How does St Werburgh’s Park Nursery School & Children’s Centre promote community cohesion?

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Conclusion: The approach towards community cohesion can be compared to a diamond.
- The diamond has multiple faces - the setting is multi-faceted – multiple inclusive interactions contribute to their community cohesion approach.
- The iconic diamond is universally recognised with clarity on what it symbolises. Similarly, the non-judgmental setting is renowned for its inclusive practices. Members attracted to the egalitarian principles it reflects.
- A diamond is reflective and transparent - open minded and responsive staff present as an array of social mirrors - affirm and validate disparate identities – encourage members to feel proud of their cultural heritage and to appreciate that others may feel equally as proud.
- A diamond takes a long time to form – this contributes to its robust and enduring nature. Similarly, the setting’s rigorous community-centric policies and practices have evolved through an on-going, reflective and democratic process which relies on community engagement and participation.

Conclusion: People at the heart of our processes.
- The setting operates under a person-centred and community-orientated paradigm – encourages members to account for the assumptions they may harbour towards others.
- Bonds of trust - a social product which help members to feel a sense of shared belonging or affiliation - a core construct derived from ‘feeling of equal worth to others’ – one of the most important ‘human capabilities’.
- Robust equalities policies, processes and practices – encourage members to develop narrative imagination – to understand what it feels like to be in the shoes of another.

Principle: Promoting positive identity for all
- Challenging power relations – embedded practices situate parents and non-teaching staff in the position of co-expert.
- Classroom practices promote a positive attitude towards difference e.g. Persona dolls.
- Informative cultural awareness training programme helps members to look beyond differences and to understand human commonalities.
- Pluralistic practices - develop linguistic capital. Food, festivals and celebration events encourage positive response to diversity and difference.

Principle: Practical Measures to disrupt parallel living
- Public space to meet and relate to people – setting brings together community members onto one shared site.
- Responsive relationships - staff seek to move closer to and connect with the community members - a social template or role model for the community which helps to bridge social distance.
- Culturally sensitive dynamic of ‘two way traffic’ - setting recognises and incorporates cultural practices of the home. The cultural and linguistic capitals of the community are seen as a collective resource for all to share.

Principle: The setting acts as a ‘protective site’ or ‘community haven’
- The setting addresses critical incidents – essentially protects the Equality Act’s ‘protected characteristics’
- Processes build social trust – high level of contact between staff and community members – ‘non-rushed’ interactions.
- Key individuals fulfil a bridging role between setting and vulnerable community members – additional emotional support given to attend family support sessions.
- Social site of attachment – diverse and culturally sensitive staff group support members to establish meaningful bonds or tie with the setting.

Principle: Connecting with the ‘self’ in order to connect with others
- Practical measures to encourage non-inclusive assumptions to be challenged... ‘It’s about gently shifting attitudes’.
- Supportive challenge – safe space to discuss and debate contentious issues - helps to tackle fear of difference and reduce stereotyping.
- Dedicated time devoted to promote intercultural understanding.

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