



Multicultural Policy

Maximum Effort for Maximum Achievement

Our mission statement for multicultural education:

We are committed to promoting good relations between people of different racial, ethnic, cultural and religious groups. We will enable every pupil to:

- participate in a curriculum that takes full account of the richness and variety of the world's racial, ethnic, cultural and religious groups and develop understanding of some of the main causes of global inequality, disadvantage and poverty;
- recognise and challenge racism, racial discrimination and stereotyping;
- develop the knowledge and understanding, skills and attitudes necessary for life in Britain's multi-ethnic society and as global citizens in an increasingly interdependent world.

We believe that these commitments are as important in the context of a school with limited ethnic diversity such as ours as in schools with a more ethnically diverse population.

Aims

At Buttsbury Junior School we aim to encourage the development and awareness of Multicultural Education through reflection, empathy, first hand experience and investigative activities.

We aim to enable children to:-

- promote self-esteem and to foster respect for those having different religions, beliefs and values
- understand the multicultural nature of society
- build an awareness of the lives of families within the school and the wider community
- develop understanding of ways in which the pupils own culture has been enriched and influenced by other cultures through art, science, technology, language, maths etc
- promote tolerance and appreciation of all cultures by presenting a positive image with regard to race and culture
- understand and respect the diversity of the world in which they live, and the interdependence of individuals, group nations and the environment
- develop an appreciation and knowledge of significant festivals and customs in society

Principles of Teaching and Learning

"It is intended that the curriculum should reflect the cultural diversity to which pupils belong and of which they will become adult members". D.E.S. Circular 5/89.

It is our policy to ensure that every member of the school community has the opportunity to acknowledge, understand and celebrate their own and other's cultural religions and traditions. We therefore endeavour to:-

- ensure that the school reflects the value we place on Multicultural Education by developing a cross curricular approach, where possible, in planning and practice, which will aim to provide the children with information about local, national and global cultures, religions and traditions

- regularly audit our resources to ensure that they reflect a Multicultural society and promote positive attitudes, particularly through texts with a multicultural flavour
- develop professional awareness of the cultures and traditions in our school
- develop awareness of cultural and ethnic diversity by providing opportunities through planning, resources, use of display and educational visits and visitors
- develop school rules and procedures flexible enough to allow for differences arising from cultural diversity
- encourage open discussion about the images pupils encounter and distinguish between opinion, belief and fact
- respect different religious and cultural festivals through activities such as assemblies and the RE curriculum
- provide a secure environment which promotes diversity and celebrates commonality

Approaches

Children should be able to understand a deeper complexity in global citizenship issues. This should include:

- researching, discussing and debating topical issues, problems and events
- why and how rules and laws are made and enforced; how to take part in making or changing rules
- recognising there are different kinds of responsibilities and rights and these can sometimes conflict with each other
- understanding and empathising with the experiences of others
- understanding what democracy is and about its basic institutions
- appreciating the range of religious and ethnic identities in the UK
- exploring how the media present information

Cross Curricular Links

At Buttsbury Junior School we aim to ensure that Multicultural Education is included throughout the curriculum within relevant areas of study. Each subject leader should provide opportunities for multicultural aspects to be explored within their subject and should write these into their medium term planning. These opportunities should provide the children with resources and information that reflect the nature of society.

Parental and Community Involvement

At Buttsbury Junior School we aim to encourage multicultural parental and community involvement by using the skills of the community to enhance our curriculum as appropriate.

Monitoring

All subject leaders should ensure that opportunities for Multicultural perspectives are included in their subject areas. The quality of teaching of Multicultural Education across the school will be monitored through:-

- Monitoring planning (termly)
- Work sampling
- Learning walks
- Monitoring of display to ensure multicultural representation

Assessment and Recording

It is the responsibility of subject leaders to ensure coverage of Multicultural aspects of their subject, and therefore the assessment of these aspects needs to be identified by the relevant subject leaders.

Resources

All new resources should where possible;

- reflect a multicultural society
- provide factual information which is accurate and current
- present people of different cultures as they themselves would wish to be presented

Building on existing policies

The school's Mission Statement and Aims, Behaviour Policy, and Equality Statement all have clear guidelines regarding what constitutes acceptable/unacceptable behaviour towards other people. Our Multicultural Policy reflects the principles contained in these documents.

Monitoring and Review

Policy Date: Autumn 2019

Review Date: Autumn 2022