

Guthridge Primary School – Multiculturalism Policy

The Multicultural Victoria Act 2004 aims to establish principles of multiculturalism and foster a common understanding of the importance of cultural diversity and how it enriches Victoria. The Act came into operation at the beginning of 2005.

At the local school level, principles and policies consistent with this legislation will be reflected in schools governing documents and frameworks, including the Accountability and Improvement Framework, the Student Code of Conduct and the Codes of Practice for principals, staff, school council and the school community.

The relevant responsibilities for the various elements of the school community are outlined below.

School Councils

The Guthridge Primary School Council is committed to:

- Ensuring that the contents of any existing policy document including the Accountability and Improvement Framework, particularly the school profile, codes of practice and the student code of conduct reflect the principles of multiculturalism:
 - all members of the school community are entitled to mutual respect and understanding regardless of their cultural, religious, racial and linguistic backgrounds
 - promoting and preserving diversity and cultural heritage among members of the school community
 - all members of the school community (regardless of background) can work together to build a positive and progressive future
 - all members of the school community are equally entitled to access opportunities and participate in and contribute to the social, cultural, economic and political life of Victoria
 - all Victorians have a responsibility to abide by the State's laws and respect the democratic processes under which those laws are made
- Encouraging and facilitating the participation by all parents in school community activities and decision making, taking into account the principles of multiculturalism
- Ensuring that all of the school's current and future policies are consistent with the principles of multiculturalism.

Principals

The Principal of Guthridge Primary School is committed to:

- Ensuring that the school curriculum, leadership and management practices promote and affirm principles of multiculturalism
- Making staff, students and members of the school council aware of the legislation – particularly the principles of multiculturalism
- Monitoring the school environment in terms of promoting and preserving diversity and cultural heritage and overseeing the school's efforts to incorporate the principles of multiculturalism

- Modelling appropriate behaviour and promoting a climate of mutual respect
- Making available translations of the school's diversity and equal opportunity policies, including complaints processes, to ensure they are accessible to staff, students and parents from language backgrounds other than English, as appropriate.

School staff

The Guthridge Primary School staff is committed to:

- Examining their own culture, and the role it plays in influencing how they view and interact with the world
- Promoting and affirming diversity in all aspects of their work practices and interactions with students, parents and other staff
- Ensuring curriculum programs and classroom materials incorporate multicultural perspectives and reflect a range of cultural experiences
- Valuing and building on students' knowledge and experience
- Using teaching and assessment strategies that cater for a range of learning styles, and allow for differences in perspective
- Monitoring the school environment in terms of promoting and preserving diversity and cultural heritage and assisting the school's efforts to incorporate the principles of multiculturalism
- Modelling appropriate behaviour and promoting a climate of mutual respect.

Students

Guthridge Primary School Students are expected to:

- Abide by the Student Code of Conduct, in particular the principles concerned with valuing student individuality, including that of race, gender, or cultural diversity
- Participate in cultural awareness, anti racism and other curriculum-linked strategies aimed at increasing respect for diversity.