MULTICULTURAL DIVERSITY POLICY

Rationale:
- Ours is a multicultural school located within a multicultural community. In order for our school to truly reflect the needs and aspirations of our students and their families, we need to ensure that their multicultural rich backgrounds are recognised, catered for, celebrated and valued.

Aims:
- To develop a school ethos that reflects, responds to and values multiculturalism; to ensure that learning experiences provide opportunities for knowledge & awareness of other cultures.

Implementation:
- Multicultural diversity enriches our school community. Ours is a school in which diversity is valued for the vitality it brings to everyday life – the school’s philosophy, the composition of the student body, and the attitude of the staff lead to a natural acceptance of multiculturalism.
- Our school curriculum, leadership and management practices promote and affirm principles of multicultural diversity.
- We ensure that learning experiences recognise, value and build on students’ backgrounds and experiences.
- Our school code of conduct, discipline policy and dress code, and our school charter all acknowledge and cater for our cultural diversity.
- Our school will ensure that all groups who are affected by decision-making outcomes are consulted, will be represented as members of decision-making bodies, will have their input treated fairly, and decision-making processes and outcomes will be meritorious.
- All staff will model culturally inclusive behaviour, and report to the principal any behaviour that appears racist, discriminatory, prejudiced or culturally biased.
- We will continue to provide culturally inclusive settings for staff and foster & promote a sharing of ideas through activities such as whole school & centre based professional development days, whole school coordinators meetings, and whole school social functions.
- Multiculturalism will be regularly celebrated in our school community. Multicultural days, concerts and celebrations will showcase our various community cultures. Visiting artists from a variety of cultural and linguistic backgrounds will be invited to the school through our Multicultural Arts Program. Parents of all students will be invited to participate in school activities including excursions, committees & multicultural events.

Evaluation:
- This policy will be reviewed as part of the school’s three-year review cycle.

S096-2007 Promoting and Managing Diversity in Schools