



# Multicultural Policy

Adopted: Summer 2023  
Review: Summer 2026

# **The Eveleigh LINK Academy Trust**

## **Multicultural Policy**

### Purpose

- To create and maintain a welcoming environment for all children, parents, staff, governors and visitors.
- To reflect positive images of world cultures.
- To understand there are many ways of living, beliefs and languages in our wider community.
- To understand the world in which we live and the interdependence of individuals, groups nations and the environment.
- To promote self-esteem and to foster respect for those having different religions, beliefs and ways of life.
- To develop an attitude which is opposed to discrimination against any person or group on grounds of socio-economic background, creed, ethnic origin or gender orientation. Please also refer to the trust equality policy.
- To counter prejudice particularly racial and the consequent inequalities.

Through this we are able to fulfil the aims of The Eveleigh LINK Academy Trust:

### Aims

Staff should endeavour to:

- Relate positively to the cultural diversity of British society and world community.
- Promote positive attitudes towards different ethnic groups by arranging contact with other groups and presenting examples of different cultural outlooks.
- Ensure that we value all pupils equally as individuals.
- Ensure that we provide a caring community and genuine equality of opportunity.

How we will achieve these throughout the school

Multicultural aspects can be found in all areas of school life and the curriculum. A regular audit is conducted to identify resources and practices already in place and areas for development.

## Religious Education

At The Eveleigh LINK Academy Trust we follow the Essex Scheme of Work for Religious Education. Christianity is its main focus but children learn about other religions. Artefacts from many religions are available for whole school use. Information for major key religious festivals is available. Assemblies deal with moral and religious topics involving aspects of other faiths, cultures and life styles.

## Monitoring

This will take place through:

- Evidence of cultural diversity through planning.
- Keeping a photographic record of children's work and displays as appropriate.
- Personal and social education is very much a part of cross-curricular planning and part of the children's all round development. The school participates in the Social & Emotional Aspects of Learning programme which includes multicultural resources.

Children are encouraged through discussion to:

- Develop self-worth and self-esteem.
- Understand the similarities and differences between people.
- Know that people bring different qualities and skills to a group.
- Form meaningful relationships and friendships.
- Understand that their actions will affect others.
- Recognise and express their feelings.
- Understand that all people have feelings.

## Staff

All staff will have access to training for multicultural education as part of their on-going professional development. Staff attending training feedback to other staff members through normal staff meeting time. Staff will be informed of the resources available and the location of resources. Staff discuss and plan delivery of a well-balanced curriculum. Multicultural awareness is always part of this. An audit of multicultural practice and resources is regularly updated.

## Parents/Carers

Parents/carers are invited into the school to help and support in the classroom. Parents/carers are encouraged to approach staff if they feel able and are willing to talk with the children about their religion or background.

## Visits and visitors

Visitors from other faiths and cultures are invited to talk to the children and to take assembly or class lessons. Visits may be arranged to places of worship for other faiths. Links via e-mail are developed with schools in other countries. Visitors from these schools visit The Eveleigh LINK Academy Trust to speak to the children and show photographs. Children and classes correspond with each other.

This policy will be reviewed in three years time.