



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 (Apologies) Joanne Miller - PSA (Apologies)	Ensure Diversity is celebrated throughout the School Community... - OLM S.I.P. 2020-2021 -
Date of meeting	Venue	Time
17 th March	Zoom – Online	1330 – 1430

Agenda

1. Welcome / Overview
2. Previous Meeting Recap: A Two-Tiered Approach
3. “How to engage our School Community in Diversity & Equality, and why this is so important” - **Stacy Nzoka**
4. OLM Update - **Lucy Jackson & Andrew Harris**
5. Final Term: Proposed Initiatives (Discussion)

Minutes

[OLM Celebrating Culture & Diversity \(Live Presentation: 17.03.21\)](#)

Welcome

New Members: Joanne Miller (Parent Staff Association Representative)

Previous Meeting Recap

- As parents, families, a society – we are all at different places with this issue. The key foundation that we share is a desire for us to jump into this together, in order to bring about lasting change
- We all support and believe in a two-tiered approach in order to achieve success:
 - o Celebrating various events to promote fun & engagement (e.g. cooking challenge, OLM says Hello, etc.)
 - o Embedding diverse learning in the curriculum (e.g. diverse literature, social studies topics, etc.)
- This is an area of ongoing development and we recognise the importance of teamwork, parental involvement and collaboration from all if we are going to see change.

“How to engage our School Community in Diversity & Equality, and why this is so important” - **Stacy Nzoka**

Our main goal in all of this is to unlock everyone’s full potential and give pupils a clear sense of identity

We want to prepare our children for adult life, teach them how to interact with one another in a just society

We want to teach them the impact discrimination can have. Racial Tension spares no one.

We do this by celebrating who they are, by celebrating culture & diversity.

There are key ways in which we can engage the school community:

Sharing relatable content in a way that parents, children and families feel they can engage confidently.

- This is a heavy topic and there is huge underlying issues. However in beginning this dialogue it’s important to look to role models within society who approach this in accessible ways. E.g. Through films, celebrity role models, music, poetry.
- Use humour when and where appropriate (E.g. Ted Talks, Muslim Child, Trevor Noah)

- 'Uncomfortable Conversations with a Black Man (UCWABM) – potentially expand this to include various other groups which our families and pupils feel they belong. Jane Elliot – blue/brown eyes experiment also v. interesting in this respect.
- Talk to students about sources of information. Challenge the 'single story' attitude (E.g. poor African child)
- Families and pupils shouldn't be afraid to say the wrong thing.
- Be respectful, this respect comes across. Silence can be misconstrued by both parties. To a certain extent 'embrace conflict' with a desire to bring about improved understanding.

Be willing to do our own individual work

- Be mindful of our own watch. If our child asks, then we should engage in this discussion.
- Seek out relationships out with our own 'group' – e.g. Religious Groups, Race, Cultural Background, etc. even at places like the school gate.
- Challenge comments made from our own 'side.'
- Teach full histories

Recognising that we can reach the adult community first and foremost through the pupils

- Recognise that Diversity, Equality – these can be issues that certain parents struggle to engage with in person/online. Some can desire to avoid gatherings. If we are looking to do Parent Forums then recognise the importance of having a conversational tone with this.
- Some parents really appreciate the 'strength in numbers' component.
- Radical empathy can be transformative in this (e.g. of Primary 2 parents) Personally have felt great support from parents and friendships within the school community.

In all things, ensure our words are backed by actions

Book Club Idea for Next Year/Term

- 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.
- 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.
- Recognise that literature could be a very effective common place for us to start to engage in this on family & pupil level. We could look for informal ways to meet together. Potentially parents & pupils, allowing pupils and parents to discuss some of the bigger issues through the context of a story book, poem, short video, etc.
- This could be a drop in service. Kids come in and speak about a topic.
- Could cover a wide range of issues and relate this to their learning. Topics such as Bullying, Racism, Sectarianism, Culture, Disabilities, LGBT, etc.

OLM Update - Lucy Jackson & Andrew Harris

We Are OLM - Whole School Project introduced by PSA. Diversity & Equality Team to Join in with this

- Connecting Groups across the school: Main agenda to celebrate Our School & Pupils - HISTORY, FOODS, MUSIC, FAITH, GAMES, TRADITIONS, STORIES, PICTURES
- Promoted through Twitter, Website, and Newsletter. Monthly Challenges will be available
- Mensa Wall Display will highlight and reflect the work going on across the school. Theme that travels across the school. Potentially base smaller wall display/areas around the 8 curricular areas... (link corridor)
- Within each curricular area explore diverse culture, individuals, approaches & art
- Bring in connections with Local Artists, Look at Digital Literacy (ProCreate using Ipad)
- Create a theme/mural to represent 'who we are' in OLM, Linking our initiatives, parents & pupils together... #WeAreOLM

OLM KEY Objectives across the curriculum

- Building Strong Relationships with Parents & Families
- Providing increased opportunities for pupils to share their faith, culture, language, experiences & unique

perspectives

- Ensuring robust EAL, Bilingual & Multilingual support is in place for families & pupils who would benefit from it.
 - Encouraging our pupils to get involved through discussions about their heritage, rights & equality within the school community (e.g. Diversity Champion Pupil Group)
- Building diversity into our curriculum through literature, famous individuals, social studies, etc.
(‘Decolonising the Curriculum’)

OLM’s Around the World Cooking Challenge

- Available online website, twitter, newsletter
- Pakora, Chapatti, Pan Based Pizza, Irish Soda Bread

OLM Says Hello

- Video initiative to share different languages taught across the school.
- A.Harris to lead. Videos to be shared in final term.

Final Term: Proposed Initiatives

School Led:

- OLM Around the World Cooking Challenge
- OLM Says Hello

Parent/School Led

- We Are OLM Whole School Challenge (PSA, D&E Team & Parent Council)

Discussion around Potential Parent Forum:

- Potentially a forum simply to sign post who the Diversity & Equality Team are and why we are meeting within the school.
- Sharing information with the parents is important. Informal discussion is a healthy way to do this.
- Drop in coffee/chat is a more comfortable way to go about this.
- We could potentially have themes for these drop-ins... e.g. Disabilities, ethnicity, ASN, race.... We are simply creating a safe space for parents.
- Doing these events online has both positive outcomes & drawbacks
 - o Travel easier. More accessible than having to come all the way in. Childcare not an issue
 - o Those attending can share their thoughts in the chat bar if feel uncomfortable speaking aloud.
 - o Space can be facilitated.
 - o Some families might not be sure how to use the online component.
 - o WE could set up a questionnaire looking into what parents and families are interested in talking about/finding out more about. There might be some issues that parents would like to find out more about (e.g. High School, Religious Education, Transitions, Marginalised Issues around gender & LGBT, etc.)

Agreement that it has been a difficult year for many, parents have had a lot of responsibility with their children.

Agreement to personally consider ways that these areas can be taken forward into final term/next year.

General Summary Report/Points for action/Next steps

- L.Jackson to send email & Share presentation/meeting minutes
- Schedule in next meeting (Wednesday 28th April @1.30pm) – Zoom link to follow
- 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.
- All members to consider how best to communicate discussion and work from this year with parents, and whether a potential forum/drop in/event would be helpful in this final term. To be discussed at next meeting.

Next Meeting: Wednesday 28th April @1.30pm