



PROCEDURE: Multicultural Procedure

UPDATED: 2022

REVIEWED BY: Senior Executive

STATEMENT OF INTENT:

What is Multiculturalism?

- Multiculturalism describes the cultural and ethnic diversity of Australian society. We are, and will remain, a multicultural society.
- Multiculturalism is also a public policy that recognises and values Australia's cultural diversity. It is based on the belief that people of all cultural and linguistic backgrounds have an equal right to participate in and contribute to society. It promotes social harmony and social justice, and views cultural diversity as a strength and resource for Australian society.
- As part of the underlying principles of multiculturalism the government accepts that all Australians should enjoy freedom from discrimination on the basis of race, ethnicity, religion or culture. The government also accepts that all Australians should have the opportunity to acquire and develop proficiency in English and to develop cross-cultural understanding.

APPLICABILITY:

This policy applies to all staff employed in NSW Public Schools portfolio including schools, Educational Services teams and State Offices. It also applies to students who attend NSW Government schools and has implications for each school community.

DoE POLICY/PROCEDURE REFERENCE:

- Multicultural Education Policy Previously known as the Cultural Diversity and Community Relations Policy
- NSW governments' Principles of multiculturalism
- Multicultural NSW Act (2000)

DEFINITIONS:

In recognition of our multicultural society and public policies on multiculturalism the NSW Department of Education has developed multicultural education policies and programs which aims to:

- Give all students an understanding of the importance of cultural and linguistic diversity in our nation
- Provide students from non-English speaking backgrounds with equal access to educational opportunity
- Facilitate intercultural understanding by ensuring that multicultural values are embraced by the school curriculum
- Promote strategies that facilitate inclusiveness at Northlakes High School

RATIONALE:

This Policy states that;

- Community harmony is promoted through school policies and practices which counter racism and intolerance and develop intercultural understanding.
- Schools will provide teaching and learning programs that enable all students to identify as Australians within a democratic multicultural society and to develop the knowledge, skills and values for participation as active citizens.
- Schools will ensure inclusive teaching practices which recognise and value the backgrounds of all students and promote an open and tolerant attitude towards different cultures, languages, religions and world views.
- Students who are learning English as an additional language or dialect (EAL/D) are provided with appropriate support to develop their English language and literacy skills so that they are able to fully participate in schooling and achieve equitable educational outcomes.
- Schools, through differentiated curriculum and specific teaching and learning programs, will address the learning needs of students from culturally and linguistically diverse backgrounds requiring specific support.
- Schools will promote positive community relations through effective communication with parents and community members from diverse cultural, linguistic and religious backgrounds and by encouraging their active engagement in the life of the school.

PROCEDURES:

- **Principals are responsible for** ensuring that school policies and practices are consistent with the policy and for including multicultural education strategies in their school plans. They are also responsible for ensuring that the EAL/D Annual Survey is completed accurately to provide information on English language proficiency of students for resourcing purposes.
- **All staff members are responsible for** ensuring their practices are consistent with the policy.
- **Schools** will report annually on achievements in multicultural education in their Annual School Reports.
- **Schools** will complete biannually the New Arrivals Program Survey on the numbers, languages and visa status of New Arrival Students to inform planning and support strategies in the Department's Multicultural Plan.