

Equality, Access and Participation

Introductory Statement

At the staff meeting in 2005 the original policy was drawn up. This policy was reviewed on an on-going basis by the staff and Board of Management and changes necessary to implement the plan were identified.

Rationale

- In line with Equality Legislation.
- Sensitivity in dealing with pupils, teachers and parents/guardians.
- To raise awareness of the nine grounds of discrimination in education which are gender, marital status, family status, sexual orientation, religion, age, disability, race and member of the Traveller community.

Relationship to Characteristic Spirit of the School

The characteristic spirit of our school is friendly, happy, open, welcoming and respectful. It is our vision that the children of this school will be confident, happy and content, have respect for themselves, others and property. We extend this to teachers and parents/guardians.

Aims

Raise awareness of nine grounds of discrimination, equality legislation and its implications.
Promote the principles of justice and equality for all members of the school community.

Guidelines (content of policy)

1. The enrolment criteria of St. Oliver Plunkett N.S. do not differentiate between pupils from different social strata. There is an equal right of access under the school's Enrolment Policy.
2. There will be no differentiation between the sexes in the allocation of classes.
3. It is school policy that all pupils in St. Oliver Plunkett N.S. will wear a school uniform.
3. It is school policy to provide a gender balanced range of resources in all curricular areas - textbooks, ancillary materials, software, sports equipment etc
4. Every opportunity will be taken to promote gender equality through the discrete and hidden curriculum.
5. Teachers will ensure that the language used in the school to mediate the curriculum is gender balanced and will avail of opportunities to raise pupils' awareness of unconsciously held attitudes.
6. The same curriculum is offered to all pupils regardless of gender or academic ability, however, teachers gear the curriculum to suit needs of pupils. As far as possible teachers give equal time and help to all pupils.
7. Children, as far as possible, are given equality of opportunity with regard to roles and responsibility. There is an awareness of equality in terms of roles for girls and boys and also for providing responsibility for all pupils regardless of gender and ability.
8. We are an equal opportunity employer, in terms of employing new personnel and for posts of responsibility, regardless of age, gender, etc. Nothing will appear in an advertisement which will indicate a preference for one candidate over another. No question will be asked at interview which could be interpreted as discrimination on gender grounds.
9. As far as possible, all parents are treated equally. To ensure this equality, all parents are made aware of practices and procedures in the school. Annual parent teacher meetings are also held for all parents.

In cases where we have queries concerning equality the Equality Authority will be contacted: The Equality Authority, 2 Clonmel Street, Dublin 2.

01 4173333

1890 245 545

www.equality.ie

Success Criteria

We will judge the success of the policy through the smooth running of the school and by observing a commitment to equality among all partners

Roles and Responsibility

Teachers: A continued awareness of equality and a commitment to teaching about equality through the SPHE curriculum.

Parents: Parents deal with teachers fairly regardless of gender, marital status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

BOM: Ensure equality is put forward when employing new personnel and for posts of responsibility.

Timeframe for Implementation

This policy is being implemented at present and will continue to do so following ratification.

Timeframe for Review

This policy will be reviewed periodically.

Ratification and Communication

This policy was ratified by the Board of Management and is available on the school website www.newcastlens.blogspot

Signed: ***Gerald Ahern*** Chairperson, BOM

Date: 24th October 2019