

## **Inclusion (Equality, Intercultural and Anti-Racism Policy)**

### **Rationale behind the Equality, Intercultural and Anti-Racism Policy**

This main purpose of this policy is to help our young students to develop respect for one another in the immediate and broader community regardless of differences in gender, race, religion, social background or disability and to celebrate those differences in a positive way.

### **Philosophy and Ethos of Saint Patrick's National School**

Saint Patrick's National School is a mixed, vertical Catholic Primary school. Our ethos emphatically includes affirmation, respect and inclusiveness. This is reflected in all school activities on an integrated cross-curricular basis and is actively encouraged in all unconscious learning situations throughout the school.

### **Aims of this Policy**

The aim of this policy is to ensure that all activities, policies and programmes are developed and delivered with respect and are a positive celebration of difference, always being mindful of the moral, conscientious, religious, cultural and linguistic principles of all within the school community.

### **Management of the Policy**

The emphasis of the policy is on the development of a just, harmonious and secure community within our school. The school recognises that the promotion of interculturalism is central to the successful implementation of this policy.

Interculturalism is promoted through:

1. Inclusion as part and parcel of all school initiatives and events.
2. Working with outside agencies
3. Raising awareness in the school community

Saint Patrick's is an inclusive school. The Board of Management fully supports the ethos of inclusion. At whole school level, we acknowledge the customs, feast days and languages of our new Irish pupils. All school initiatives are developed so as to reflect the multicultural nature of the school.

These include:

- Coffee Morning for EAL parents. (2006 and 2007).
- Homework Club for EAL pupils ( 2006-2008 funding dependent)
- The Percent for Art Project ( 2007/08)
- The formation of the Student Council (2007/8)
- Clothes from around the world display(2007)
- Wear national costume day (2007)
- Ethnic stalls at Christmas Fair (2007/ 2009/2010)
- Intercultural Committee (2007/08)
- The dual language books project (2008)
- The initiation of arrangements to twin with a school in Romania (2008/09)
- Mixed cultures schools' camogie blitz (2008/09)
- Buddy system for new EAL pupils from 1<sup>st</sup> class up.
- Parent to parent (a dual language parent helping a parent who speaks only the mother tongue)
- Intercultural Workshop (2006) Feedback from the parents themselves informed us that while new Irish parents like to see their culture and language acknowledged, they prefer not to be singled out as a separate group.
- Anti-racism training for members of staff 2010.

Working with outside agencies:

- Blanchardstown Area Partnership re local multicultural events/initiatives, funding for school based projects, discussion fora.
- National Parents Council (NPC) programme for migrant parents ( 08/09)

- Deputy Principal is part of a local lobby group seeking to set up translation/interpretation services for schools in the area.(08/09)
- Principal working with cross border Leadership Development Group in the promotion of inclusion.
- Principal/Deputy Principal promoting national policy through engagement with TCD.

#### Raising Awareness in the school community:

- Pupils  
School Ethos of mutual respect and tolerance SPHE Programme.
- Staff  
Discussion of issues/solutions/feedback from courses at whole staff level.  
Many staff attending/have attended courses on EAL/interculturalism
- Parents  
Involvement of the majority and the minority parents in school based activities/events.  
Parents as 'helping hands'  
Raising awareness of events through weekly Newsletters.  
Directly addressing issues of concern.

In line with the 1998 Education Act and the Equality Act 2002, pupils with special needs are enrolled in Saint Patrick's (Refer Admissions Policy and SEN Policy). The promotion of inclusion underpins the learning experience for all such children.

#### **Review and Evaluation**

The Equality, Intercultural and Anti-Racism Policy will be reviewed by the Board of Management in the light of changing needs.