



# Wellington Secondary College 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 multiculturally rich backgrounds are recognised, catered for, celebrated and valued.

## **Aims:**

To develop a school ethos that reflects, responds to and values multiculturalism. Where possible, the school will acknowledge and respect/celebrate culturally significant events, and where possible use them as teaching/learning opportunities.

## **Implementation:**

- Racial diversity enriches our school community.
- Our school curriculum, leadership and management practices promote and affirm principles of multicultural diversity.
- We will 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 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 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 participate in professional development relating to racial diversity and discrimination.
- All staff will model culturally inclusive behaviour, and report to the principal any behaviour that appears racist, discriminatory, prejudiced or culturally biased.
- Multiculturalism will be celebrated in our school community. Whole school multicultural days will showcase our various community cultures. Visiting artists from a variety of cultural and linguistic backgrounds will be invited to the school. Parents of all students will be invited to participate in school activities, including camps, excursions and committees.
- Students from non-English speaking backgrounds will have access to ESL (English as a Second Language) programs.
- Essential notices, newsletters, student reports, permission forms etc will be provided in languages consistent with the needs of community members. Interpreters will be arranged where required.

## **Evaluation:**

This policy was originally formed, and will be reviewed in consultation with all members of the wider community (all staff, parents, students, and interested members of the community) as part of the school's three-year review cycle.

This policy was last ratified by School Council in March 2010.

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| <b>Date Implemented</b>                              | Approved by Council March 2010 (New WSC format 26 March 2014) |
| <b>Author</b>  |   |
| <b>Approved By</b>                                   |   |
| <b>Approval Authority<br/>(Signature &amp; Date)</b> |   |
| <b>Date Reviewed</b>                                 |   |
| <b>Responsible for<br/>Review</b>                    |   |
| <b>Review Date</b>                                   | November 2014   |