

VICTORIA PARK PRIMARY SCHOOL



CRED Policy

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Policy for Community Relations, Equality and Diversity in Education

1. Policy for Community Relations, Equality and Diversity in Education

This document is a statement of the aims, principles and strategies for the teaching and learning of Community Relations, Equality and Diversity in Education at Victoria Park Primary School.

2. What is Community Relations, Equality and Diversity in Education?

Community Relations, Equality and Diversity in Education aims to develop the skills, knowledge and confidence of pupils and staff to understand their own identity and to respect and understand the identity of others. It promotes equality and works to eliminate discrimination by providing opportunities for learning about different backgrounds and traditions through formal and non- formal education.

The majority of immigrants to Northern Ireland are young and many have young families who form an increasing proportion of the school-going population in Northern Ireland. Our school has an important contribution to make in helping to integrate newcomers into the local community and in society. Our school also wishes to promote a culture of respect for difference in whatever form it is manifest, for example pupils with disabilities or pupils of a different religion, race or colour.

3. Aims

Victoria Park Primary School is proud of its diversity and values the unique qualities of its pupils, including newcomers to Northern Ireland. Our school is committed to building a welcoming and respectful environment to pupils of all cultural backgrounds. We value the contribution that all pupils make to life of the school and we strive to ensure that all pupils have equitable access to the services and facilities provided by the school. Where appropriate we will work in partnership with other organisations where it will benefit the integration and development of individual pupils.

Our aims in teaching Community Relations, Equality and Diversity in Education are that all children will:

- Gain an understanding of their own tradition and those of others, a respect for others and an appreciation of the importance of equality.
- Be enabled to look for and celebrate their similarities as well as understanding and respecting difference.

- Be at ease with difference in all its forms.
- Develop self esteem and positive relationships with others.
- Develop self respect.
- Value and respect difference and engage positively with it.
- Develop mutual understanding and recognition of, and respect for, difference.

4. Skills

Through the teaching of Community Relations, Equality and Diversity in Education all children will develop skills to enable them:

- To understand and respect the rights, equality and diversity (including linguistic diversity) of all.
- To engage positively with people from all backgrounds.

5. Principles of the teaching and learning of Community Relations, Equality and Diversity in Education.

Community Relations, Equality and Diversity in Education is important because

- The ability to understand and accept traditions, similarities and differences has wide applicability in everyday life.
- It provides an awareness of ourselves, other places and peoples.
- The implementation of the policy will contribute to improving the achievements and educational outcomes of children and young people as envisaged in Every School a Good School.
- It promotes the moral and cultural development of the pupils both in school and as part of the community.

6. Strategies for the teaching and learning in Community Relations, Equality and Diversity in Education.

- The emphasis is on an integrated approach with linkages between Personal Development and Mutual Understanding (PDMU) and all other curricular areas.
- Awareness raising sessions for teaching and non-teaching staff and discussion as to how every member of the school community can make a contribution to the implementation of the policy.
- The emphasis in our teaching of Community Relations, Equality and Diversity in Education is on stimulating the children's minds, satisfying their growing need to "know the reason why" and developing respect for themselves and others.
- To make Community Relations, Equality and Diversity in Education real to the children by offering opportunities for direct experience, practical activities and exploration in projects which facilitate learning about CRED Principles.

- A range of teaching approaches are employed including whole class teaching, group work and individual work. Pupils with special needs have the same Community Relations, Equality and Diversity in Education entitlement as all other pupils.

7. Progress and continuity

- It is intended that the scheme of work will ensure a balanced coverage of the skills, knowledge and confidence required to understand and respect all identities.
- The Community Relations, Equality and Diversity in Education co-ordinator:
 - takes responsibility for the purchase and organisation of central resources for Community Relations, Equality and Diversity in Education.
 - supports colleagues in the delivery of Community Relations, Equality and Diversity in Education.

8. Recording and reporting

Planning for Community Relations, Equality and Diversity in Education will appear in each year groups six weekly planning and the relevant weekly planning.

Agreed procedures which are understood by all are used to plan and set targets.

As with other aspects of school life there will be ongoing monitoring and evaluation of policy implementation and the extent to which specific objectives have been achieved. This policy will be revised in light of the evaluation findings.

9. Resources

Curriculum resources already in school e.g. PDMU

CREDNI website www.credni.org

Advisory support from Education Authority Northern Ireland www.eani.org.uk

School Library

Resources are clearly labelled and located in a central store for use by all.