

Diversity & Equality Team

Parent Forum

26th May @7.30pm



Culture, Language and Faith



Welcome & Introduction

Catherine Dillon-Ruddy
Head Teacher

Ensure Diversity is celebrated
throughout the School Community...

- OLM S.I.P. 2020-2021 -



Agenda

Welcome & Introduction - Catherine Dillon-Ruddy

OLM: Context for Diversity & Equality - Lucy Jackson

Parent Perspective - Bushra Riaz

Parent Council Survey - Claire Coburn

Questions & Discussion



OLM Context

Celebrating Diversity & Equality

Lucy Jackson

OLM Equality Coordinator & Diversity Champion

OLM



Ensure Diversity is celebrated throughout the School Community...

We aim to achieve this through:

- **Building Strong Relationships** with Parents & Families
- Increased opportunities for pupils to **share their faith, culture, language, experiences & unique perspectives**
- **Parent Focus Groups**
- **Diversity Champion Pupil Group**
- **Building diversity into our curriculum** through literature, famous individuals, social studies, etc.



Celebrating connections to so many languages & cultures across the world...

Over 25 Languages represented, including...

Polish, Urdu, Punjabi, Spanish, Konkani, Edo/Bini, Italian, Bulgarian, Korean, Bengali, Mandarin, Portugese, Czech, Pashto, Arabic, French, Chewa, Farsi/Iranian and more...



OLM - Ethnicity

- 95% British/Scottish
- 80% White
- 16% Asian
- 4% Identify as 'other' - *belonging to mixed or multiple ethnic Groups*

OLM - Faiths

Christian, Catholic, Muslim, Hindu, Buddhist, Sikh...

Questions

Responses

OLM P4-7 Pupils - Celebrating Language, Culture & Faith

Dear Pupils of OLM,

In our school, we are extremely privileged to host families with an extremely wide history of cultures and backgrounds. Last year we had a 'Language & Culture' event - where we celebrated the languages taught in the school, and cultures they represented.

This year we are doing things a little differently! We are sending out this survey in order to really grasp the huge range of languages, countries, faiths and stories to which all of us belong. This year from January on, we will be looking for new ways to celebrate the richness of who we are as a school together. There will be lots of ways for you to get involved. We would love your help to get us started! Could you complete this form with your family, and share with us a little bit about your own family and cultural background? We would really appreciate it. At OLM this is so important to us, thank you for your consideration in sharing with us some of your family's story.

We can't wait to hear a little bit more about YOU!

1. Our Family Name... (surname) *

Enter your answer



Whole School Survey

A Google Classroom Post
was shared with every
pupil in the school. It
contains a link to a form.

This has been completed
by over **350** families
within the school (Feb 2021)

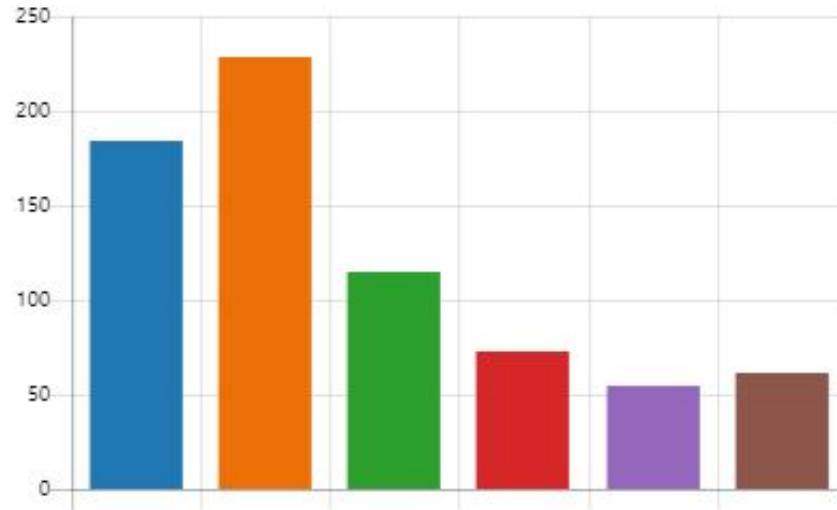
Moving Forward



7. Here are some events OLM will be hosting this year. Please click on any you think you'd like to take part in! Choose as many or as little as you like.

[More Details](#)

- International Day Celebration ... 184
- OLM's Around the World Coo... 228
- OLM says Hello (A video initia... 115
- Diversity Champions Group (A... 73
- Open Forum for Parents: Feed... 55
- None of the above 61



OLM Languages (Jan 2021)

Language	No. of Pupils
Urdu	107
Punjabi	48
Bengali	1
Hindi	2
Konkani	1
Polish	3
Edo/Bini	2
Italian	1
Bulgarian	1
Korean	2

Language	No. of Pupils
Spanish	2
Mandarin/Chinese	2
Portuguese	1
Czech	1
Pashtu	1
Arabic	2
French	2
Berber	1
Chewa	2
Farsi/Iranian/Persian	1

Celebrating Culture, Language & Diversity Form (Jan 2020)

- Irish Gaelic
- Gaelic
- Indian
- Telugu
- Malayalam
- Mirpuri
- Pushto
- Russian
- Tamal
- Potwari
- Malay
- Tamil
- Doric (Scots)
- Welsh
- Turkish
- Greek
- German
- Persian
- Konkani
- Catalan
- Kiswahili
- Patwari
- Gīkūyū
- Dutch
- Kikamba
- Thai
- Catalonian
- Cantonese
- Japanese
- Hakka
- Bulgarian

(51 Languages)

Curriculum & Whole School Priority



A Two-Tiered Approach

1. 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
2. We all support and believe in a two-tiered approach in order to achieve success:
 - a. Celebrating various events to promote fun & engagement (e.g. cooking challenge, OLM says Hello, etc.)
 - b. Embedding diverse learning in the curriculum (e.g. diverse literature, social studies topics, etc.)
3. 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.

Curriculum & Whole School Priority



Updated Curriculum Rationale

- Where we have utilised the research and feedback to prioritise 'de-colonising' our curriculum and ensuring a wider and increasingly diverse range of authors, topics and research opportunities are available for our pupils

School Improvement Plan Priorities 2021-2022

- Our Improvement Plan documentation has been updated to reflect the priorities identified and discussed this year including;
 - Development of Parental Partnerships through drop in sessions, Parent Forums, Diversity & Equality Team, targeted activities e.g. book clubs
 - Building upon and extending issues addressed to include; Cost of the School Day approaches, ASN,etc
 - Prioritising Diversity Champion Pupil Groups & Continuation of school wide initiatives.

School Wide Events...

- Whole School Survey
- OLM's Around the World Cooking Challenge
- OLM says Hello
- We Are OLM

A collage of various international greetings in different languages, including "Bună ziua" (Romanian), "Dzień dobry" (Polish), "SZIA" (Hungarian), "HEJ" (Swedish), "NOROC" (Croatian), "SANNU" (Finnish), "Tjänare" (Swedish), "SVEIKI" (Lithuanian), "SERVUS" (Croatian), "C" (Croatian), "ELAM" (Hungarian), "EJSAN" (Swedish), "GUTEN TAG" (German), "DÖNÜÜD" (Hungarian), "APPONTO" (Swedish), "T" (Swedish), "TIENS" (Chinese), "ALOHA" (Hawaiian), "HEI" (Swedish), "DIA DUIT" (Irish), "ZDRAVO" (Croatian), "MERHABA" (Turkish), "SALVE" (Portuguese), "SALUT" (French), "ZDRAVO" (Croatian), "VERWELKON" (Dutch), "Hylö" (Swedish), and "HALLO" (German).

OLM Says "Hello"

WORLD MAP

Welcome to
OLM's
Around the World
Cooking Challenge!

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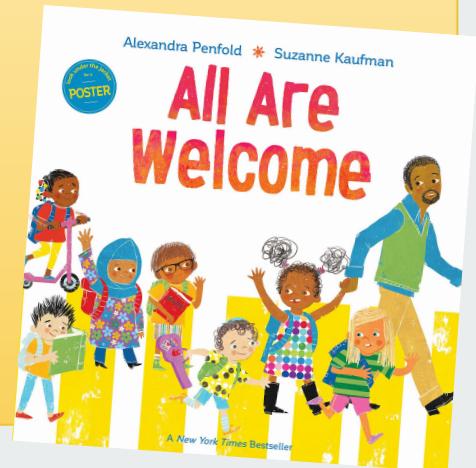
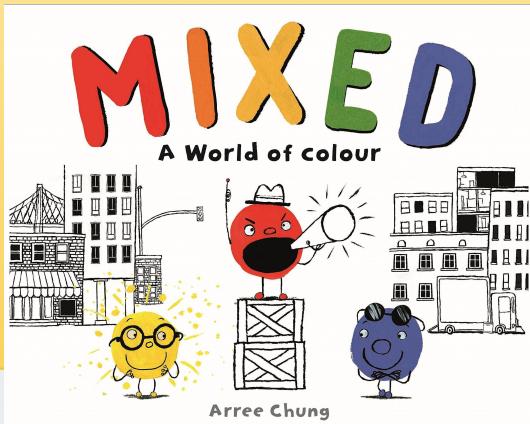
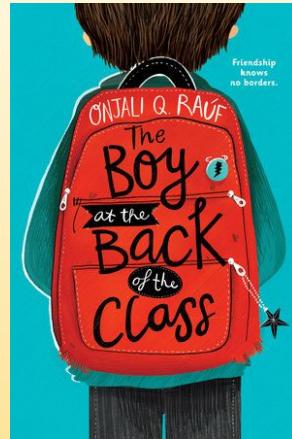
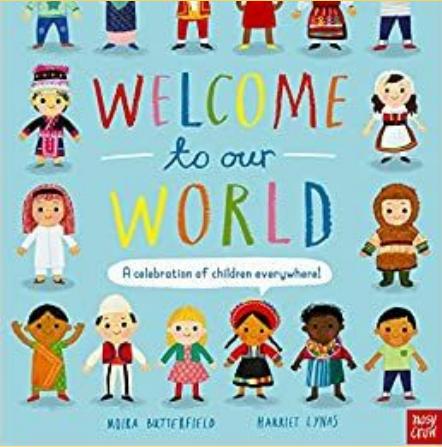
A world map showing the Arctic and Antarctic regions. The map includes labels for continents, countries, and various geographical features. A large white box in the center contains the text "Welcome to OLM's Around the World Cooking Challenge!".

We are OLM

A whole school project designed to celebrate and explore who we are as a school community



Diverse Literature...



Parental Feedback...



- Celebrating Culture, Diversity & Faith (Whole School Form) completed by 350 families - **January 2021**
- First Diversity & Equality Team Meeting - **10th February 2021**
- "How to engage our School Community in Diversity & Equality, and why this is so important" Stacy Nzoka **17th March 2021**
- Parent Council Survey - **April 2021**
- Monthly Newsletter Updates (**January - present**)
- Phone Meetings & Conversations (1:1 Parents w/SMT - **ongoing**)
- Parent Forum - *Faith, Culture & Language* (**May 26th**)

Diversity & Equality Team

- Monthly Meetings
- Dialogue & Discussion is public & Information is shared through website, twitter & newsletter



OUR LADY OF THE MISSIONS PRIMARY SCHOOL

LATEST NEWS WELCOME PREPARING FOR SCHOOL WE ARE OLM THE SCHOOL DAY AFTER SCHOOL AIMS AND ACHIEVEMENTS PARENTS PUPILS 

WELCOME
SCHOOL HOURS
SCHOOL LUNCHES
SCHOOL HOLIDAYS
BLOGS
PARENTSPORTALSCOT
CONTACT DETAILS:
Google Maps Platform rejected your request. This IP, 81.10.10.11, is not authorized to use this API key. Request received from IP address 81.10.10.11 with reference https://blogs.glowscotland.org.uk/

CELEBRATING CULTURE & DIVERSITY
2021 TIME CAPSULE PROJECT
DIVERSITY & EQUALITY TEAM
OLM'S AROUND THE WORLD COOKING CHALLENGE

DIVERSITY & EQUALITY TEAM

This year, OLM was very fortunate to have a Diversity & Equality Team. This is made up of parents from our school community. We are so grateful for the support and insight shared by all of the parents who are participating in our monthly meetings. Our next meeting will take place on Wednesday 28th April @1.30pm through zoom. All are welcome to join. If this is something you would like to support or hear more about - please contact our school through the our email address schoolmail@ourladymissions.e-renfrew.sch.uk.

Within our team we have discussed many of the initiatives which take place each year within the school. The minutes and presentations from our previous meetings are accessible below.

1. A Context for Equality & Diversity, OLM's Initiatives Moving Forward (Wednesday 10th February @1.30pm)

CALENDAR OF EVENTS
APRIL 2021

M	T	W	T	F	S	S	
				1	2	3	4
5	6	7	8	9	10	11	
12	13	14	15	16	17	18	
19	20	21	22	23	24	25	
26	27	28	29	30			

« Mar May »

FOLLOW US ON TWITTER

Tweets by @OLM_Primary



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 Joanne Miller – Parent Staff Association (PSA) Bushra Riaz – Parent Shazia Khan – Parent	Ensure Diversity is celebrated throughout the School Community... - OLM S.I.P. 2020-2021 -

- Growing in members... Increased representation
- Opportunity for touching base, sharing perspectives, providing feedback, etc.





*If you would like to join our
Diversity & Equality Team, or
get involved in any of our events
- Please get in touch through the
school mail account! We'd love
to hear your feedback and
ideas!*

SchoolMail@ourladymissions.e-renfrew.sch.uk



Our Parents Perspective

Bushra Riaz

Parent & Diversity and Equality Team Member

OLM

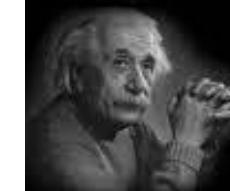
Parent Perspective – Diversity and Equality

BUSHRA RIAZ

Why did I get involved?

- ▶ Builds relationships between staff and parents
- ▶ Diverse faith community in OLM – needs and understanding of ALL
- ▶ Active member of the community
- ▶ Voice – children need a voice
- ▶ Learning from others
- ▶ “safe place” explore ideas
- ▶ Education and personal experiences
- ▶ Next steps for future generations

**THE ONLY SOURCE
OF KNOWLEDGE IS
EXPERIENCE.**



Albert Einstein
German Theoretical-Physicist
(1879-1955)

QuoteHD.com



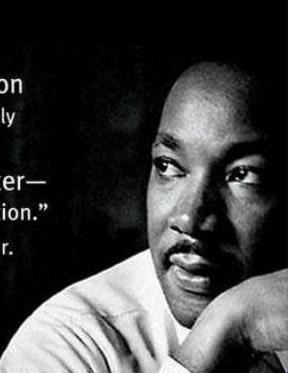
“Education is the Most Powerful weapon which you can use to change the world.”

Nelson Mandela



“If you still say that we are wasting valuable lesson time, then let me remind you that our political leaders have wasted decades through denial and inaction.”

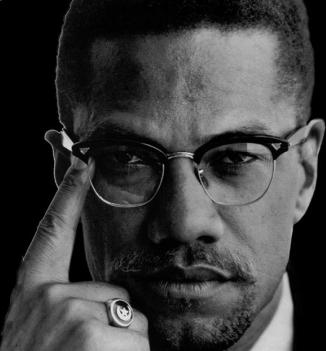
Greta Thunberg
Climate Activist



“The function of education is to teach one to think intensively and to think critically.

Intelligence plus character—that is the goal of true education.”

— Dr. Martin Luther King, Jr.



Education is our passport to the future, for tomorrow belongs to the people who prepare for it today.

— Malcolm X

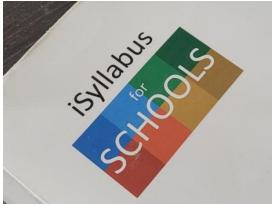
Goalcast

Education

Impact of Diversity and Equality

- ▶ Parent and teacher engagement and influence
- ▶ Listen and learn – fear factor
- ▶ Diversity event – food stalls and different cultures
- ▶ Prayer rooms /safe space
- ▶ Learning about other faiths – Judaism, Sikh, Hindu etc
- ▶ Challenging and engaging conversations
- ▶ Accepting concepts
- ▶ Media influences – discussions





iSyllabus for Schools Y.2.M.4.L.27

2.27 Respecting Teachers

Are they the same: those who know and those who do not? (35)

Learning Objectives:
By the end of this lesson you should be able to:

- ✓ understand the importance of respecting teachers
- ✓ learn about manners, respect and the benefit of studying
- ✓ understand the interaction with classmates

Respect
All teachers deserve the right to their pupils or students, regardless of the teacher is a Muslim, or you are in a classroom or a *masjid*. It is important to recognise that the knowledge about the subject being taught, they should take and leave aside anything focusing on a teacher's strengths and their shortcomings.

There is no justification for being openly challenging the teacher in a classroom. If a person does not respect the teacher, they should be complimented and can be the teacher and the student. The Prophet ﷺ said, "Respect the teacher and show respect to the on

Activities: Discuss

- 1 Why is the Prophet ﷺ to be a teacher?
- 2 Discuss ways in which a teacher.
- 3 The Prophet ﷺ said, "What did he mean by

Key Terms:
Adaab: Good manners
Akhlaq: Good morals and character
Mockery: Making fun of others

Other Classmates
In addition to respecting teachers, students should also behave well towards their classmates. A gifted student, with a stronger memory or a quicker grasp of things, should show a certain level of humility, not behave arrogantly, and never consider themselves above others in a classroom. Instead, they should recognise God's blessings and be thankful.

A student should always be ready to work together with other classmates and should never belittle another student or envy them. They should also be considerate to others and let others speak without interrupting.

Mockery
One of the worst type of bad manners is mockery you who believe | Let not a person taunt another person, who perchance may be better than they re)." (49:11) No person has the right to consider themselves above another person, therefore, one should mock someone else, regardless of whether that person is a teacher or another student.

Difficult times
The Prophet ﷺ feared a time when people would not be respected. He made du'a that you not reach a time during which knowledge is not followed, and a person is not honoured! It is important for Muslims to be respectful towards everyone, especially towards teachers and students.

Summary
Teachers are given a high status in Islam due to the importance of seeking knowledge and the importance of having knowledge taught to others. Muslims should therefore be mindful of the way they behave towards their teachers and classmates.

10 Look at this picture, why respect their elders?

God likes the person who does his work in the best possible way

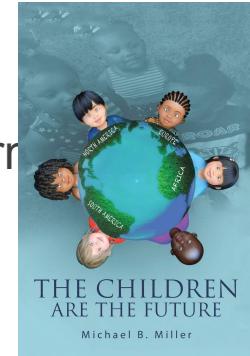


Education and Respect

D & E Meeting Impact



- ▶ Survey 350 families – impact and dialogue
- ▶ Majority of the minority faiths/culture/people of colour have similarities encountered some sort of racial/faith abuse.
- ▶ We all have similar agenda – right education by the right person.
- ▶ Correct facts
- ▶ Don't fear the unknown – ask and you will learn
- ▶ More parents involved – future of our children





Parent Council Survey

Claire Coburn

Parent, Diversity and Equality Team Member, PSA & Parent Council Representative

OLM

APRIL 2021

OLM Parental Equality Survey

Parents were asked what experiences they might be interested in sharing or discussing

The majority of respondents (19) did not wish to share particular experiences

- However, more than half (11) of these respondents continued to complete the survey and showed an interest in further information.

Of those who were interested in sharing their experiences, they included;

- Belonging to a specific cultural background (5)
- Having a child with additional support needs (5)
- Belonging to a particular religious group (4)
- Having English as an additional language (1)
- Parents' prayer group (1)

Some parents showed an interest in more than one of the above

Parents were asked who they would like to share their experiences with

Around a quarter (8) were not interested and around a third (11) would like to know more.



Of those who were interested in sharing experiences, their preferred contacts were;

Both other parents and school staff (9)

Other parents only (5)

Staff only (1)

Parents were asked what their preferred communication method would be

WhatsApp group with other parents was the communication method preferred by most parents (23).

However, a smaller number (6) prefer meetings or drop-in sessions with staff and other parents.

Most parents (22) would be open to attending virtual meetings via Zoom or similar, with a further 6 who were unsure.

Some parents (7) would not attend a virtual meeting.

Differences by interest group

There was a level of overlap between parents who were interested in discussing cultural, religion and language. These parents;

- were interested in communicating with both other parents and staff (with 1 exception who wanted to speak to staff only)
- showed a preference for WhatsApp and/or meetings (with 1 exception)
- were open to virtual meetings

There was less overlap with ASN parents who mainly identified that as a single experience. These parents;

- were interested in communicating with other parents and staff, but also were interested in more information
- showed equal preference for meetings, drop ins and WhatsApp groups
- were open to virtual meetings



Questions & Discussion

OLM



1. *What questions/thoughts do you have about what you have heard tonight?*



Please hover your phone over the image to send in an anonymous response.

You can also go to mentimeter.com and type in the following code:

Finally you can write your responses using the 'chat function' on zoom. Or simply unmute and share your thoughts using your microphone.

<https://www.mentimeter.com/s/1b6faa8e2863ba0f197d9f451a2b2f0d/13c3460cdd57>



What questions or thoughts do you have after hearing tonight's input?



Can we look at accessing funding for the range of activities?

I've absolutely loved the meeting. I'm super excited to see how we can take this forward. I'm definitely going to be a more regular participant and would love to get more involved

Very happy to know so much is being done for diversity and am very happy to be a part of this drive

ASN : we have authority groups we can direct parents to

I think OLM are doing a really great job taking forward this agenda. Keep up the good work!

Would be good idea to pencil in some dates for a group informal drop in? In the hope that restrictions allow a face to face

Assembly is a great forum to reach out to whole school group

Pupil display captures such a range of culture experiences and school can showcase

For Updates or More Information...



Website



OUR LADY OF THE MISSIONS PRIMARY SCHOOL

LATEST NEWS WELCOME PREPARING FOR SCHOOL WE ARE OLM THE SCHOOL DAY AFTER SCHOOL AIMS AND ACHIEVEMENTS PARENTS PUPILS

WELCOME
SCHOOL HOURS
SCHOOL LUNCHES
SCHOOL HOLIDAYS
BLOGS
PARENTS PORTAL SCOT

CONTACT DETAILS:

Google Maps Platform rejected your request. This IP, site or mobile application is not authorized to use this API key. Request received from IP address 212.219.247.131, with referer: https://blogs.glowscotland.org.uk/

CELEBRATING CULTURE & DIVERSITY
2021 TIME CAPSULE PROJECT
DIVERSITY & EQUALITY TEAM
TEAM
DIVERSITY & EQUALITY TEAM
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« Mar May »

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Monthly Newsletters...

OLM - Celebrating Culture & Diversity



Thank you for your
time

Please complete our Evaluation Form before you leave:
<https://forms.office.com/r/A65rKbWzre>