

OLM - Celebrating Culture & Diversity

OLM Diversity & Equality Team
June 2022



OLM



Agenda - Term 3

- Welcome & Overview
- Introductions
- 2021 - 2022: A Year in Review...
 - Pupil Sharing (Muhammad & Penny)
- Moving Forward...
- **Final Thoughts**



Welcome & Introductions



Ensure Diversity is
celebrated throughout the
School Community...

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

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...
East Renfrewshire residents are healthy and active and have the skills for learning, life and work	<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.



A Year in Review...



We aim to achieve this through:

- 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'*)

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](#)

Welcome to OLM's Language & Culture Club

*Part of our 'We Are OLM'
whole school project.*

Dates

Primary 5-7: Mondays (14th Feb - 21st March)

Primary 2-4: Tuesdays (15th Feb - 22nd March)





We are OLM

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

OLM's Language & Culture Club

Lasting for 6 weeks throughout February & March

A family club for parents & Pupils to attend

Exploring the traditions, cultures and families of our amazing OLM Pupils

Please come to the Junior Department Office (Primary 5 doors)

Overview



- Review last meeting minutes
- Diversity & Equality Team: Aim and Objectives
- Language & Culture Club
 - Volunteers to lead weeks

Week 1		Week 2		Week 3		Week 4		Week 5		Week 6	
<i>My Family Tree</i> <i>(L.Jackson)</i>		<i>Languages & Words</i>		<i>Foods we love</i>		<i>Clothes we wear</i>		<i>Traditions & Festivals we celebrate</i>		<i>Showcase</i>	
14.02.22 Monday	15.02.22 Tuesday	21.02.22 Monday	22.02.22 Tuesday	28.02.22 Monday	01.03.22 Tuesday	07.03.22 Monday	08.03.22 Tuesday	14.03.22 Monday	15.03.22 Tuesday	21.03.22 Monday	22.03.22 Tuesday
P5-P7	P2-P4	P5-P7	P2-P4	P5-P7	P2-P4	P5-P7	P2-P4	P5-P7	P2-P4	P5-P7	P2-P4

- Language & Culture Celebration (31st March)



Week 1: Family Tree & Introduction

Week 2: Languages & Words we know

Week 3: Foods we love

Week 4: Clothes we wear

Week 5: Traditions & Festivals we Celebrate

Week 6: Welcome to OLM



OLM Language & Culture Club

- 39 Pupils over both the after school and lunch time clubs, from Primary 2-7
- 12 Parents
- 5 OLM Staff Members
- Over 2 months

OLM Language & Culture Club



2. How would you rate the club in terms of success? (0 point)

[More Details](#)



4.57 Average Rating

3. How would you rate the activities prepared for the children to complete? (0 point)

[More Details](#)



4.43 Average Rating

4. How well do you feel your child enjoyed participating in the club? (0 point)

[More Details](#)



5.00 Average Rating

5. Which week did you enjoy the most? (for parents who attended the after school club) (0 point)

[More Details](#)



6. Which week did your child enjoy the most? (0 point)

[More Details](#)





Thank you very much for organising this. Absolutely loved it. I feel my son has become much more confident with sharing his culture and beliefs.

Many thanks for arranging and running the club. Think it's so important to celebrate diversity and appreciate other cultures and religions and this was a great way to do that.

Thanks, it's been really great seeing the kids have an opportunity to present and collaborate with others.

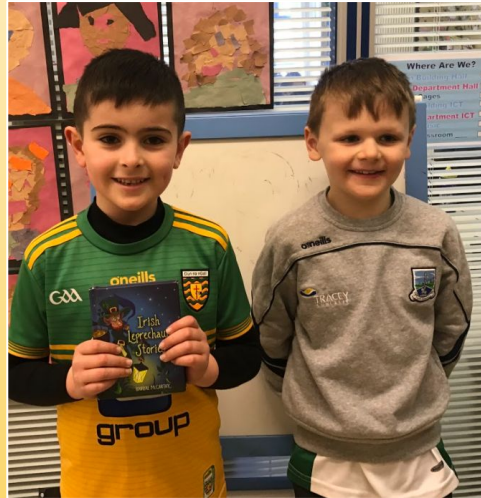
has attended only 3 sessions but she loved it straightaway, as did her friend that accompanied her for support. She told me about the session on "not touching anyone's hair or gossiping about others because of their hijab, skin colour or their religion". That was music to my ears. I "know" for sure that this initiative should and must be a priority. It will save the kids a lot of pain later on in life if they have to learn these lessons as adults. It is our duty to help them to grow into adults with a broad worldview and capable of thriving in any social or work environment. The world is increasingly diverse and cultural competence is going to be required by most employers or clients. What I hear every adult, regardless of background, say is this - "no one taught us this in school" or "no one in my family told me this". I want to personally thank you for the amazing work that you are doing. Keep going. You are changing lives. I hope all schools across Scotland adopt this.



Language & Culture Celebration

OLM

OLM Language & Culture Celebration







Muhammad & Penny

OLM Language and Culture Club

Language and culture club

Recently, for an hour after school, OLM has made a small club which talks about the large variety of cultures in our school. It lasted for six weeks, and each week there was a different topic, that we discussed.

On the first week, we talked about Family trees. On the second week, we talked about languages. On week three, we talked about foods from different cultures. On week four, we talked about cultural clothing. On week five, we talked about traditions and festivals, and on week six, we made a presentation about our progress over the last five weeks.

I really liked the club as we talked about different peoples backgrounds, and in school, we sometimes learn about this, but not always. Because of this club, we were able to learn more about other people and helped us connect to them too. I think that OLM has done a great job with is because we have a diversity group for adults and language and culture club for children

Language and culture celebration



On the Language and culture celebration children and teachers were allowed to wear clothes from own culture from sharwal kameez, kilts and kippahs too. On that day we learned a lot about different cultures and traditions. Like the clothes and foods. On that day me, and a few other people went around the classes and got children (on video) to speak some words in different languages and to talk about their cultural backgrounds

It was really beautiful to watch children to be so proud of their culture. They were all so confident about who they are and I think that the language and culture club really encouraged these children to tell people about THEM and what makes THEM unique.

My advice for anyone in this school, adults or children, who want to share their culture is to find people who are interested. People who want to learn about your culture. And to not be scared to do that.

Foods (By Penny)

On the 3rd week of Language and Culture club, Leo and Marie's mum brought in lots of different foods from different cultures. We had to taste all the foods then try guess which culture they were from. There were some cheese oatcakes from Scotland, some prawn crackers from Korea, some spicy lentils from India and some Jewish flatbread, all of which were delicious! For some of the weeks at the club, Muhammad's mum brought in some Pakistani food, which was very good too.


I loved trying it all because I come from an 100% Scottish and Irish family and I don't have foods from other cultures (except Italian) that often, and I know a lot of other people in OLM are the same. That's why I think the club was such a good idea, because it lets people who only really know one culture to find out about all their friend's cultures and tell everyone one about their own.



Moving Forward...



School Improvement Plan Priorities

A C H I E V E M E N T	<p>Inclusion, Diversity & Equality</p> <p>All children and young people feel very well supported to do their best. Learners, parents and carers, staff and partners feel that they are treated with respect and in a fair and just manner. We understand, value and celebrate diversity and challenge discrimination.</p>	<ul style="list-style-type: none"> Develop Diversity through the curriculum' through the introduction of increasingly diverse literature, social studies topics and HWB discussions. Update effective systems to ensure consistent recording and moderation of ASN needs at school level. Implement recommendation from the ERC ASL Review by referring Staff & Parents to appropriate professional learning resources. 	<p>PT2 Parent Council Sub Group - Diversity & Equality Team</p> <p>PT 2 DHTs (as relevant)</p>	<p>Aug 2022 - June 2023</p> <p>Aug 2022 - Dec 2022</p>	<p>ERC Diversity Driver Diagram</p> <p>ERC ASL Review - Dec 2021 Addressing Dyslexia Toolkit Autism Toolbox</p>	<p>Parent Council/D&E Team Meetings (termly)</p> <p>Forward Planning</p> <p>Curriculum Development </p>
L E A R N I N G	<p>Partnerships</p>  <p>Parents and carers are supported to actively and meaningfully engage in their children's learning and life at school.</p> <p>A school community where communication, collaboration and consultation are at the heart of Parental Engagement and our Partnership work.</p>	<ul style="list-style-type: none"> Train and implement parent play leaders in P1 and P2 (open areas) Create videos on 'how to help your child' with reading and phonics in infant department Create opportunities for parents to work with pupil leadership groups in embedding their action plans. Seek opportunities for parental partnerships to develop pupil skills Work with parents to promoting positive relationships and communication around ASN; Development of a Family Friendly Charter Statement Achieve 'Gold Family Centred Approaches Award' Implement the updated Parental Engagement & Involvement Strategy by: <ul style="list-style-type: none"> Updating the School Handbook in consultation with parents Increase diversity of parent council Raise Awareness of Education Scotland's Parental Toolkit. 	<p>PTs</p>	<p>Aug 2022 - June 2023</p>	<p>Parental Involvement and Engagement Strategy 2022-2024/5 (ERC)</p> <p>Report on Parental Involvement Strategy 2018-2021</p> <p>Parental Involvement - ERC Documentation</p> <p>Education Scotland Parental Toolkit</p>	<p>Parent Feedback</p>

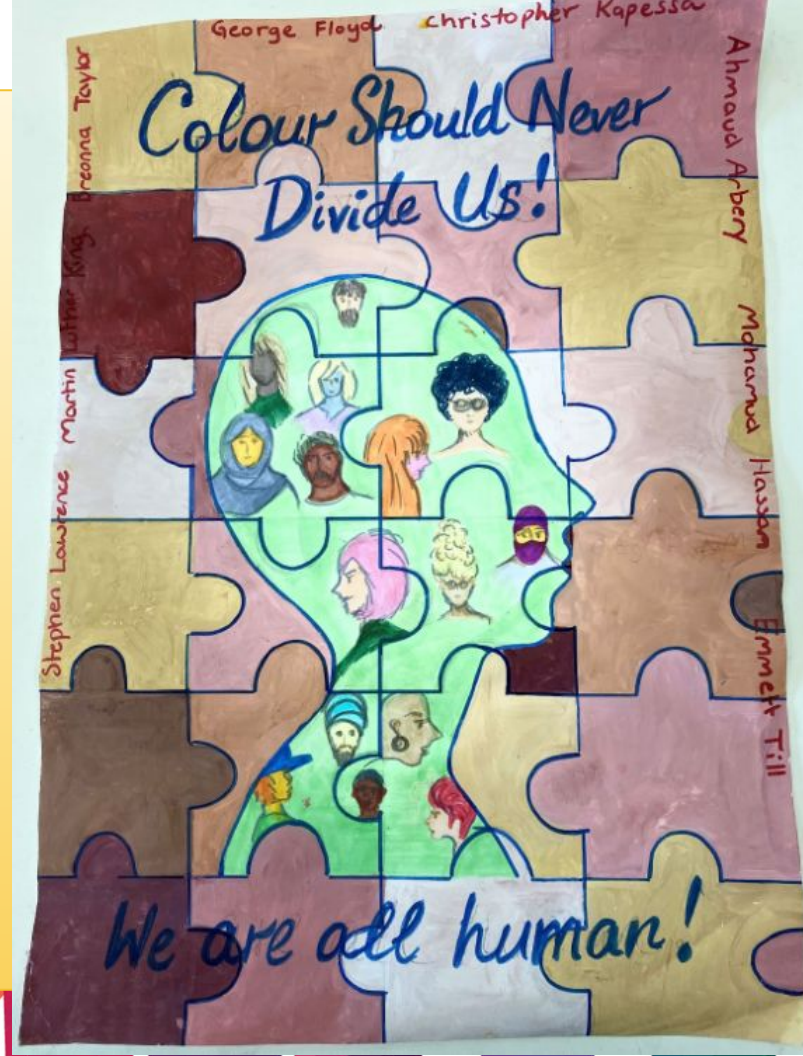


Moving Forward

- Continue initiatives like '**Language and Culture**' club to give children a forum in which to explore their own backgrounds in unity with their peers.
- Look at the ways we are discussing '**Racism**' with our pupils. Continuing to pull on the huge amount of resources currently in use within the school: E.g. Show Racism the Red Card.
- Look for ways to invite parents into this discussion and bring it to the wider **Parent Council** and Parent Staff Association.

Building a Language & Culture of Respect

Show Racism
the Red Card...





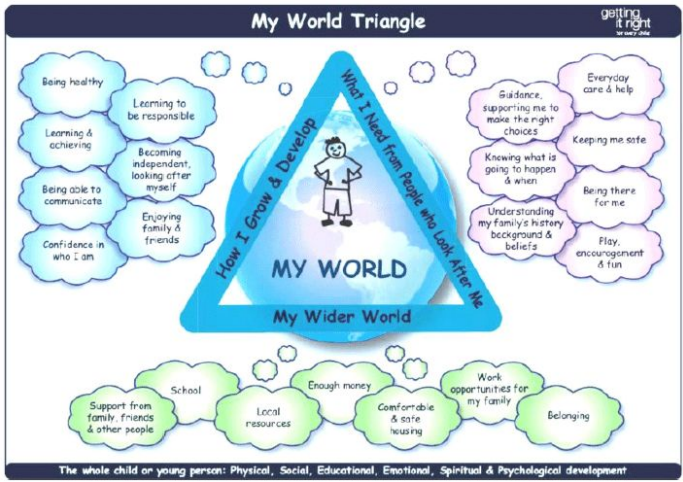
Moving Forward

Additional Support Needs



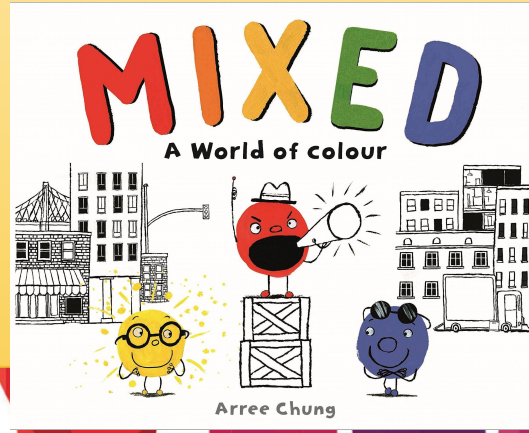
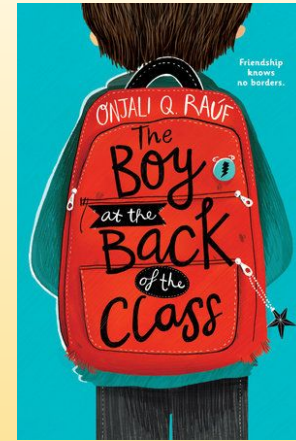
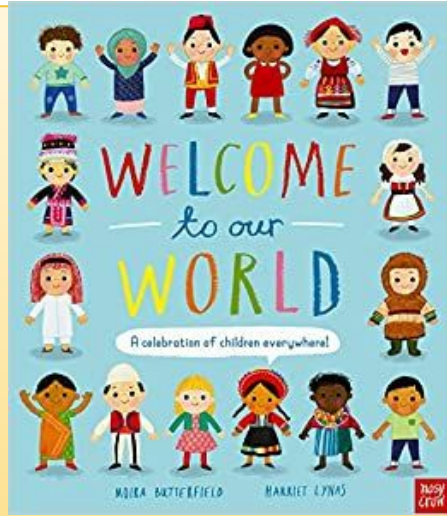
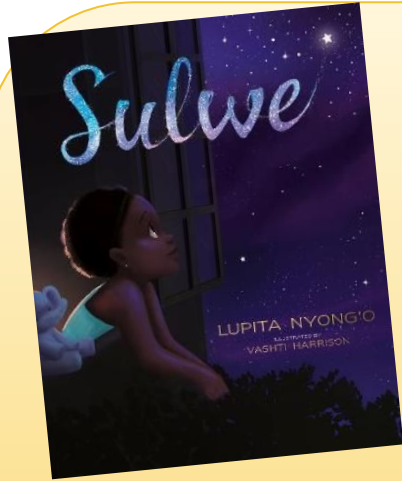
equally safe at school

a whole school approach to preventing gender based violence



THE COST OF THE SCHOOL DAY

Diverse Literature



Wider Contexts for Culture & History - Social Studies



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January 21 2021

Global citizenship, equality and diversity – one teacher's personal journey

As we continue to pull ourselves through these times of uncertainty and anxiety, what has been keeping me afloat are the networks and relationships I have managed to build, despite the physical barriers we are all facing.

Lockdown, I feel, has offered many of us the opportunity to delve into personal and professional interests that we only thought about occasionally but could never find the time for. The ability to 'travel' and connect with other colleagues all through the safety of virtual meetings has made professional development and learning more accessible than

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About the author:
Nuzhat is a Glasgow primary teacher, specialising in the teaching of global citizenship and anti-racist education. She sits on the Board of Trustees of WOSDEC and the EIS Antiracist Sub Committee.



Search



Diversity and Inclusion: Lessons In Friendship and Love | Maryam Elassar | TEDxAmanaAcademy

Black Lives Matter Movement

History and Modern Studies Department, St Ninian's High School



Discussion around Potential Literature for Pupils

Parental Ideas...

- *My Hair - Hannah Lee*
- *Freddie & The Fairy - Julia Donaldson & Karen George*
- *Planet Omar: Unexpected Super Spy - Zanib Mian*
- *Can you see me - Libby Scott & Rebecca Westcott*
- *Here we are - Oliver Jeffers*
- *Mixed - Arree Chung*
- *The Boy at the Back of the Class - Onjali Q. Rauf*

OLM - Celebrating Culture & Diversity



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