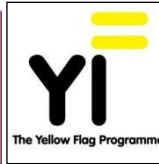


## St. Oliver's NS, Killarney

**2016-2017**

### ACTION PLAN



Issue	Findings from the Intercultural Review 1 Dec/Jan 2014-15  IC Review 2 Planned for term 2 2017	Proposed Action 2016-2017	Timeframe	Person/Group Responsible
1	25 Countries and Cultures represented in the school. This includes students who identified as Irish but whose parent/parents come from another country or culture.	<p><b>Highlight the great diversity that is in our school and how positive this is.</b></p> <p>A large fish tank symbolising the diversity of children in our school and specifically the array of nationalities that exist (40 at present) is a central display in our school hall where many of the children and parents gather each morning and evening.</p> <p>Our specific theme for the school year 2016-2017 is to <b>Think Globally Act Locally</b></p> <p>Letters will be sent to different</p>	<p>In September and throughout the year when any child whose country that is not already represented will be by adding a new fish.</p> <p>September-June</p> <p>November.</p>	<p>Mr. Darcy.</p> <p>Mr Darcy All the staff .</p>

		<p>organisations in our community to inform them of the school's continuing participation in the YF programme.</p> <p>Outside each classroom the flags of the children's country of origin or that of their parents will be displayed.</p> <p>Continuation of a YF corner/display in each classroom in the school. By continuing this initiative the concepts that are paramount to the YF programme will be discussed with the children. Their ideas/responses-in word and art will continue to be on display.</p> <p>During the first term focus on the languages spoken by the children in each class and greetings of hello in their languages will be displayed on the board, linking with the Gael Bhratach programme.</p> <p>Notebooks &amp; Memory keys will be distributed to enable class teachers record curriculum work linked to the YF programme.</p> <p>The recorded work will be uploaded to school website once a term.</p> <p>Our school library has</p>	<p>Oct</p> <p>Sept/Oct</p> <p>September-June</p> <p>From September-June</p> <p>Sept-June. Notebooks/memory keys will be collected during the last week of each term.</p>	<p>YF committee</p> <p>6th class pupils</p> <p>All staff.</p> <p>Ms. Terry. Class teachers. YF Subcommittee.</p> <p>Ms Terry</p> <p>Mr Gogsch</p> <p>Ms Moynihan</p> <p>Ms J Doncel. Ms M Clifford</p>
--	--	--	--	--

		<p>approximately 100 flags displayed in bunting form to represent the diversity in our school and wider community.</p> <p>A continuing consciousness will be made regarding a balanced ,diverse selection of reading material for the pupils to choose from.</p>	ongoing	
		<p>Noticeboards in the YF corridor will display work done by various classes on a variety of themes related to diversity, inclusion, anti racism.</p>	Sept-June	Ms Terry Mr Gogsch YF pupils on committee
		<p>An array of photographs of our children at work and play have been mounted and are displayed along the school corridors. New photos will be added throughout the year.</p>	Sept-June	Whole school
2	<p>80% of children feel welcome in the school and 97% of parents feel that their child is welcomed and included.</p>	<p><b>Continue this great Welcoming environment felt by most and extend it to those who are feeling a little left out!</b></p> <p>It is our aim to welcome every child every day to school at our school gates/entrance/in their classrooms/along the corridors of the school throughout the day. This year we will work with the Gael Bhratach committee to encourage</p>	Sept-June	Mr Darcy . YF subcommittee Pupils GB YF committees A team of SNA's to meet and

		<p>using basic phrases in Irish, Polish (Term 1), Bangla (Term 2), Lithuanian (Term 3). We will also ask our transition students who visit once a week to work with us on this initiative.</p> <p>We are continuing to encourage the children to have a greater awareness around greetings and of welcoming others.</p> <p>To develop a greater sense of inclusion and welcome at play amongst the infant classes- Olly the dog is a welcome place where if a child is alone the other children will be quickly aware and reach out a welcome hand.</p> <p>Within the infant classes the children take it in turns to play and look after their friends who need an extra hand . Children in Senior classes take it in turns to help and play with infant classes. For ex 2<sup>nd</sup> class pupils help in the Jnr Inf yard with games, to ensure everyone is included.</p> <p>Senior classes help junior classes for ex 6<sup>th</sup> bringing infants for morning run/walks . 6<sup>th</sup> classes jointly work with special classes in the Christmas play.</p>	<p>Sept-June</p> <p>Ongoing/</p> <p>Ongoing</p>	<p>greet at the entrance each morning. A team of teachers at going home time on the corridors/ hall .</p> <p>Teachers/SNAs on supervision</p> <p>Infant teachers. 6<sup>th</sup> class teachers</p> <p>Ms Doncel Ms Kavanagh Ms Doyle 6<sup>th</sup> class teachers and pupils</p>
--	--	---	---	--

		<p>A suggestion box ☐ where parents can add suggestions regarding the Yellow flag is on the parent noticeboard.</p> <p>A suggestion box on parents notice board to raise awareness of staff to any issues going on for their child that they would prefer to let the school know anonymously</p>	Sept-June	The parents of the YF committee.
3	<p>2014 survey While 50% of the children surveyed had never experienced racism. 69 students 12 students said this happened often. 59% of the children had witnessed racism</p> <p>73% of parents surveyed said their children had never experienced 32 parents said their children had.</p>	<p><b>We do not want any child to experience racism in the school. We want everyone to understand the effects of racism and that the school does not tolerate it</b></p> <p>We are delighted to embrace The Roots of Empathy Programme this year and believe it will be of enormous benefit in nurturing a deeper sense of caring amongst all the children</p> <p>To broaden awareness of the SRTRC programme ☐use of displays/notices</p> <p>To pilot the SRTRC Ed pack with a target class 6<sup>th</sup> with the aim to incorporate the programme into SPHE curriculum at senior level.</p>	<p>All year</p> <p>2<sup>nd</sup> Term</p> <p>Throughout the year</p>	<p>Ms Kerrisk Ms N Lionaird Ms C Hickey</p> <p>Mr Gogsch Ms Terry, YF subcommittee Children YF committee. Class teachers.</p> <p>Mr Gosch Ms Terry 6<sup>th</sup> class teachers</p>

	<p>Of parents who said their children had experienced at some stage racism 7 13 said their children were very upset</p>	<p>At School Assembly We will ensure that all children understand the definitions of racism Definition 1. (Seniors) Racism is being abusive to somebody because of their race. It is the idea that one race is superior to another. Definition 2.(Juniors) Racism is when we don't treat everybody fairly because of where they come from.</p> <p>A small selection of books sourced from 'The Guardian' Diverse voices the 50 best culturally diverse children's books will continue to be used as a resource to explore racism /diversity as will the SRTRC pack. Toolkit for diversity guidelines pg113-121 distributed/displayed YF notice board for staff. Intercultural guidelines school website.</p> <p>The themes for the SRTRC creative competition &amp; the YF art competition will be an important focus again this year for discussion/lesson planning on racism ,diversity .</p> <p>Children from 6th will participate this year.</p> <p>A focus on friendship during friendship week...Yellow post its on YF board to write about a nice thing a friend did. Exploring what makes a good friend.</p>	<p>Term 1 /2</p> <p>March - deadline for YF &amp; SRTRC art entries.</p> <p>February</p>	<p>Mr Darcy All staff</p> <p>Ms Terry Ms O Brien</p> <p>Ms Terry Mr Gogsch Ms Grace Mr MacDermott</p> <p>All classes</p>
--	---	--	--	--

		<p>Friendship candle to be lit to symbolise our support for peace friendship empathy towards young people from all our different cultures here and around the world</p>		Mr Darcy
		<p>Anti racism Day In support of the SRTRC wear red day. Assembly, with focus on elimination of racism,</p> <p>Contact with local media/community about St. Oliver's planned activity to stand up to racism /work with SRTRC and ITM</p>	Nov 25th	<p>Mr Gogsch Ms Terry YF committee Whole school</p>
		<p>Make it Happen! International women's day---A look at women in our past and present who have made a difference</p>	March	5 <sup>th</sup> 6 <sup>th</sup> classes

4	<p>Nearly all students and parents felt that if there was a problem with racism that the teachers would listen and help, 4 students didn't. and 18 parents said somewhat, with 6 saying not enough and 2 saying no</p>	<p><b>The school would like to make sure that all student and their parents know and feel that they will be listened to</b></p> <p>There is an anti bullying policy in place since June 2014 .</p> <p>An anti bullying survey will be held once a month different format for juniors and seniors. The children will have opportunities to express their views on what is bullying . Pupils and teachers are aware of the steps to be followed in the event where a - racist/identity bullying incidence occurs</p> <p>Martin Luther King day.</p> <p>Project work on equality &amp; human rights.(Martin Luther King, - Rosa Parks etc)</p> <p>Stay safe programme.</p> <p>Our anti bullying policy is on the school website and will be displayed on parent /YF notice boards .</p> <p>A number of parents information evenings on a class/year basis will continue to be held by the principal on the anti bullying policy - including explanation of identity bullying racist and anti-Traveller bullying .</p>	<p>ongoing</p> <p>January 2017</p>	<p>All staff Ms Cassidy</p> <p>Snr classes</p> <p>Mr Darcy All classes</p>



		<p>We have worked co-operatively to develop a Diversity Code. The code is on display in all classrooms/notice boards throughout school corridors/school website.</p> <p>A friendship song was learnt in 2014 and is sung at assemblies . Count on Me</p> <p>To review our Intercultural policy Once a year.</p> <p>In Nov-Jan 2014-2015 Bridget Horgan hosted a diversity training session with classroom/special needs assistants/support teachers/parents on the YF committee. All resources were distributed amongst staff/committee/in YF folder / staff YF notice . 4 models of Racial Integration, Dispelling the myths on migration, Handouts on assorted countries. We hope to invite Bridget to revisit the school during 2016/2017</p>	<p>Annually September</p> <p>ongoing</p>	<p>The YF committee Pupils and staff</p> <p>Ms Doncel School choir</p> <p>Mr Darcy Ms Terry &amp; Staff</p> <p>Mr Darcy Ms Terry</p>
--	--	--	--	--

5	<p>Nearly all students (89%) are proud of their identity but 4 said they weren't and 13 said only kind of. 96% of parents said their children were either very proud or proud but 4 said their child was shy about their identity!</p>	<p><b>The school would like to support ALL students to have a sense of pride.</b></p> <p>The school has used and will continue to use the wall space to highlight not just a country a month, but do numerous little things that highlight every nationality &amp; culture represented in the school</p> <p>Our flags</p> <p>Our nationalities</p> <p>Our languages-</p> <p>Greetings-words of welcome/hello in different languages</p> <p>Christmas greetings in different languages</p> <p>Focus on languages spoken in each class</p> <p>Project work on the countries festivals/cultures we &amp;/ our parents come from/came from</p> <p>Art work celebrating diversity and inclusion rejecting racism.</p> <p>Slogans words to voice our hearts saying NO to racism.</p> <p>An array of photographs of all friends throughout the school corridors.</p>	September-June	All classes- And staff
6	<p>A lot of children and parents would like to have a multicultural day, celebrate the</p>	<p><b>Hold an annual intercultural day/week or mini event every term</b></p>		

	<p>different cultures in the school, a day when you can dress in national dress and taste foods from different countries and have music and dance from different countries</p> <p>Parents think the school is doing a great job already and comments encouraged school to keep this up &amp; do more events</p>	<p><u>We plan to participate in the local St Patrick's Day Parade again exploring the richness of our diversity</u></p> <p>I.M.A.D an annual event which will celebrate the themes on diversity and inclusion this year through music, art, drama and intercultural activities. Organisation and more specific detail will be attached to this document.</p>	<p>4<sup>th</sup>-11<sup>th</sup> March Preparation</p> <p>March 29<sup>th</sup>-30<sup>th</sup></p>	<p>Mr Darcy Mr F Power Mrs Goulding Ms A O Carroll Ms Doncel</p> <p>6<sup>th</sup> class pupils.</p> <p>Mr Darcy Ms Terry Mr Gogsch YF Committee Volunteers amongst staff</p>
7	<p>A lot of parents &amp; children suggested learning &amp; sharing different languages</p>	<p>We plan to Share common phrases of languages spoken in the school, and basic facts about places we come from by using the school intercom ☞ Ollie FM☞ and displaying examples of the languages we speak along the YF corridor.</p>	<p>J</p>	<p>6<sup>th</sup> classes YF Committee</p> <p>Ms S Chute GB committee</p>

		<p>We want all the children in the school to develop a sense of pride and enjoyment in speaking Irish. Examples of basic phrases will be displayed throughout the school. A designated notice board and Gael Bhratach board will continue to be used to highlight Irish language and events throughout the year. Assemblies will be held throughout March where the children will perform Irish songs/poems/dances etc for Glas Day.</p>	<p>March Seachtaine na gaeilge</p>	<p>Mr O Muircheartaigh</p>
8	<p>Children would like learn about all aspects of different countries and cultures, their culture, religion language etc</p>	<p>A list of all the countries &amp; cultures in the school are on display on YF notice board. /School website</p> <p>Project work on these are being carried out looking at historical/geographical/cultural references .For ex Chinese New Year, Girls Day Japan .</p> <p>Children are welcome to bring pictures, flags, books associated with their heritage for display in their classrooms and to share news pertaining to their culture/country.</p> <p>And to share news from their country regarding celebrations festivals feast days etc.</p> <p>Different speakers have been invited to share their culture with the students 7 for example a group of volunteers from KASI will come to host a question and answer session on the asylum process. .living in a different country/culture and sharing their stories.</p>	<p>Sept-June</p> <p>October/November</p>	<p>Class teachers</p> <p>Marilyn Counihan</p> <p>Ms Terry Mr Gogsch 5<sup>th</sup> /6<sup>th</sup> classes</p>

		<p>Individual classes invited /will invite parents to come and speak with their class to share a little about art/craft/life and traditions from their home countries.</p> <p>This year we plan to make contact with a school/schools from countries where our student teachers visited in the last year/school based on the KASI group research.</p> <p>During IMAD event a number of parents have volunteered to host workshops about their culture traditions, languages .</p>	<p>Ongoing</p> <p>Term 2</p>	<p>Class teachers</p> <p>Ms Marilyn Counihan Ms Terry Mr Gogsch</p> <p>IMAD committee</p>
9	A lot Children and their parents would like to learn about and celebrate more beliefs & religions	<p>The Interfaith calendar is on display with details of interfaith events on the Yellow Flag notice board.</p> <p>Different classes will Celebrate different religious festivals throughout the year. Class teachers will invite the children to share their news about a particular celebration or event pertaining to their faith ex; Ramadan, Eid etc.</p> <p>6<sup>th</sup> classes will carry out project work on feast festivals &amp; religious celebrations.</p>	September-June	<p>Ms Terry</p> <p>6<sup>th</sup> classes</p>
10	A lot of Parents & children suggested sharing intercultural food	A number of intercultural events around food Will be held with an array of foods prepared by KASI	Sept-June	M Counihan KASI

		<p>During Eid many parents will bring food for staff and children to enjoy and to participate in their celebrations.</p> <p>Each class will focus on the traditional foods that are prepared in their homes at Christmas/other religious festivals. We will host a special day in December when the children can bring these to share.</p>	December 7th	Mr Gogsch
11	Highlight and Celebrate the contribution Travellers have made in St Oliver's and further afield	<p>We plan to continue work with Kerry Travellers Development Project to carry out some workshops around Traveller Culture specifically during our IMAD days.</p> <p>We will again invite Traveller role models, past pupils or Traveller parents to do class talks on careers, their experience of education, Traveller Culture etc.</p>	<p>March</p> <p>March Traveller Pride Week June 15th</p>	<p>Ms H Clarke</p> <p>Mr Darcy Ms H Clarke Ms Terry YF Committee</p>
12	Promote the excellent work the school are doing on promoting diversity beyond the walls of the school	The YF committee of St Oliver's hopes to make contact with other YF school committees.		Mr Darcy YF committee

		<p>We will continue to upload our termly diary entries in order to share the hard work being endeavoured by all to continue to carry out the work of the YF programme.</p> <p>We will also continue to put together folders of photographs on the school website to showcase our ongoing intercultural work.</p> <p>Contacts will be made again with the local media and photographers throughout the year to inform them of specific events linked with the YF programme. For ex ;YF ,Intercultural events SRTRC exhibition, Guest speakers etc.</p> <p>The intercultural work being carried out this year will receive the support of the parents in the YF committee.</p> <p>Support has also being appreciatively welcomed by</p> <ul style="list-style-type: none"> <li>. Paula Madden Irish Traveller Movement.</li> <li>.Bridget Horgan.</li> <li>.Marilyn Counihan -KASI.</li> <li>.Helena Clarke- Kerry Travellers Development Project.</li> <li>.The parents association.</li> <li>.The Board of Management.</li> <li>.Mr C O Sullivan &amp; the YF Committee of The Monastery School</li> <li>.Our local schools.</li> <li>.Our local religious leaders-all denominations.</li> <li>.Local politicians and councillors ex; Micheal Gleeson ,Marie Moloney.</li> <li>.Sean Kelly MEP.</li> <li>The Chamber of Commerce Tourism</li> </ul>	<p>Sept-June</p> <p>January-June</p>	<p>Ms Terry Ms A Dinneen</p> <p>YF committee &amp; subcommittee</p> <p>Ms Terry Mr Gogsch Ms A Dinneen</p>
--	--	---	--------------------------------------	--

		<p>.The Mayor's Office-</p> <p>.The Muckross House Trustees</p> <p>.National parks and wildlife service</p> <p>Mr P Dawson regional manager.</p> <p>.The Rotary Club</p> <p>.Kerry Diocesan Youth Service ? Ms Assumpta Sweeney.</p> <p>The Tidy Towns Committee-Y Quill</p> <p>.The Killarney Town Library.</p> <p>.The Killarney School of English.</p> <p>.Afro Trad Ireland</p> <p>.Felix Power-artist</p> <p>.Dermot McCarthy -artist</p> <p>.The local press/media</p> <p>Our many volunteers ?</p> <p>parents/volunteers on work experience/transition year</p> <p>students/local artists/sporting personalities.</p>		
--	--	--	--	--