

OLM - Celebrating Culture & Diversity

OLM Diversity & Equality Team
18th January @1.30pm



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Agenda - 18.01.21

- Welcome & Overview
- Introductions
- A Context for Diversity & Equality (Council & School)
- OLM's Journey So Far...
- OLM Moving Forward...



Welcome & Introductions

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Our Context

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EAST RENFREWSHIRE COUNCIL EDUCATION DEPARTMENT

Diversity: Driver Diagram

POPULATION OUTCOME	INTERMEDIATE OUTCOME	OUR CONTRIBUTION	CRITICAL ACTIVITIES
The outcome we want is...	We will know we are making good steps along the way when...	So we need to...	By...
<p>East Renfrewshire residents are healthy and active and have the skills for learning, life and work</p>	<p>2.2. Children and young people are included</p> <p>2.3 Children and young people raise their education attainment and achievement and develop the skills they need</p>	<p>Strengthen parental involvement and the representation of all groups in the life and work of schools and early years settings.</p> <p>Reduce barriers which limit the involvement and engagement of specific groups of parents.</p>	<ul style="list-style-type: none"> • Establishing parent volunteer Diversity Champions in each school to: <ul style="list-style-type: none"> ➢ offer insight, advice and support to school Equalities Coordinators and Parent Councils as they work to reduce barriers to parental involvement ➢ identify and liaise with under-represented groups of parents ➢ inform and engage with schools as they further develop inclusive practice in their local context. • Supporting and challenging establishments to increase the diversity of Parent Councils through dialogue and engagement with parents and community groups, in partnership with Diversity Champions and Parent Councils. • Supporting and challenging establishments to increase the diversity of parental participation in school planning and decision making.

East Renfrewshire Council - Diversity Diagram



All children in East Renfrewshire experience a stable and secure childhood and succeed

1.3 Children and young people are cared for, protected and their wellbeing is safeguarded

2.2 Children and young people are included

2.3 Children and young people raise their education attainment and achievement and develop the skills they need

Ensure equality of representation for all groups in learning and teaching, to enable all learners to be successful, confident, responsible and effective.

Promote equality through the inclusion of a more diverse range of cultural and historical themes and contexts for learning across the curriculum.

- Supporting and challenging establishments to promote diversity throughout the curriculum
- Providing professional learning opportunities for Equalities Coordinators and practitioners, to deepen understanding of the role of diverse and equal representation in fostering a sense of belonging and identity in all children and young people
- Working with Equalities Coordinators to evaluate the diversity of themes and contexts for learning within the curriculum and identify areas for improvement
- Sharing best practice and next steps in promoting equality and diversity through learning and teaching across sectors and curricular areas
- Supporting schools to make links across the curriculum between children's rights, global learning, diversity, languages and parental engagement
- Continuing to work with partner organisations to promote tolerance and understanding of diversity across the wider school community
- Engaging in ongoing dialogue with Diversity Champions and Parent Councils about diversity in the curriculum.

East Renfrewshire Council - Diversity Diagram



<p>East Renfrewshire residents are healthy and active and have the skills for learning, life and work</p>	<p>2.1 Residents have the right skills, learning opportunities and confidence to secure and sustain work. (Fairer East Ren outcome)</p> <p>2.2 Children and young people are included</p>	<p>Develop greater awareness and understanding of the importance of a diverse teacher workforce and reduce the barriers to achieving this.</p> <p>Ensure minority ethnic young people see teaching as a positive</p>	<ul style="list-style-type: none"> • Including in leadership programmes content that develops understanding of how everyday racism, institutional racism or unconscious bias impacts in the workplace and steps towards addressing this • Ensuring the need to recruit and support a diverse workforce is understood by all relevant staff • Recognising and supporting aspiring minority ethnic teachers and encouraging them to apply for promotion; this will involve examining in partnership with ethnic minority teachers how
		<p>career choice in which they can succeed and progress.</p>	<p>racism, institutional racism, unconscious bias and lack of awareness act as blocks to the promotion of BAME teachers</p> <ul style="list-style-type: none"> • Working with local and national partner organisations to encourage and support minority ethnic young people to identify teaching as a career choice.



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...

OLM Languages

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	5
Mandarin/Chinese	2
Portugese	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)



Ensure Diversity is
celebrated throughout the
School Community...

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



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Our Journey So far...

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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.

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

Languages...

4. Here are some additional languages that we speak or know some words from...

1-300 | 346 < >

105	anonymous	French
106	anonymous	Some words of French, Mummy is fluent in Spanish. (Learned at school/uni)
107	anonymous	SPANISH, CHINESE
108	anonymous	I also speak Russian as I had been learning both languages since I was born.
109	anonymous	French Pushto Scots Urdu English
110	anonymous	Bonjour
111	anonymous	English
112	anonymous	URDU
113	anonymous	French, Spanish and German



Culture...



3. The cultures that make up our family include... (e.g. Where in Scotland or in the wider world did your parents, grandparents or extended family grow up?)

1-300|346 < >

220	anonymous	My mum's family are from Donegal in Ireland and my dad is from Algeria
221	anonymous	My mum grew up in Pakistan and my dad grew up in Glasgow and we are Muslim
222	anonymous	Scotland- Partick, Bishop briggs, Barhead, Giffnock. Barra, Outer Hebrides. Ireland- Co. Mayo, Cork, T England.
223	anonymous	my mum is born in pakistan and dad is born in bradford my religion is muslim
224	anonymous	Italian, Scotland
225	anonymous	Glasgow, Spain, London, Germany.
226	anonymous	Ireland , Scotland
227	anonymous	My parents are from Pakistan PK
228	anonymous	Italy & Ireland & Northern Ireland
229	anonymous	Scotland ,England, Ireland

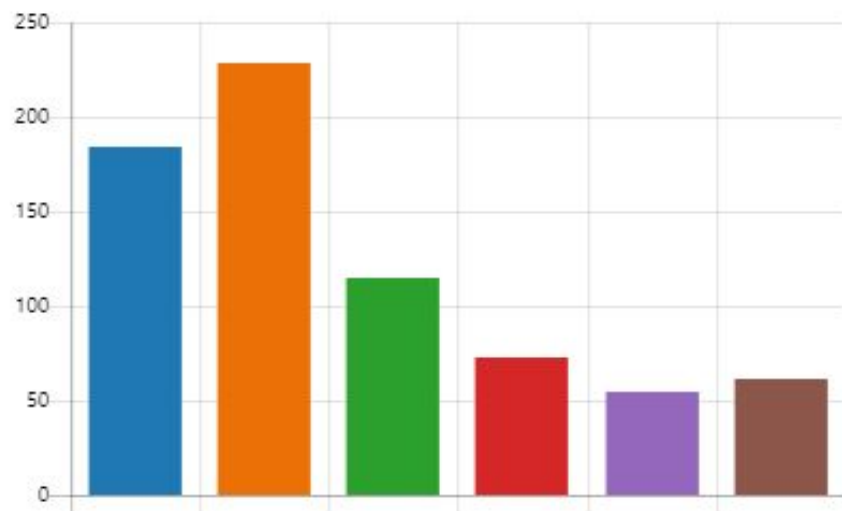
Moving Forward



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](#)

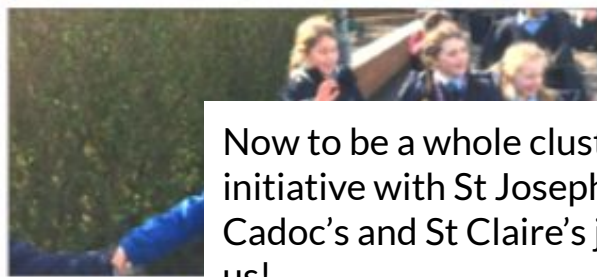
● International Day Celebration ...	184
● OLM's Around the World Coo...	228
● OLM says Hello (A video initia...	115
● Diversity Champions Group (A...	73
● Open Forum for Parents: Feed...	55
● None of the above	61





We are OLM

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

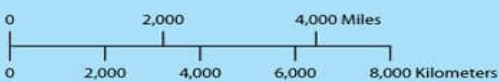


Now to be a whole cluster initiative with St Joseph's, St Cadoc's and St Claire's joining us!



Welcome to OLM's Around the World Cooking Challenge!

- | | | | |
|---------------------------|---------------------|-----------------------|----------------------------------|
| 1. Netherlands | 10. Austria | 20. Oman | 30. Montenegro |
| 2. Belgium | 11. Hungary | 21. Togo | 31. Kosovo |
| 3. Luxembourg | 12. Serbia | 22. Benin | 32. Palestinian Territories |
| 4. Switzerland | 13. Moldova | 23. Cameroon | 33. St. Vincent & the Grenadines |
| 5. Slovenia | 14. North Macedonia | 24. Equatorial Guinea | |
| 6. Croatia | 15. Albania | 25. Rwanda | |
| 7. Bosnia and Herzegovina | 16. Cyprus | 26. Cambodia | |
| 8. Czechia | 17. Lebanon | 27. Panama | |
| 9. Slovakia | 18. Guinea-Bissau | 28. Malawi | |
| | 19. Guinea | | |





Today's Recipe:

Pakora & Chapati



School Wide Events...

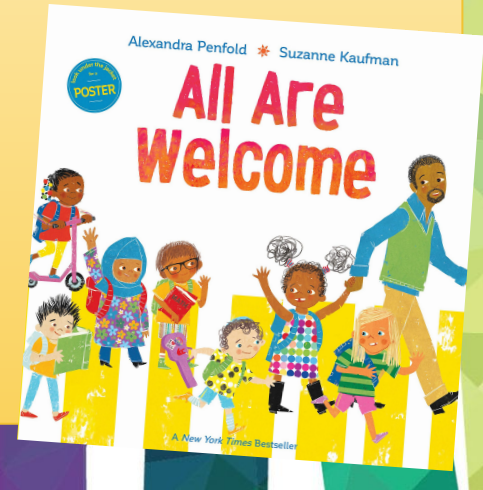
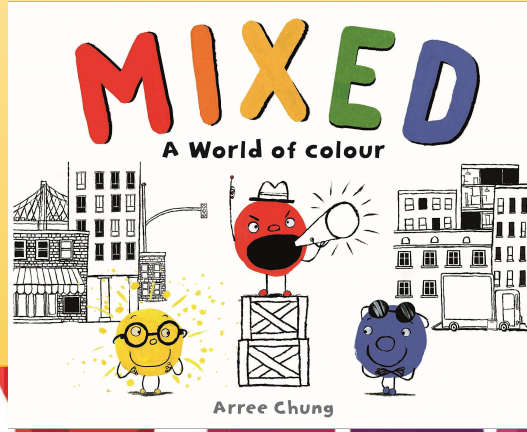
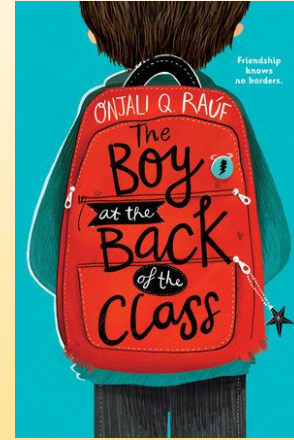
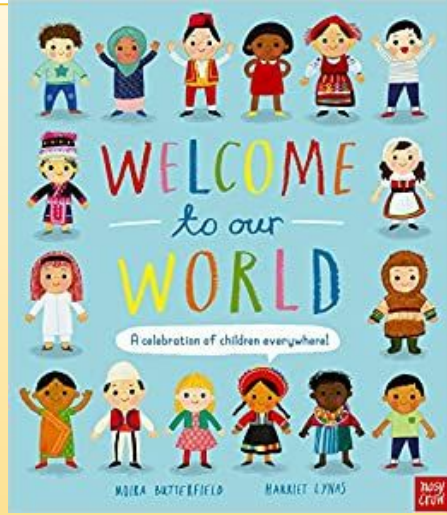
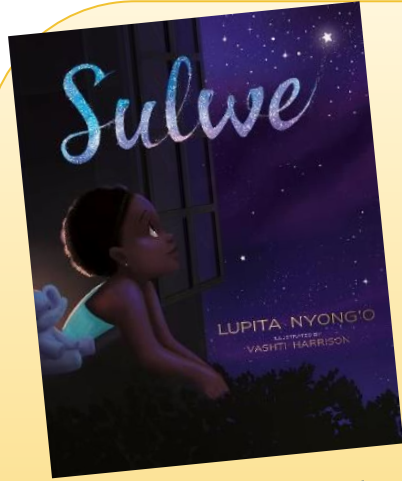
- Whole School Survey
- OLM's Around the World Cooking Challenge
- OLM says Hello
- We Are OLM



OLM Says "Hello"



Diverse Literature



Parent
Forum -
26th
May

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

The background of the slide features a stylized graphic of several hands reaching upwards. The hands are rendered in a low-poly, geometric style with a variety of colors including green, yellow, orange, red, purple, and blue. The hands are positioned as if they are holding up a central yellow banner.

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Moving Forward...

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Diversity and Equality Aims and Objectives 2021-2022

Diversity & Equality Team

Aims and Objectives

2021-2022



As a team, we commit to the following. We aim to:

- Offer insight, advice and support to school Equalities Coordinators and Parent Councils as they work to reduce barriers to parental involvement and to look for ways to build relationships with all groups within the school, particularly minority groups.
- **Identify and liaise with under-represented groups of parents**
- **Inform and engage** with schools as they further develop inclusive practice in their local context.
- Implement elements of the Diversity Driver Diagram (see link below) by following a two tiered approach: **Events & Embedded Curriculum Rationale**
- Promote equality through supporting a diverse range of cultural and historical themes and contexts for learning 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'*)

We will do this by:

- Meeting regularly to discuss current events relevant to the pupils and staff within the school.
- Sharing our views openly and honestly with the wider members of the team
- Discussing ways of supporting the school in delivering a diverse range of cultural and historical themes which are relevant to our children and their lives.
- Supporting the school with key events that take place in relation to language, culture, religion, tradition, equality, inclusion and diversity.

[Relevant Documentation & Links](#)

Curriculum Development Staff Team (Jan - March 22)

- Staff committed to supporting these aims and objectives, and to working with our Bilingual Learners.

Diversity & Equality Team

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[Relevant Documentation & Links](#)



Some of our key work so far:

- Discussed and supported a range of initiatives
 - We are OLM
 - Around the World Cooking Challenge
 - Building in Diverse Literature
 - OLM Says Hello
- Developed 'Aims and Objectives' for moving forward
- Hosted a Parent Forum with 18 participants: Wider Discussion around Race and Culture
- Delivered a **Parental Equality Survey** to receive feedback around what support Parents would appreciate.
- Established our Pupil Council as a group whose responsibility is standing up for the rights of all pupils within the school.



Moving Forward

We are OLM - Language & Culture Celebration
Thursday March 17th? - date tbc

Language & Culture Club
Tuesday 15th Feb - 29th March

Cost of the School Day Approaches
Cooking Challenge
OLM Says Hello

Supporting Bilingual Learners (Spanish)



Moving Forward - Team Led?

International Day Celebration - Term 3 Diversity Champions Pupil Group Open Forum for Parents

Ideas

- Newsletter?
- Brochure?
- Online Forum?
- Speakers?

OLM's Around the World Cooking
Challenge

OLM says Hello

Diversity within our Literature &
Wider Curriculum...



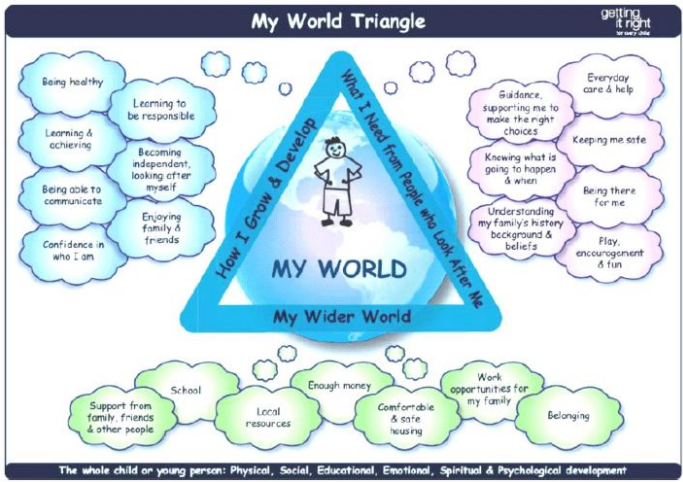
Moving Forward

Additional Support Needs



equally safe at school

a whole school approach to preventing gender based violence



THE COST OF THE SCHOOL DAY

OLM - Celebrating Culture & Diversity



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