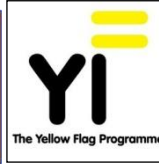


St. Oliver's NS, Killarney

2015.

ACTION PLAN



Issue	Findings from the Intercultural Review	Proposed Action	Timeframe	Person/Group Responsible
1	<p>25 Countries and Cultures represented in the school. This includes students who identified as Irish but who's parent/parents come from another country or culture.</p>	<p>Highlight the great diversity that is in our school and how positive this is.</p> <p>A large fish tank symbolising the diversity of children in our school and specifically the array of nationalities that exist (42 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 2014-2015 is to 'WELCOME THE STRANGER'. This theme played a significant part in our nativity plays.</p> <p>Our Yellow flag launch at Muckross House -a marrying together of our past, present and future as we embrace an inclusive, diverse, welcoming Ireland, society, community in the hearts and minds of our children.</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>November</p>	<p>Mr. Darcy.</p> <p>Mr Darcy All the staff .</p> <p>Mr Darcy. YF Committee.</p>

	<p>Letters to different organisations in our community to inform them of the school's participation in the YF programme.</p> <p>Outside each classroom the flags of the children's country of origin or that of their parents are displayed.</p> <p>Development of a YF corner/display in each classroom in the school. In introducing this new and permanent initiative the concepts that are paramount to the YF programme will be discussed with the children. Their ideas/responses in word and art are now on display.</p> <p>Notebooks & 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 month</p> <p>Our school library has approximately 100 flags displayed in bunting form to represent the diversity in our school and wider community.</p>	<p>December -January</p> <p>September-June</p> <p>From January-June</p> <p>January-June. Notebooks/memory keys will be collected on the last day of each month.</p> <p>February-June.</p>	<p>5th class pupils.</p> <p>Ms M O Sullivan.</p> <p>All staff.</p> <p>Ms. Terry. Class teachers. YF Subcommittee.</p> <p>Ms Terry Ms A Moynihan Ms O Horgan</p> <p>Ms J Doncel. Ms M Clifford (Ashoka)</p>
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		<p>Words of welcome in the many languages that are spoken by the children are displayed inside and outside classrooms.</p> <p>Noticeboards in the YF corridor will display our language of the month with four or five key words in that language. For example February Bengali. March Polish</p> <p>An array of photographs of our children at work and play have been mounted and are displayed along the school corridors.</p>	<p>March-June.</p> <p>February- March.</p> <p>February.</p>	<p>All teachers and pupils.</p> <p>Ms J O Sullivan Ms S O Neill</p> <p>Ashoka committee.</p>
2	80% of children feel welcome in the school and 97% of parents feel that their child is welcomed and included.	<p>Continue this great Welcoming environment felt by most and extend it to those who are feeling a little left out!</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.</p>	January-June	<p>Mr Darcy . A team of SNA's to meet and greet at the entrance each morning. A team of teachers at going home time on the corridors/ hall .</p>

		<p>We are also encouraging the children to have a greater awareness around greetings and of welcoming others. Remembering our theme of 'welcoming the stranger' .Teams of children will be organised weekly to formally welcome all of us to school wearing welcome tee-shirts in different languages.</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 2nd class pupils help in the Jnr Inf yard with games, to ensure everyone is included.</p> <p>Senior classes help junior classes for ex 6th bringing infants for morning run .</p> <p>To develop a greater awareness amongst all the staff to use the words of welcome at all times to the children, specifically each morning as they enter school/their classroom.</p>	<p>February</p> <p>April</p> <p>Ongoing</p> <p>To begin following whole staff meeting on Intercultural review. January-</p>	<p>Ms A Dineen.</p> <p>Teachers/SNAs on supervision</p> <p>Mr Darcy</p>
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		<p>A suggestion box – where parents can add suggestions regarding the Yellow flag.</p> <p>A suggestion box on parents notice board to raise awareness to staff if there are any issues going on for their child that they prefer to let the school know anonymously</p>	<p>February</p> <p>March</p>	<p>The parents of the YF committee.</p>
3	<p>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>Of parents who said their children had experienced at some stage racism – 13 said their children were very upset</p>	<p>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</p> <p>Brainstorming/discussion on the definitions of racism most suited to the junior and senior cycle of the school.</p> <p>Definition 1. (Seniors) Racism is being abusive to somebody because of their race. It is the idea that one race is superior to another.</p> <p>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 be used as a resource to explore racism /diversity.</p>	<p>February</p> <p>February</p> <p>March</p>	<p>Mr Darcy. Ms Terry, YF subcommittee Children YF committee. Class teachers.</p> <p>Ms L O Brien Ms Terry</p>

	<p>Toolkit for diversity guidelines pg113-121 distributed/displayed YF notice board for staff. Intercultural guidelines school website.</p>	February	Ms Terry
	<p>The themes for the YF art competition will be an important focus for discussion/lesson planning on racism ,diversity .</p> <p>Every child’s drawing/entry will be photographed and uploaded to the school website .</p>	February-March March 13 th deadline for YF & SRTRC art entries	Ms Terry Ms Grace Mr MacDermott Ms Terry
	<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>	February	Ms L O Brien Mr Darcy
	<p>‘Make it Happen’ International women’s day---A look at women in our past and present who have made a difference.</p>	March 8th	5 th class teachers
	<p>Anti racism fortnight Contact with local media about St. Oliver’s planned activity to stand up to racism ‘ Our hearts say NO to racism.</p>	March 18 th-27th	Ms Terry
	<p>Assembly with focus on racism and UN International Day for the elimination of racism</p>	March 19th	Mr Darcy Mr Horgan Whole school

		<p>Words elicited from children will be displayed on notice board in the YF corridor</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> <p>Gathering of whole school linking hands in friendship around the school –showing our support for the elimination of racism</p> <p>5th & 6th class to get involved in Show Racism the Red Card Education Pack.</p> <p>We Invited Garreth Mullen from SRTRC to visit our school. The SRTRC resource pack will be put on school website teacher section.</p> <p>We will invite a well known sports personality in April to meet with senior classes to talk about racism in sport.</p>	<p>March 23rd</p> <p>April</p> <p>April</p>	<p>Ms Terry</p> <p>Whole school</p> <p>Mr T Galvin 5th 6th classes</p> <p>Mr Darcy.</p>
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</p>	<p>The school would like to make sure that all student and their parents know and feel that they will be listened to</p> <p>There is an anti bullying draft policy in place since last June 2014 which was shared at an open evening prior to the summer holidays and also in</p>	<p>January 2015</p>	

<p>saying not enough and 2 saying no</p>	<p>January with Ms H Clarke and parents of the Bally Spillane support centre.</p> <p>An anti bullying survey was held- a different format for juniors and seniors. The children expressed their views on what was bullying in order to formulate a definition. It was discussed amongst pupils and teachers with an agreement regarding 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 & 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 be held by the principal on the anti bullying policy - including explanation of identity bullying racist and anti-Traveller bullying in the final term. The results of the Intercultural review carried out in December will also be shared in detail.</p> <p>We plan to meet with the monastery boys school YF committee to work co-operatively to develop a Diversity Code-</p>	<p>February</p> <p>January 19th</p> <p>November-March</p> <p>April</p> <p>April-May</p> <p>May</p>	<p>Mr Darcy. Class teachers All class pupils</p> <p>Ms L O Brien Snr classes</p> <p>Mr Darcy All staff and children</p> <p>Mr Darcy Mr Horgan</p> <p>The YF committee Pupils and staff</p>
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		<p>We plan to display the code in all classrooms/notice boards throughout school corridors/school website.</p> <p>A diversity song ex; We are all in this together to be learnt and sung at assemblies .</p> <p>To review our Intercultural policy</p> <p>Bridget Horgan Diversity training workshop with class/support teachers/management.</p> <p>Bridget Horgan hosted a diversity training session with classroom/special needs assistants/support teachers/parents on the YF committee. All resources distributed amongst staff/committee/in YF folder / staff YF notice board. 4 models of Racial Integration, Dispelling the myths on migration, Handouts on assorted countries.</p>	<p>November 10th</p> <p>January 5th</p>	<p>Ms McGough School choir</p> <p>Ms Terry & Staff</p>
5	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	The school would like to support ALL students to have a sense of pride.		

	<p>their children were either very proud or proud but 4 said there child was shy about their identity!</p>	<p>The school has used the wall space to highlight not just a country a month, but do numerous little things that highlight every nationality & culture represented in the school</p> <p>Our flags...</p> <p>Our nationalities</p> <p>Our languages-</p> <p>Greetings-words of welcome in different languages</p> <p>Christmas greetings in different languages</p> <p>Focus on a language a month within 5th classes with a long term plan to carry this out at a whole school level from next sept</p> <p>Project work on the countries festivals/cultures we &/ 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>	<p>September-June</p>	<p>All classes- And staff</p>
6	<p>A lot of children and parents would like to have a multicultural day, celebrate the 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</p>	<p>Hold an annual intercultural day/week or mini event every term</p> <p><u>In preparation for St Patricks' Day parade some 18 children volunteered to participate. For a number of evenings after school they shared myths and legends from different places. They illustrated a specific scene from their legend of choice onto an old canvas. And made willow frames to display their work. They will dress as monks for the parade in search</u></p>	<p>4th-11th March Preparation</p> <p>17th March</p>	<p>Ms Terry Mr F Power</p> <p>Mr Darcy, Mr Horgan, Ms Hayes, Mrs Goulding, Ms</p>

	<p>already and comments encouraged school to keep this up & do more events</p>	<p><u>of Brother Mac cudda!</u></p> <p><u>These legends and banner will be displayed along the entrance corridor.</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>April 22nd April 23rd</p>	<p>Dinneen Ms Doncel</p> <p>5th 6th class pupils.</p> <p>Mr Darcy Ms Terry Ms J O Sullivan Ms S O Neill EAL team YF Committee</p>
7	<p>A lot of parent s& children suggested learning & sharing different languages</p>	<p>Senior children are giving short lessons on their 1st language in classrooms</p> <p>We plan to Share common phrases of languages spoken in the school, over the intercom “ Ollie FM” and displaying examples of the languages we speak along the notice boards of the school corridors.</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 will be</p>	<p>December-June</p> <p>Jan-June</p> <p>March Seachtaine na gaeilge</p>	<p>Ms S O Neill Ms J O Sullivan 5th and 6th classes</p> <p>Ms J O Sullivan Ms S O Neill YF Committee</p> <p>Ms S Chute</p> <p>Mr O Muirheartaigh</p>

		<p>used to highlight Irish events throughout the year.</p> <p>Assemblies will be held throughout the 12th of March where the children will perform Irish songs/poems/dances etc for Glas Day.</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 & 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, Girl's 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 – for example a wonderful group of volunteers from KASI came to host a question and answer session on the asylum process. .living in a different country/culture and sharing their stories.</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>February-May</p> <p>November</p> <p>Ongoing</p>	<p>Class teachers</p> <p>Ms Terry 5th /6th classes</p> <p>Class teachers</p>

		<p>We hope to invite some speakers on development education from Trocaire etc.</p> <p>During IMAD event a number of parents have volunteered to host workshops about their culture traditions, languages etc.</p>	May-June	Ms Terry
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(18th June-17th July) , Eid etc.(17th July) 6th classes have carried out project work on feast festivals & religious celebrations.</p>	December-June	Mr Galvin Mr O Muirheartaigh 6 th classes
10	A lot of Parents & children suggested sharing intercultural food	<p>An intercultural event around food was held –International food tasting with an array of foods prepared by the children and shared with other classes.</p> <p>We plan to invite some of our parent chefs from diverse backgrounds to share a little about their culinary traditions. !!</p>	<p>January</p> <p>April</p>	Ms S O Neill 5 th class

		The parents on the YF committee have suggested that a parents' intercultural cookery book would be a good initiative.	April-Sept	Parents YF Committee
11	Highlight and Celebrate the contribution Travellers have made in St Oliver's and further afield	<p>We plan to work with Kerry Travellers to carry out some workshops around Traveller Culture specifically during our IMAD days.</p> <p>We plan to celebrate the positive Role St Oliver's has made in the education of Travellers in Kerry and vice versa.</p> <p>We will Invite Traveller role models, Martin Mahon –play writ, Savannah McCarthy-footballer, Bridget Houlihan – editor & past pupils or Traveller parents to do class talks on careers, their experience of education, Traveller Culture etc. We hope that one of our past pupils Bridget Quilligan will be our guest speaker for our 6th classes graduation in June.</p>	<p>April 22nd 23rd</p> <p>April</p> <p>April- June</p>	<p>Ms M Avanzo Ms H Clarke</p> <p>Mr Darcy</p>
12	Promote the excellent work the school are doing on promoting diversity beyond the walls of the school	<p>The YF committee of St Oliver's established contact with the YF Committee of the Monastery Boys School in November to plan our YF launch. This was held on November 21st in Muckross House. The location was symbolic –marrying past and present-embracing the sentiments of the YF programme to create a new and more inclusive and diverse school culture and community. Photographs of the launch were taken by the local press.</p> <p>The Advertiser. Killarney Outlook, The Kerry man published the photos and article about the launch.</p> <p>St Oliver's will invite the Monastery Yellow Flag committee to visit our</p>	November	<p>Mr Darcy YF committee</p> <p>Ms Terry</p>

	<p>school in April.</p> <p>The children of the YF committee will visit St. Francis' CBS in Dublin to exchange ideas about the programmes both schools are involved in.</p> <p>Our school website was created 5 years ago and needs to be updated. Budget means for now that we have to do the best we can with what we have. We plan to upload our monthly diary entries in order to share the hard work being endeavoured by all to carry out the work of each step in the YF programme.</p> <p>We also will put together folders of photographs on the school website to showcase our ongoing intercultural work.</p> <p>Contacts will be made with the local media and photographers throughout the year to inform them of specific events linked with the YF programme. For ex ;YF launch ,Intercultural events, 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 .Sarah Russell , Paula Madden Irish Traveller Movement. .Bridget Horgan. .Marilyn Counihan -KASI. .Helena Clarke- Kerry Travellers</p>	<p>April 21st</p> <p>April</p> <p>January-June</p>	<p>Mr Darcy YF committee</p> <p>Ms Terry Ms A Dinneen Ms O Horgan</p> <p>Pupils YF Committee</p> <p>Ms J O Sullivan. Ms S O Neill</p>
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		<p>Development Project.</p> <ul style="list-style-type: none"> .The parents association. .The Board of Management. .Mr C O Sullivan & the YF Committee of The Monastery School .Our local schools. .Our local religious leaders-all denominations. .Local politicians and councillors ex; Micheal Gleeson ,Marie Moloney. .Sean Kelly MEP. The Chamber of Commerce Tourism .The Mayor’s Office-JJ Culloty .The Muckross House Trustees .National parks and wildlife service Mr P Dawson regional manager. .The Rotary Club .Kerry Diocesan Youth Service – Ms Assumpta Sweeney. The Tidy Towns Committee-Y Quill .The Killarney Town Library. .The Killarney School of English. .Afro Trad Ireland .Felix Power-artist .The local press/media Our many volunteers – parents/volunteers on work experience/transition year students/local artists/sporting personalities. 		
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