



St. Mark's C.E. Primary School

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Multicultural Policy, (incorporating Racial Equality Policy)

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Aim

At St. Mark's we aim to give all our children an equal opportunity to 'learn, care and grow' whatever their racial or cultural background.

It is evident in our Mission Statement – "The school is committed to nurture and celebrate the varied talents of **all its children**" and it must be apparent in all that we do within school that each culture is equally worthy of being represented.

Multi cultural education must permeate all aspects of curriculum and school life. We must be proactive in this aim, not merely reactive to racist incidents.

Awareness of race, culture and racism

We need to ensure that all our children have the opportunity to study the facts about race, culture and racism. This should be reflected in curriculum planning and delivery, the resources available and our display.

Parents are asked to record their child's ethnic background on the Emergency Contact Form. This information is also stored electronically and is protected by the Data Protection Act. ***The parents description of their child's ethnic background is binding, ie. A school cannot challenge this description.***

Resources

Textbooks, charts, illustrations, artefacts etc should show people of different racial origins working and living together. All co-ordinators should bear this in mind when ordering resources and ensure that there are multicultural examples in each area. The biggest education resource available is the community and it should be used whenever relevant, (including the Ethnic Diversity Service – Bann Street, Stockport, Sk3 0EX. 0161 477 9000. email eds.admin@stockport.gov.uk)

Monitoring

Subject Leaders as part of their role, are mindful of the need to promote equality, diversity and difference. This is passed down to all staff including midday assistants and support staff. Opportunities may be picked up through the monitoring and evaluation cycles for each subject leader as well as SLT, performance management and whole school walk throughs.

The Pastoral Leader will also help to ensure and support others in ensuring that this policy is implemented and embedded, and that all children feel valued for who they are and remain 'happy in their own skin'.

The targets and results of children from ethnic minority groups are closely monitored by the SLT and Governors to ensure that our expectations are equal for all, irrespective of religion or culture.

A log of hate incidents is kept in the Head's Office and is updated as the incidents occur by a member of the Senior Leadership Team (SLT)

The variety and regularity of hate incidents will be monitored by the SLT and is reported to the Governors, with further action taken if necessary.

Role of the Senior Leadership Team (SLT)

The role of the SLT is to ensure that this policy is followed and to record hate incidents in the Incident Book. All hate incidents must be reported to a member of the SLT.

The SLT and Pastoral Leader will also examine targets and results of children from ethnic minority backgrounds.

Every hate incident is reported to the LA by SLT.

Role of Governors

The appointed Inclusion Governor will act as a critical friend and visit the school to offer support.

The Teaching and Learning Committee will also ensure that all relevant policies reflect this multicultural aim, as well as examining the academic progress made by children from ethnic

minority backgrounds on an annual basis. The number of hate incidents is reported to the Governors on a termly basis via the Head teacher's report.

This Policy is in keeping with the LA Equal Opportunities Policy, St. Mark's Equal Opportunities Policy, Sex Discrimination Act of 1975, Race Relations Act of 1976, the Disability Discrimination Act of 1995 and the Race Relation Amendment Act 2000.

Multicultural Resources and Opportunities

English	Books with multicultural themes – stories, poems, factual books Talking stories with multicultural stories Literacy resources Internet Poetry Plays Puppets
Maths	Books Maths in real life; Rangoli patterns, Islamic art, Spanish tiles etc. Choices of names or images used in questions that are representative of our world. Stories behind word problems.
Science	Photographs Models Books (See English) Different topics that talk about different climates, places and plants etc from other countries and cultures.
History	Books Choosing 'famous people' from different racial and cultural backgrounds.
Geography	Books Videos Posters Artefacts
ICT	Favourites: Links to multi-cultural websites, especially RE folder eg. www.bridkit.org/docs/serious/index.html
Art	Prints from other cultures Drapes for display Access to resources at Teacher's centre Posters/pictures eg African Maps
DT	Activities linked to the topic – slippers with Chembakolli etc.
Music	CD's/Tapes from a variety of cultures, countries Instruments from a variety of countries Multicultural Music and powerpoints for collective worship and assemblies.
PE	Dance Music CD's Pictures/Posters
RE	Books Photographs Artefacts Story Books Talks from Ethnic Diversity Service or visits to other places of worship. World Wide Advent Calendar
PSCHE	Embedded throughout the curriculum as well as planned learning through citizenship.
Library	Books with multicultural themes – stories, poems, factual books
Nursery	Play-mobil ethnic figures Multicultural dolls. Talks from the Ethnic Diversity Service.

Reviewed Spring 2019