

**DROM NATIONAL SCHOOL  
SCHOOL POLICY PLANNING**

**EQUALITY &  
GENDER EQUITY  
POLICY**

## Equality & Gender Equity Policy

### INTRODUCTORY STATEMENT

This policy document was drawn up by the staff of Drom National School in consultation with the Board of Management:

- To ensure equality of access to all pupils and staff in the school environment
- To ensure that no condition be allowed hinder a person's participation in school life

### RATIONALE

The policy was drafted to ensure that:

- Legislation in relation to equality of access has been adhered to:
  - Employment Equality Act 1998
  - Education Act 1998
  - Equality Status Act 2000
- The principles of justice and equality for all are promoted in accessing and participating in the curriculum as provided by Drom National School.

### RELATIONSHIP TO SCHOOL ETHOS

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

- There is an equal right of access under the school's Enrolment Policy (See Enrolment Policy), in accordance with the terms of the Equal Status Act.

#### Classroom resources

- It is school policy to provide a balanced range of resources in curricular areas. Visual displays should not indicate a preference for any particular sector of society. Special efforts are made to avoid stereotyping when designating tasks and presenting classroom materials. Respect for diversity is important in choosing teaching materials.

#### Language

- Teachers shall ensure that the language used in the school to mediate the curriculum is balanced and shall avail of opportunities to raise pupils' awareness of unconsciously held attitudes.

#### Curriculum

- Teachers promote the concept of equality and justice for all, both within specific educational programmes and in the “hidden” curriculum throughout the school day
- The school endeavours to enable all children to have equal access to all curriculum areas as appropriate to their needs.

#### Attendance

- Parents are aware of the *Education Welfare Act* (2000) and issues relating to attendance as mentioned in the Act relating to attendance. Attendance is monitored on an ongoing basis, and parents are required to fill in a standard form to explain all absences. Pupils may absent themselves to participate in religious/cultural ceremonies that do not coincide with those of the school, with written permission from their parents.

#### Uniform

- The school has a uniform, and all parents are requested to ensure that it is always worn to school by their children, and presented in a clean and tidy manner. The Board of Management will consider requests from parents who wish their child to wear garments relevant to their culture with the uniform.

#### Lunch

- The school operates a healthy eating policy, which accommodates the dietary requirements and restrictions of pupils etc. Special notification is made in cases of food allergies, etc.

#### Home / School Communications

- All education partners are involved in the many successful formal and informal communication channels and co-operation opportunities throughout the school.
- When parents are separated or divorced, particular procedures are agreed for home/school communication and reporting on pupil progress. Where parents do not have a working knowledge of English, or may not be able to read, arrangements will be put in place to ensure effective home/school communication.

#### Code of Behaviour and Anti-Bullying Policy

The school's Code of Behaviour and Anti-bullying policy promote respect for all members of the school community.

#### Staff

- The Board of Management is an equal opportunities employer i.e. does not discriminate against any application for a position (or continuation in employment, training opportunities, promotion etc.) in the school based on the nine grounds as set out in the Equal Status Act.
- Procedures for promotional posts within the school are made known to all (ref INTO Handbook/CD). The format outlined in the Governance Manual for Primary Schools 2015 - 2019 for the advertisement and selection of staff is followed.

#### **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 school atmosphere
- Staff and parental satisfaction

- Improvement in pupil attainment level in academic and social areas

**RATIFICATION:**

This policy was ratified by the Board of Management on 31<sup>st</sup> January 2017.

The policy will be available on the school website and through the office.

It will be reviewed every 3 years and amended if necessary.

**IMPLEMENTATION**

This policy will be implemented following ratification by the Board of Management.