Multicultural Diversity POLICY

Rationale:
In our current climate and in order for our school to truly reflect the needs and aspirations of all our students and their families, we need to ensure that their multiculturally rich backgrounds are recognised, valued, catered for and celebrated. Grahamvale Primary School is committed to the safety of children from culturally and linguistically diverse backgrounds.

Aims:
- To promote respect by all cultures for all cultures.
- To develop a school ethos that reflects, responds to and values multiculturalism.
- To promote social cohesion, to participate effectively and successfully in our multicultural school community and beyond, through an open, respectful and compassionate attitude.
- To empower our students to develop as confident citizens of the world, who have increasing intercultural contact through ICT and the global economy
- Where possible, the school will acknowledge and respect / celebrate culturally significant events, and use them as teaching / learning opportunities.

Implementation:
- Our school curriculum, leadership and management practices promote and affirm principles of multicultural diversity.
- We will ensure that learning experiences recognise, value and build on students’ backgrounds and experiences.
- Our school code of conduct, discipline policy and dress code, and our school charter will all acknowledge and cater for our cultural diversity.
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, will be represented as members of decision-making bodies, will have their input treated fairly, and decision-making processes and outcomes will be rewarding and non-racist.
- All staff will be committed to affirming diversity in all aspects of their work practices and interactions with students, parents and staff.
- All staff will participate in professional development relating to racial diversity and discrimination.
- All staff will model culturally inclusive behaviour, and report to the Principal any behaviour that appears racist, discriminatory, prejudiced or culturally biased.
- All students will participate in cultural awareness and other curriculum-linked strategies to increase respect for diversity.
- Multicultural studies will filter through all parts of the curriculum, including a balance of cultures present in the school population.
- Multiculturalism will be celebrated in our school community.
- Visiting artists from a variety of cultural and linguistic backgrounds will be invited to the school.
- We will provide a Languages course in Italian, which will develop intercultural perspectives and skills.
- Students from non-English speaking backgrounds will have access to EAL (English as an Additional Language) programs as required.
- Parents of all students will be invited to participate in school activities, including camps, excursions and committees.
- Essential notices, newsletters, student reports, permission forms, etc will be communicated in languages consistent with the needs of community members.

Evaluation:
This policy will be reviewed as part of the school’s three-year review cycle.

This Policy was last ratified by School Council in

July, 2016

References: