunities to discuss local, national and global issues.

Equality and Inclusion

- Ensuring equal access to learning and enrichment opportunities.
- Removing barriers to participation.
- Supporting disadvantaged pupils and those with SEND.
- Promoting attendance and engagement for all groups.

Collective Worship and Christian Distinctiveness

- Worship that promotes shared values and reflection.
- Opportunities to explore faith, identity and belonging.
- Encouraging service, compassion and social responsibility.

Pupil Voice

- School Council.
- Leadership responsibilities.
- Charity and community projects.
- Opportunities to influence school improvement.

Community Engagement

- Strong partnerships with parents and carers.
- Collaboration with churches, local organisations and community groups.
- Links with other schools and educational settings.
- Participation in local and national events.

Wider Opportunities

- Educational visits.
- Residential experiences.
- Extra-curricular activities.
- Sports, music and cultural opportunities.

Preventing Discrimination and Promoting Respect

The school has zero tolerance towards discrimination, harassment, bullying, racism, homophobia, transphobia, sexism, prejudice-related incidents or hate incidents.
Any concerns will be addressed in line with the school's:

- Behaviour Policy
- Anti-Bullying Policy
- Equality Objectives
- Safeguarding and Child Protection Policy

Appropriate records will be maintained and monitored.

Monitoring and Evaluation

The school will evaluate the effectiveness of this policy through:

- Pupil, parent and staff feedback.
- Attendance and behaviour data.
- Monitoring of prejudice-related incidents.
- Analysis of outcomes for different groups.
- Personal development monitoring.
- Governor monitoring visits.
- Ofsted and SIAMS inspection outcomes.

Linked Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Equality***, Diversity Scheme*** and ***Accessibility Plan (Equality*** Objectives***)***
- ***Positive*** Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- PSHE ***& RHSE*** Policy
- Attendance Policy
- Collective Worship Policy
- Religious Education Policy