



Newtownmountkennedy Primary School

Diversity Charter

School Policy in Relation to Equality of Access and Participation of Students from all Social and Ethnic Backgrounds

The school curriculum will encourage students to understand and respect the different cultures which make up Newtownmountkennedy Primary School's community. It will ensure that the experiences, cultural traditions, histories, and languages of students, staff and families of Newtownmountkennedy Primary School are recognised and valued.

Our plans and policies will be implemented in ways that are sensitive to the cultural backgrounds and values of individual children and their families.

We will cater for cultural diversity by:

- Being aware of and empathetic toward the range of different cultures and groups within the school.
- Ensuring school programmes take into account the cultural differences of the school community

School Educational and Religious Philosophy:

Newtownmountkennedy Primary School is a Roman Catholic National School under the Patronage of the Archbishop of Dublin. As a Roman Catholic School, the school aims to promote the full and harmonious development of all aspects of the student: intellectual, physical, cultural, moral and spiritual, including a living relationship with God and other people.

Newtownmountkennedy Primary School is a school where each individual student is made to feel that he/she belongs to a community which (a) promotes the development of self discipline, (b) encourages each student to recognise his/her potential and (c) helps him/her to acquire a good self image.

While the school acknowledges the importance of academic excellence it strives to contribute to all aspects of each student's development – spiritual, emotional, social, cultural, creative and moral.

The school takes account of the changing social and economic conditions of our community and nurtures in each student those attitudes and skills that enable him/her to cope with these changes.



We will have equal regard for all children regardless of their social, economic or cultural status. The school will endeavour to show special consideration to those students who experience challenges either in their personal or family life.

All students are welcome to enrol in our school irrespective of race, religion, membership of the traveller community, family status, or disability (accepting that Newtownmountkennedy Primary School is a Catholic School and will have the ethos of a Catholic school but which will respect the individual freedom of all its community members.).

Subject to the terms of the Admission Policy we enrol students of other faiths or no faith in the school and respect their beliefs and practices. Consultation with parents of these students takes place on enrolment. Each child is welcome to attend and benefit from the Catholic religious education programme. If parents have difficulty with this the Principal shall meet with them to see if an accommodation can be reached.

Anti -Racism Charter:

- ✓ The school adheres to the Anti Racism Charter as published by the I.N.T.O. in "The Intercultural Guidelines for Schools"
- ✓ Any incident of racism will be recorded in the school incident book in the normal manner and will be subject to the same methods of investigation as are all breaches of school rules/discipline.
- ✓ The Diversity Charter will be displayed in the main corridors of the school and in the school staff-room and in the classrooms.

Resources:

- ✓ A diversity of cultures will be reflected in all the textbooks used throughout the school.
- ✓ Multicultural images will be used in as far as possible in each classroom and in all school displays.
- ✓ The use of the Internet will be encouraged as means of exploring the intercultural nature of our current society.
- ✓ The principle of Gender Equality and Racial Equality will underpin all images of projects and posters used throughout the school.

Extra Curricular Activities:

- ✓ All extra Curricular Activities that are offered by the school are available to all school students regardless of gender, ethnic group, or social status.

Curricular Areas:

- ✓ All students will have equal access to all curricular areas regardless of gender, ethnic community, or educational standard achieved within the school.
- ✓ Each child will be engaged in intellectually stimulating work that will be appropriate to his/her intellectual ability.



- ✓ Children will be encouraged to explore other languages that may be in their classroom, apart from their own, and to learn a little of these languages.
- ✓ Teaching methodologies that support integration and promote equality of participation will be strongly encouraged in all classrooms.
- ✓ The full use of I.C.T. will be encouraged in each classroom as a means of meeting the needs of all students in the curricular areas.
- ✓ Teachers will be encouraged to identify specific lessons that support and promote respect for diversity.
- ✓ All textbooks used in the school will adhere to the principles of equality and respect for diversity.
- ✓ Opportunities will be afforded where possible for the analysis of the media coverage of key news stories from other countries.
- ✓ It will be undertaken to ensure that there is a balance between the hero/heroine, portrayal of perpetrators, gender ratio, principal characters in history e.g. Ghandi, Mandela, Luther King, Emily Pankhurst, Queen Maeve, Cleopatra etc.
- ✓ Topics such as slavery, war, child labour, emigration etc will be covered in an equal, respectful and sensitive manner.
- ✓ People from other countries, cultures, national flags etc will be covered in the area of SESE, Literacy, SPHE, Music, Art and Religion.
- ✓ Areas such as "Myself" and "Myself and Others" and Media will be explored for opportunities to promote equality and diversity in the area of S.P.H.E.
- ✓ In the area of religion, opportunities will be explored for the study of commonality of other religions, understanding other religions and mutual respect for beliefs etc.
- ✓ In the curricular area of Art, exploration of famous artists, ethnic art, international aspects of art and famous artists will be encouraged.

The above are only examples of how the curriculum can be explored as a means of promoting equality and acceptance of ethnic diversity within the school community.

Success Criteria:

- ✓ Awareness of Languages within the school community and the concept of equality and justice.
- ✓ Anecdotal evidence will show the frequency of incidents of cultural bias or racism among staff, parents and students.
- ✓ Reduction of the incidents of bullying within the school community.
- ✓ Improvement in the level of student attainment within the school in all curricular areas in particular the area of literacy.
- ✓ Parental feedback as to the satisfaction level with the values being promoted within the school.
- ✓ All school activities are available to and being accessed by children from a range of cultural backgrounds.
- ✓ Involvement of and enjoyment by parents, children and the community in the school's annual Diversity Day.

Roles and Responsibilities:



All involved in the school community have a responsibility towards ensuring the success of this policy. The principal and staff will be responsible for its day to day implementation. Parents have a responsibility in terms of teaching their children to welcome and celebrate diversity of culture among their peers. Children have a responsibility not to hurt another child's feelings by ridiculing or belittling them by reasons of colour, language, accent, cultural identity, social, economic or special need.

Our Diversity Code states:

"Accept – Include – Respect"

We seek to live this code daily through our words and actions.

In addition the main groups with responsibility for the promotion and success of this policy within the school are as follows:

- ✓ The School Principal
- ✓ The school's Diversity Committee (comprised of parents, students, teachers and community representatives.)
- ✓ The students of the school.
- ✓ The Teaching Staff of the school.
- ✓ The S.N.A. Staff of the school.
- ✓ The Ancillary Staff of the school
- ✓ The Parents and the community at large that have contact with the school and its students.
- ✓ The Parents Association of the school.
- ✓ The Board of Management of the school in supporting the school policy and providing the identified resources as outlined in this policy document.

Review

The next review of this policy will be due in 2014/2015

Ratification

This policy was reviewed and ratified by the Board of Management

Date: 16th September 2013

By: _____
Chairperson, B.O.M.