

# 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*



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) \*



# 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)



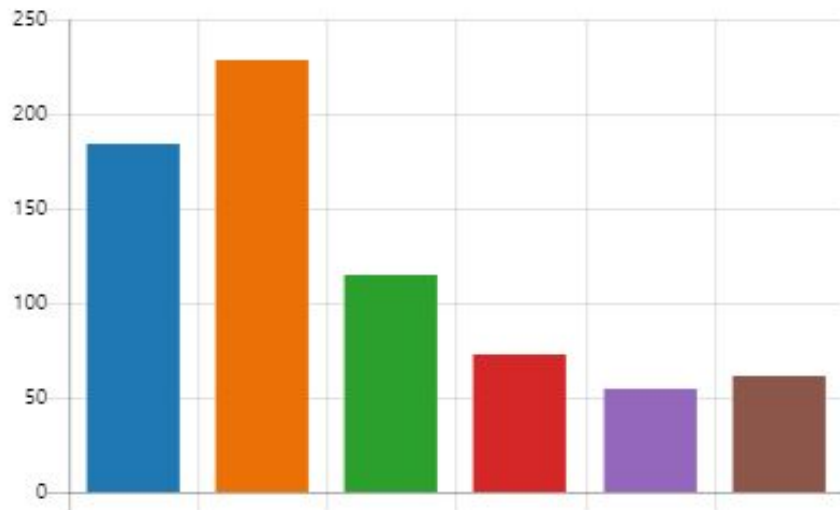
# Moving Forward



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

**(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.

- 
- A word cloud on a light yellow background featuring greetings in many languages. The central text is 'OLM Says "Hello"' in black on a yellow rectangular background. Other visible words include: 'Dzień dobry' (Polish), 'SZIA' (Hungarian), 'HEJ' (Finnish), 'GUTEN TAG' (German), 'ALIO' (Slovak), 'NOROC' (Romanian), 'Tjänare' (Swedish), 'SANNU' (Slovene), 'BONJOUR' (French), 'SERVUS' (Latin), 'SVEIKI' (Lithuanian), 'Bună ziua' (Romanian), 'SELAM' (Turkish), 'EJSAN' (Persian), 'DIA DUT' (Indonesian), 'SALVE' (Latin), 'HALLO' (Dutch), 'MERHABA' (Turkish), 'ZDRAVO' (Croatian/Serbian), 'SALUT' (French), 'Hylô' (Catalan), 'VERWELKOM' (Dutch), 'ALOHA' (Hawaiian), 'HEI' (New Zealand), 'HALLOU' (Dutch), 'TIENS' (Chinese), and 'AIIÔ' (Portuguese). On the right, there is a blue shield-shaped logo with a white laurel wreath and the word 'VIRTUS' in a white banner.



WORLD MAP

Welcome to  
OLM's  
**Around the World**  
Cooking Challenge!

Copyright © 2020 www.mapsoftheworld.com



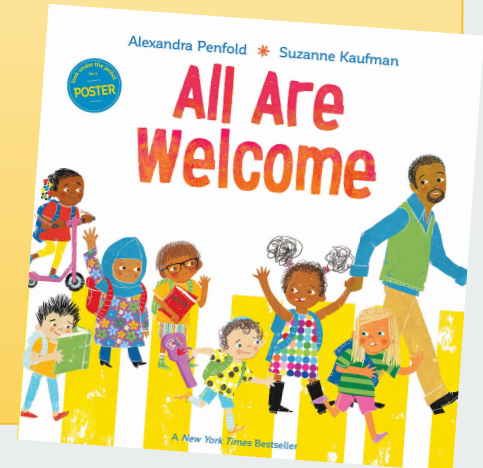
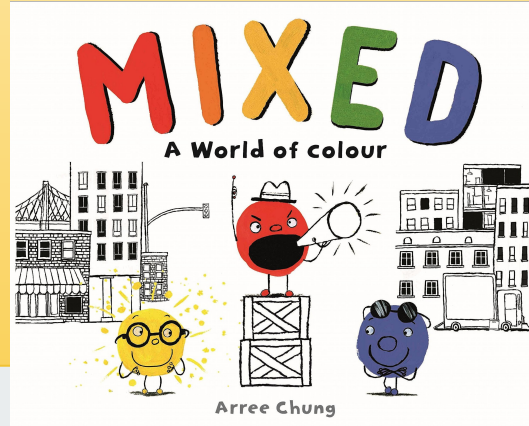
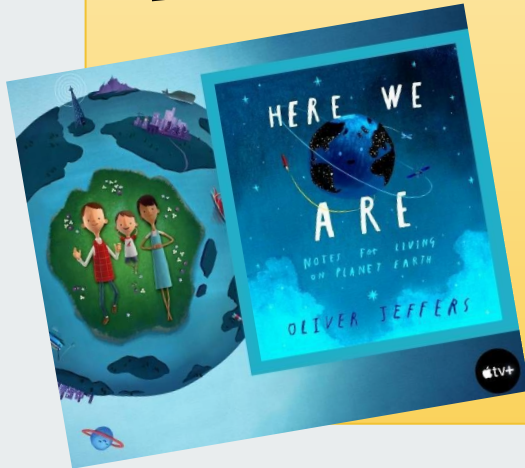
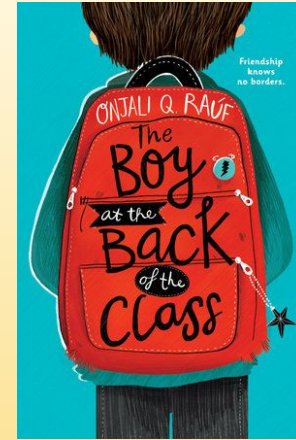
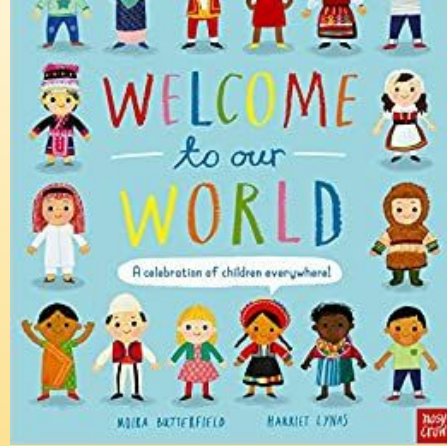


# We are OLM

*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

Our Lady of the Missions Primary School website content:

**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/

**DIVERSITY & EQUALITY TEAM**

2021 TIME CAPSULE PROJECT

CELEBRATING CULTURE & DIVERSITY

OLM'S AROUND THE WORLD COOKING CHALLENGE

This year, OLM was very lucky to have a Diversity & Equality Team. This is made up of members from our school community. We are so grateful to have this team. The 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-renfrewsch.uk](mailto:schoolmail@ourladymissions.e-renfrewsch.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)



## Our Lady of the Missions Primary School

Community Group	Members	School Improvement Plan Priority -
<b>Diversity &amp; Equality Team</b>	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.

### 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





***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](mailto:SchoolMail@ourladymissions.e-renfrew.sch.uk)**





# Our Parents Perspective

Bushra Riaz

*Parent & Diversity and Equality Team Member*



# 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)

QuoteID.com

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

*Nelson Mandela*



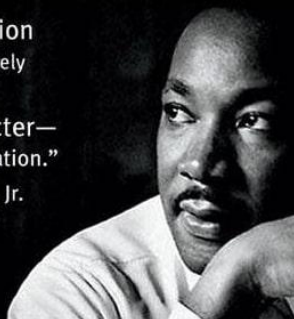
“If you still say that we  
are wasting valuable  
lesson time, then let  
me remind you that our  
political leaders have  
wasted decades through  
denial and inaction.”

Greta Thunberg  
Climate Activist



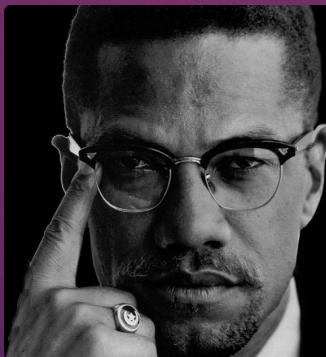
“The function of education  
is to teach one to think intensively  
and to think critically.  
Intelligence plus character—  
that is the goal of true education.”

— 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

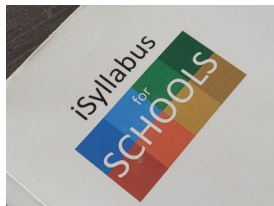
# Education

# 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 Y2.M.4.L.27

## 2.27 Respecting Teachers

Are they the same: those who know and those who do not? (39)

**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

**Key Terms:**

**Adaab:** Good manners

**Akhlaq:** Good morals and character

**Mockery:** Making fun of others

### Respect

All teachers deserve the right to their pupils or students, regardless of whether the teacher is a Muslim, or if they are in a classroom or a masjid. It is important to recognise that the knowledge about the subject being taught is more important than the teacher's religion.

There is no justification for being openly challenging the teacher in a classroom. If a person does not want to be taught, they should take their own leave and leave aside anything focusing on a teacher's shortcomings.

Pupils should show respect to their teachers when asking questions or making comments. It is complimentary and can be a sign of respect to the teacher and the student.

Prophet ﷺ said, "respect the teacher and show respect to the student."

The Qur'an makes a distinction between those who have knowledge and those who do not, thereby stressing not only the status of the teacher, but also the respect that is due towards them.

There is an etiquette that should be adhered to in a classroom. Having good morals and manners is of utmost importance, especially in a classroom setting.

**Activities: Discuss**

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



Muslims should learn about different religions

iSyllabus for Schools Y2.M.4.L.27

### 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 types of bad manners is mockery of others. God states very clearly in the Qur'an, "O you who believe! Let not a person taunt another (arrogantly)." (49:11) No person has the right to consider themselves above another person. Therefore, no 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 he would not be respected. He made dua, "O Allah, if you do not reach a time during which my knowledge is not followed, and I am not honoured" It is important for Muslims to be respectful towards everyone, especially towards their teachers and classmates.

### SUMMARY

Teachers are given a high status in Islam and the importance of seeking knowledge and the importance of having knowledge and being mindful of the way they behave towards their teachers and classmates.

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

**Activities: Write**

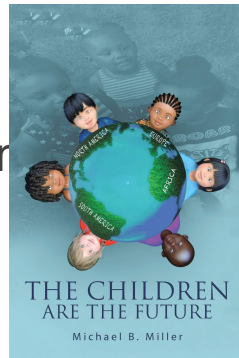
- 1 Write down a list of ways pupils can show respect to their teachers.
- 2 Write down a list of things a student can do if they experience bullying.

# 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*

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

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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



# *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](https://www.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?

ASN : we have authority groups we can direct parents to

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

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

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

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

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

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




# For Updates or More Information...



Website

Twitter

Monthly Newsletters...



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/

## DIVERSITY & EQUALITY TEAM

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« Mar			May »			

### FOLLOW US ON TWITTER

Tweets by @OLM\_Primary

# OLM - Celebrating Culture & Diversity



**Thank you for your  
time**

Please complete our Evaluation Form before you leave:

<https://forms.office.com/r/A65rKbWzre>