

The background of the entire page is a photograph of a woman with long brown hair, wearing a red tank top and black climbing pants, climbing a blue rock wall. The wall is decorated with various colorful climbing holds, including a prominent yellow one. The woman is looking down and to the side, focused on her climb.

POLICIES

COMMUNITY COHESION POLICY

V.1.2020

SAFEGUARDING STATEMENT

At the Adur Centre we respect and value all children, young people and adults and are committed to providing a caring, friendly and safe environment. We believe every person should be able to participate in all our activities in an enjoyable and safe environment and be protected from harm.

This is the responsibility of every adult employed by or invited to deliver services at the Adur Centre.

We recognise our responsibility to safeguard all who access our activities and promote the welfare of all by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Contents:

1. Rationale
2. Aims
3. Centre Context
4. The role of the Centre in promoting community cohesion:
 - 4.1 Our programme of activities
 - 4.2 Equity and excellence
 - 4.3 Engagement and extended services
 - 4.3.1 Centre multi-agency working
 - 4.3.2 Centre links with parents and the community
5. Conclusion

This policy should be read in conjunction with our Single Equality Policy and Action Plan which has a community cohesion worksheet.

1. Rationale

As an organisation we promote the spiritual, moral, cultural, mental and physical development of children and young people attending the Centre to prepare them for the opportunities, responsibilities and experiences of later life.

As an organisation we have a duty to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between people of different groups.

Preparing children and young people to live and contribute to a country which is diverse in cultures, religions, beliefs, ethnicities and social backgrounds is the fundamental role that the Centre has in promoting community cohesion.

By community cohesion, we mean working towards a society in which:

- There is a common vision and sense of belonging by all communities;
- The diversity of people's backgrounds and circumstances is appreciated and valued;
- Similar life opportunities are available to all;
- Strong and positive relationships exist and continue to be developed in the workplace and in the wider community.

2. Aims

At the Adur Centre we aim:

- To ensure our children and young people have a sense of belonging in a community where everyone is working towards the same values and principles within which diversity is celebrated;
- To provide a range of opportunities through which all members build positive relationships and extend these to the wider local, national and global communities;
- To promote a climate where all members of the community are valued and respected, and show tolerance and understanding of each other;
- To eliminate all forms of discrimination on the grounds of race, gender, disability, sexuality, age, religion and belief;
- To ensure children and young people are provided with the opportunity to experience, understand, celebrate and value diversity and prepare them for life in a multi-racial, interdependent world.

3. Centre Context

We strive to build community cohesion by promoting equality of opportunity and inclusion for different groups of children and young people within our Centre. We promote shared values and encourage children and young people to engage actively with each other to understand what they all hold in common.

4. The Role of Centres in promoting Community Cohesion

The Adur Centre contributes towards promoting community cohesion through the following:

4.1 Our programme of activities

We have high expectations of all our children and young people and strive for excellence. Our provision supports high standards of attainment and promotes shared values to build children and young people's understanding of the diversity that surrounds them. This encourages them to recognise similarities and appreciate different cultures, religions or beliefs, ethnicities and socio-economic backgrounds.

We have close community links with members of our multi-cultural/faith communities and actively encourage their contribution to our activities.

Our themes help children and young people to recognise their feelings, develop self-esteem, value differences and to challenge prejudice, discrimination and stereotyping.

We ensure that the Centre's resources (including reading materials and displays) are appropriate and promote diversity.

We have a programme of activities which develop children and young people's understanding of community and diversity. This can include off-site visits within the community setting.

The Adur Centre promotes diversity through the celebration of festivals and events from a variety of cultures and religions.

4.2 Equity and excellence

We aim to ensure equal opportunities for everyone to succeed at the highest level possible. We strive to remove barriers to enable access and participation in all activities and work to eliminate variations in outcomes for all children and young people.

The Adur Centre has developed a Disability Equality Scheme and Access Plan which is reviewed on an annual basis with regular monitoring by the Adur Board and our Health & Safety review process. The Centre also completes Personal Emergency Evacuation Plans (PEEP) to support any child, young person or adult who requires special arrangements to safely evacuate in an emergency situation.

The Centre monitors the achievement and progress of gender and inclusion groups and actively tackles underperformance.

We ensure that all members of staff understand and follow the Centre's guidelines on reporting any incidents relating to discriminatory behaviour.

We monitor incidents of racism and bullying; these are reported by Alistair Cole (Director) to the Board.

We monitor and review the Centre's Behaviour Policy, and our sanctions and rewards systems to ensure the inclusion of all children and young people.

4.3 Engagement and extended services

The Adur Centre seeks to provide opportunities for children and young people, their friends and families to interact with people from different backgrounds and build positive relations. We encourage and build links wherever possible in the extended community to enhance this.

4.3.1 Centre and multi-agency working

The Adur Centre is a member of our local community network, which enables staff to meet and work collaboratively with colleagues in other Centres and multi-agency organisations to share good practice and

develop new ways of working to improve outcomes for children and young people.

Centre links with parents and the community

We strive to build a strong supportive partnership with parents through forums, workshops, newsletters, our website and encouraging ongoing dialogue through our open-door policy.

We ensure that the 'voice of the child' is heard to effect change by involving children and young people in our centre development planning. We maintain strong links with local agencies such as social care, health professionals, the Police and Fire Service.

5. Conclusion

In a rapidly changing and ethnically diverse world it is crucial that children and young people experience and develop the skills and attitudes which will make them an effective global citizen. The resources and activities promoted in our centre are designed to ensure that this takes place.



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