

EQUALITY OF ACCESS AND PARTICIPATION POLICY

This policy is devised to comply with various acts of the Oireachtas such as Education Act (1998) the Equal Status Act (2000) and the Employment Equality Act (1998). It seeks to promote the principles of justice and equality for all members of the school community.

The enrolment criteria of School Mary's N.S. will not differentiate between pupils from different social strata. There is an equal right of access under the school's Enrolment Policy.

- It is school policy to provide a gender balanced range of resources in curricular areas - textbooks, ancillary materials, software, sports equipment etc.
- Every opportunity will be taken to promote gender equality through the discreet and hidden curriculum.
- Teachers shall ensure that the language used in the school to mediate the curriculum is gender balanced and shall avail of opportunities to raise pupils' awareness of unconsciously held attitudes.
- There shall be no differentiation between the sexes in the allocation of classes.
- Where multi-classes have to be created this shall be done solely on the basis of seniority except in very special circumstances.
- As agreed with the B.O.M. and parents all pupils in St. Mary's N.S. shall wear a uniform as specified in the school uniform policy.
- Nothing may appear in an advertisement which would indicate a preference for one gender over another.
- Neither may any question be asked at interview which could be interpreted as discrimination on gender grounds.
- This school is an Equal Opportunities Employer.

Roles and Responsibilities

The B.O.M. in supporting the policy and maintaining the ethos of equality and participation for all members of the school community.

The staff in promoting the concept of equality and justice for all, both within specific educational programmes and in the "hidden" curriculum throughout the school day.

Ratified by Board of Management on _____
Date

Signed _____
Chairperson, Board of Management