



Our Lady of the Missions Primary School

Community Group	Members	School Improvement Plan Priority -
Diversity & Equality Team	Catherine Dillon-Ruddy – HT Nicola Cochrane – PT Lucy Jackson – Acting PT Najma Abbas – Bilingual Support Andrew Harris – Class Teacher Jane Ford – Parent Stacy Nzoka – Parent Claire Coburn – Parent Council Bushra Riaz – Parent Shazia Khan – Parent	Ensure Diversity is celebrated throughout the School Community... - OLM S.I.P. 2020-2021 -
Date of meeting	Venue	Time
10 th February	Zoom – Online	1330 – 1430

Agenda
<ol style="list-style-type: none"> Welcome / Overview Introductions Context for Diversity & Equality (East Renfrewshire Council & OLM School) Sharing OLM's Ideas & Receiving Parental Feedback

Minutes

[OLM Celebrating Culture & Diversity \(Live Presentation\)](#)

Feedback

- This is certainly an area of ongoing development – there is more for us to learn and deeper for us to go into this. This is an opportunity is here to open doors & build relationships.
- Use of diverse literature and decolonising the curriculum are and should be key priorities.
- Religion & Faith are key components in all of this, it is important that we highlight and celebrate this as part of a Faith School
- Books can have a huge impact (e.g. The Boy at the back of the Class) – for these children it can resonate with them, and help them see themselves within a wider context. Within wider educational establishments, children can lose their identity and this is a learned behaviour. It is important for us to begin addressing this from the ground up, right from Primary 1.
- Many children have experienced racist remarks within societal and school contexts, it is important to **build children's confidence** and help them see the richness and beauty in who they are.
- Within school – often study same topics (e.g. WWII). Now an opportunity to discuss wider contexts as a diverse community.
- Allow children to have a say in the topics and issues discussed. Build a foundation where they have the confidence to do this.
- Teamwork will be so important in this moving forward.
- Important for us to tackle wider societal issues. This can be uncomfortable at times, but is so important. Again, if the children bring it up – this is a healthy way for us to introduce them to these issues. An open conversation is important to have between parents, children & teachers.
- Recognition that children are noticing these issues (race, racism, inequality, etc.)
- Decolonising the Curriculum is a key and fundamental objective in all of this. If we do not educate people, attitudes and ideologies do not change. There can be lots of misinformation, and there is definitely a lack of information available for people.
- Our children are growing up with certain ideas and we have to ask where they get them from – it is the danger of a 'single story'. E.g., People from Africa live in Poverty – this is where a child's information can come from.

- There is no easy way to go about tackling all of these issues. The issues raised – it is a conversation that can feel uncomfortable, but when done in the right way – it can also be enjoyable and pleasant. It is the team, the people; we set the tone for this moving forward.
- Recognition that there are families/children who do not want to take part in these initiatives – it is important to remember compassion in this. We are all at different stages of this journey together. Some people are not ready and that is ok, it is a time to be grateful for those who are.
- Link again to wider societal issues (e.g. Slavery in Scotland as opposed to Holocaust each year?)
- Happiness with the two tiered approach moving forward:
 1. Celebrating various ‘one off’ events – e.g. International Day, Around the World Cooking, etc.
 2. Embedding diverse learning in the curriculum - e.g. literature, social studies. Etc.

Even for one off events there are certainly ways to embed that deeper into the curriculum. E.g., ‘OLM says Hello’ – building towards teachers greeting pupils in a different language, one they are familiar with, etc.

- Parental Engagement is so important. What is especially precious is Parents sharing about their own lived experience.
- Focus groups can be intimidating for parents to attend. The events can be a fun way to get the parents involved and encourage them to be part of the discussion/give feedback.
- Sharing information with parents is so important. It will be helpful to keep parents in the loop regarding any of the more series issues discussed within the classroom context. Even creating ‘help guides’ to let them know and given them further information on it. Anything to support them with the inevitable discussions that may happen at home. Giving inputs/presentations to parents to help them understand these things more.
- For us this is about building on successful events of the past and moving forward with this issue as a school. Do our events currently represent the diverse cultures across our school?
- There is a uniqueness in our school that should be celebrated.
- We have always taught ‘World Religions’ etc. but move on from these lessons and activities each year.
- We would like to use these events as a hook to bring more teachers & parents into this discussion and forum.
- We are so open as a school to growing, developing and expanding this area. We are excited to take these positive steps forward together.

General Summary Report/Points for action/Next steps

- L.Jackson to send email & Share presentation/meeting minutes
- Schedule in next meeting (Wednesday 17th March @1.30pm) – Zoom link to follow
- All members to share on Google Presentation any ideas for literature/books that children can read/access.
- All members welcome to invite friends/parents who may be interested in getting involved.
- All members to contact L.Jackson through School Mail regarding any further ideas, offers of support or questions regarding the School’s work in this area moving forward.

Next Meeting: Wednesday 17th March @1.30pm