

# LALOR EAST PRIMARY SCHOOL

## CULTURAL DIVERSITY POLICY

### Rationale

Lalor East Primary School is a community with many different cultures including Aboriginal and Torres Strait Islander people. Many of our families come from different countries and speak a variety of different languages. In order for our school to truly reflect the needs and aspirations of our students and their families, we need to ensure that their rich backgrounds are recognised, catered for, celebrated and valued.

### Aims

To develop a school ethos that reflects, responds to and values the different cultures within our community. Where possible, the school will acknowledge, respect and celebrate culturally significant events and use them as teaching and learning opportunities.

### Implementation

- our school curriculum, leadership and management practices promote and affirm principles of cultural diversity
- we will ensure that learning experiences recognise, value and build on students' backgrounds and cultural heritage
- our school code of conduct, discipline policy and dress code will 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 invited to be represented as members of decision-making bodies, will have their input treated fairly, and decision-making processes and outcomes will be meritorious and non-racist
- all staff will model culturally inclusive behaviour and report to the principal any behaviour that appears racist, discriminatory, prejudiced or culturally biased
- multiculturalism and different cultural heritages will form part of our curriculum
- cultural diversity will be celebrated in our school community throughout the school year. Whole school cultural days will showcase our various community cultures. Visiting artists from a variety of cultural and linguistic backgrounds will be invited to the school. Where possible, parents of all students will be invited to participate in school activities, excursions and committees
- students from non-English speaking backgrounds will have access to EAL (English as an Additional Language) support programs
- interpreters will be arranged where required.

### Evaluation

This policy will be reviewed as part of the school's three year review cycle or at times that the Principal forms the opinion that the school situation warrants a review.

Approved by School Council:      September 2017

Next review:                              September 2020