**Policy on Equal Opportunity & Gender Equity**

**Introductory Statement:**

This policy document was drawn up;

* To ensure equality of access to all pupils and staff in the school environment
* To ensure that no condition be allowed hinder a persons participation in school life

Policy formation was a collaborative exercise between staff and Board of Management

**Rationale:**

* Legislation in relation to equality of access has been activated , such as the
  + Employment Equality Act 1998
  + Education Act 1998
  + Equality Status Act 2000
* To promote the principles of justice and equality for all in accessing and participating in the curriculum as provided by Scoil Mhuire Naofa

**Links to School Ethos:**

Scoil Mhuire Naofa endeavours to enable every pupil to actively participate in all school activities regardless of physical disability, gender, race, religion or learning disability. We also commit to preparing each and every pupil for life by promoting value and respect for all. The schools mission statement promotes the spirit of inclusiveness and the principles of equality.

**Aims and Objectives:**

* To instil a sense of pride in our own culture whilst simultaneously cultivating an understanding of the value of cultural diversity
* Ensuring compliance with all requirements of legislation
* Promoting equal opportunities in an environment where diversity is respected valued and celebrated

**Organisational Procedures**

**Enrolment:**

The school supports the principles of inclusiveness and particularly with reference to the enrolment of children with a disability or other special educational need and regardless of race, religion, family or status. Arrangements are made on enrolment for families who do not wish their children to participate in Catholic celebrations eg. Mass and confession and the sacraments.

**Interviewing:**

The Board of Management is an equal opportunities employer as per the Equal Status Act 2000, and the Employment Equality Act 1998. No discriminatory questions on the grounds of gender, sexual orientation, family status etc. will be asked during the interview process. Correct procedures for promotion will be strictly adhered to as per the CPSMA handbook and fair and equitable measures in relation to post of responsibility, maternity leave, career breaks, etc.

**Communication:**

The school has a policy of communicating with both parents, on request of the parents, on the matter of the pupil’s progress where divorce or separation is an issue, unless a court ruling prescribes differently.

**Input of Parents:**

The Parents Association of the school have an input into the formulation of the Equality Policy. The BoM and Parents Association refers all parents to the Education Welfare Act 2000 at regular intervals through monthly newsletters and circulars which highlight issues such as;

* School attendance, the Education Welfare Board and absenteeism
* Multi-culturalism, drug awareness, obesity etc. through organising talks for parents
* Antibullying Strategies

The school will also identify parents on low income who are unable to afford books/ uniforms/school outings/P.E. and music and refer them to where they can source assistance.

**Induction and Teaching:**

The school infant enrolment form gathers all the information the school will need to address issues of inequality, such as family background, medical concerns and learning or physical disabilities. This enables the school to access relevant supports such as language teachers, SNA’S and teaching materials, contingent on adequate funding from the Department of Education & Skills. There is regular communication between the class teacher and parents prior to and during the child’s early school life. All teaching materials acquired are chosen and used in a manner reflecting diversity.

All teachers share information which is updated annually. The school promotes non academic activities such as, football, hurling and music etc in a manner which is favourable to all. Classes are split (where necessary) on a non-academic basis. Special efforts are made to avoid stereotyping when designating tasks and presenting classroom materials. Each teacher also conducts formal sessions on equality and gender equity.

**Curriculum Access:**

The school endeavours to enable all pupils to access all curriculums which shall enable pupils to engage in appropriate intellectually stimulating work. All children are given an opportunity to engage in integration and appreciate other cultures and languages.

Special arrangements are made for children of non-nationals and children with specific learning difficulties in relation to the teaching of Irish where appropriate and possible. Exemptions are sought for children of non-nationals who enrol in 3rd class or higher and for children with a psychological report recommending exemption from Irish, subject to parental consent and in keeping with the professional recommendation of the class teacher.

SESE offers many areas where diversity and differences can be celebrated. Geography lessons will focus on people, food and the physical features of other countries. S.P.H.E strands such as 'Myself and Others' are also used to celebrate different cultures.

**Special Needs:**

Children with special needs in mainstream have access to learning support and resource hours in addition to full time mainstream integration. Certain children, as recommended by the Special Educational Needs Organiser, will have access to help from Special Need Assistants.

**Evaluation of Policy:**

The policy is subject to continual review under the following;

* All pupils accessing the curriculum at a level appropriate to their needs
* Increased awareness of difference and acceptance of same
* Maintaining a happy and safe school atmosphere
* Staff and parental satisfaction
* Improvement in pupil attainment level in academic and social areas