



Intercultural/Inclusion Policy

Introductory Statement:

This Intercultural Policy was developed during the academic years 2014-2015, was discussed at Staff level and presented to the Board of Management for ratification.

Rationale:

We at Scoil Naomh Bríd feel, given the changing face of Irish life and especially the changing diversity of our school population, an intercultural policy which promotes inclusion is necessary for the provision of an education which celebrates and protects that diversity.

Relationship to the Characteristic Spirit of our School:

Through this policy we endeavour to provide an education which respects, celebrates, protects and recognises the normality of diversity within modern Irish society and the world at large. We also endeavour to promote equality and human rights, challenge unfair discrimination and champion inclusion in our school.

Aims:

Through this policy we hope to:

- Normalize cultural and ethnic diversity in our school
- Promote justice, equality of opportunity and fair treatment for all and thereby allow all pupils, irrespective of their ethnic origin, to achieve the level of success and self respect which they deserve, whilst retaining their cultural identity.
- Prepare children for life in a complex multicultural society
- To provide a safe and welcoming place for all of its members.
- To provide a curriculum, which emphasizes the positive aspects of all cultures
- To provide an effective language support programme for all pupils who need it.
- To integrate pupils as quickly as possible into all mainstream learning and activities of the school.

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- To adopt the view that cultural diversity is a positive advantage.
- The teacher will, by careful use of language and choice of resources, avoid reinforcing stereotypical views of society.

Guidelines:

Enrolment of newcomer pupils:

Information regarding newcomer pupils' religious and linguistic background is included on the school enrolment form. Parents are also asked about the child's religious and language abilities during the initial BIAP interview before the child begins school. Welcome booklets are available for newcomer parents with information about the Irish educational system as well as the local community.

Vision Statement/School Ethos:

Scoil Naomh Bríd is a Roman Catholic School which has been established in connection with the Minister for Education and Science. It aims at promoting the full and harmonious, development of all aspects of the person of the pupil; intellectual, physical, cultural, moral and spiritual, including a living relationship with God and with other people.

The school models and promotes a philosophy of life inspired by belief in God and in life, death, and resurrection of Jesus Christ. Scoil Naomh Bríd as a Catholic school provides religious education for the pupils in accordance with the doctrines, practices and traditions of the Roman Catholic Church and promotes the formation of the pupils in the Catholic Faith.

While Scoil Naomh Bríd is a school with a Catholic Ethos it recognizes and respects other religions and beliefs.

All children in our care are cherished and their cultural and religious background respected.

Induction of new children/Providing a welcoming environment:

When possible, the Principal greets the parents before a child's first day at school to explain the school ethos and relevant policies. She gives a tour of the school and introduces the child to her new teacher. The school secretary provides a booklist, school calendar, P.E and Irish Dancing Timetable and explains the school uniform.

Upon arrival to the school the child is welcomed into the classroom and every effort is made to find another child who speaks the same language both in the classroom and in

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the yard. This support is continued until the class teacher and EAL teacher feel the child should be actively encouraged to become a more independent learner. The mother tongue is always respected and encouraged.

The EAL teacher assesses the child within the first two weeks of attendance (see EAL Policy) and includes the child in an EAL group where appropriate.

Home/School Links & Parental Involvement:

All parents are welcome and encouraged to become active in the school.

Several policies are available in various languages. This is an ongoing process as our school population changes.

Information booklets about the Irish educational system and the local community are available for newcomer parents

Communication between the school and all parents includes Text a Parent, school website (<http://www.scoilnaomhbrid.com>) and our facebook page.

The Parents Association welcomes and encourages all parents to become involved.

Homework/In class work:

Work is differentiated for the newcomer child until she is able to participate fully at her class level.

Parent-Teacher Meetings:

Parents whose English language skills would prevent meaningful communication during the Parent-Teacher Meeting are encouraged to bring a trusted friend to interpret.

Teachers are made aware of the Parent-Teacher Report Cards available which may help during PTMs.

Children are not allowed to translate during Parent-Teacher Meetings.

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Links to the Mother Tongue and First Culture:

Children are actively encouraged to share their home culture in the classroom. Festivals from around the globe are celebrated in the school. We celebrate the mother tongue through the Language of the Term Programme where we learn a few phrases and background information about one country/language per term.

Staff Development:

All staff have been made aware of the INTO Intercultural Guidelines for Schools and Intercultural Education in the Primary School, Guidelines for Schools and are made aware of new publications as they appear.

Staff are made aware of workshops/courses and seminars in the field of EAL and Interculturalism as they become available.

Policies:

Code of Behaviour

Scoil Naomh Bríd aims to achieve a happy, secure environment where children can develop to their full potential. It is necessary to provide a framework within which this can be achieved. In this Code of Behaviour we pay particular attention to the needs and circumstances of our school. Consideration will be given to the individuality of each child. We acknowledge the right of each child to education in a relatively disruption – free environment. Teachers will be aware of children with special educational needs. They shall take cognizance of these needs and respond appropriately. Our school rules are devised with regard for the health, safety and welfare of all members of our school community.

As referenced above, the School Code of Behaviour acknowledges each child's individuality and learning needs. There is a high level of good behaviour expected from all students to achieve the happy, secure learning environment to which we strive.

Anti-Bullying Policy

Our Anti-Bullying Policy references identity-based bullying specifically. Such behaviour will be dealt with as per the Anti-Bullying Policy (see Anti-Bullying Policy).

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Attendance

The aims of the attendance policy in Scoil Naomh Bríd are to:

- *Encourage pupils to attend school regularly and punctually.*
- *Share the promotion of school attendance amongst all in the school community.*
- *Inform the school community of its role and responsibility as outlined in the Education (Welfare) Act.*
- *Identify pupils who may be at risk of developing school attendance problems.*
- *Ensure that the school has procedures in place to promote attendance/participation.*
- *Develop, subject to available resources, links between the school and the families of children who may be at risk of developing attendance problems.*
- *Identify and remove, insofar as is practicable, obstacles to school attendance,*

The school will ensure that:

The importance of school attendance is promoted throughout the school.

- *Pupils are registered accurately and efficiently.*
- *Pupil attendance is recorded daily.*
- *Parents or guardians are contacted when reasons for absences are unknown or have not been communicated.*
- *Pupil attendance and lateness is monitored.*
- *School attendance statistics are reported as appropriate to:*

The Child and Family Agency (The Education Welfare Board).

The Education Welfare Officer

The Board of Management

Parents are made aware of the School Attendance Policy.

When necessary, the class teacher and/or Principal may discuss attendance with parents to explore ways of improving attendance.

The school actively discourages taking children out of school to avail of lower-cost holidays.

Assessment and Cultural Diversity

Children with additional language needs are supported through EAL instruction until they achieve B1.3 in four language areas (see PSAK Toolkit) or until the class teacher, in

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collaboration with the EAL teacher, deem the child able to access the curriculum in the classroom.

All available efforts are made to take account of cultural differences when analysing test results.

Special Needs

Referral to a NEPS psychologist will follow the Policy on Special Needs (see policy). The NEPS team will be made aware of the language needs of both the child and the parents as appropriate.

Curriculum:

All children have access to all areas of the curriculum. Parents have the right to absent their child from religious education. No child will be eliminated from activities, competitions or projects due to their race or religious belief.

Teachers are encouraged to acknowledge special celebrations of different world religions relevant to their class, e.g. Diwali in October or Chinese New Year. Parents from other religious backgrounds are also a great resource. The Catholic ethos of the school will always be to the foreground as we celebrate diversity in our school.

As new policies are revised and drawn up an intercultural component will be included.

Resources:

Textbooks and other classroom materials are chosen to reflect the reality of modern Ireland

BiLingual or Second Language signs are prominent around the school

We participate in the Show Racism the Red Card Art Competition/Wear Red Day annually

We have a Language of the Term Programme.

Bi Lingual books and culturally diverse books are kept in the EAL room.

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Success Criteria

We will deem this policy successful if the following criteria is fulfilled:

- The school community experiences a welcoming, supportive and inclusive learning environment, which fosters the development of self-esteem and the full potential of each child
 - Cultural and ethnic diversity is seen as the norm in Irish life
 - The school community understands the importance of a sense of justice, equality and fair treatment for all
 - The school feels safe and welcoming for all
 - Language learners access the curriculum in a timely manner
 - Our curriculum emphasizes the positive aspects of all cultures and ethnic groups
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Roles and Responsibility

It is the overall responsibility of the principal to ensure that teachers are aware of the Intercultural Policy.

The EAL teacher will have specific duties for the implementation of the policy.

The Parents Association will ensure that Newcomer Parents are made aware of the role and function of the association and will encourage their participation by giving a talk at the Newcomer Parent Meeting held in June.

Timeframe for Implementation

The decisions as laid out in this policy takes effect from May, 2015.