



San Carlo Junior National School Equality Policy

Introduction

1. This policy is drawn up in line with Equality Legislation
 - Education Act 1988
 - Education Welfare Act 2000
 - Employment Equality Acts 1998 - 2015
 - Equal Status Act 2000 - 2018
2. To promote the principles of fairness, respect, equality and justice for pupils, teachers, staff, parents, and guardians.
3. To promote awareness of gender issues and to support the development of an inclusive school.
4. To ensure broad and balanced education for all pupils.
5. To raise awareness of the nine grounds of discrimination in education.

RELATIONSHIP TO CHARACTERISTIC SPIRIT OF THE SCHOOL

Scoil San Carlo J.N.S. is a Catholic Primary School. As a Catholic school, we endorse the Catholic ethos. We are a Christian group of pupils, parents, staff and management. We share a similar vision. We live out the Christian message by handing on the faith and Christian values. Our ethos supports and promotes principals of equality and respect for all the school community.

AIM

- To make every effort to ensure that all members of our school community are happy and content.
- To encourage our school community to have respect for themselves and others.
- To develop a positive awareness of self, sensitivity towards other people and a respect for rights, views and feelings for others.
- To promote an inclusive environment where diversity is acknowledged, valued and accommodated.
- To promote equality of opportunity for pupils and staff.
- To ensure gender mainstreaming is embedded in both the formal and informal curriculum (gender mainstream is concerned with equality of outcome and how this is achieved.)
- To encourage all pupils to reach their full potential regardless of their sex.
- To build a school community committed to promoting equality.

- To raise awareness of the nine grounds of discrimination in Equality Legislation.

Policy Content

- Our school ensures equality of access and participation. The same curriculum is offered to all classes regardless of gender or academic ability.
- The staff provide opportunities for all pupils to achieve their full potential regardless of their sex.
- Teachers differentiate the curriculum to suit the needs of all the pupils. If children need extra support they will attend sessions with the support team.
- The staff employ a range of teaching methods and organisation settings that promote equality of participation.
- In the hidden curriculum all children and staff are valued in the school. This is noted in the following areas: assemblies, letters, newsletters, allocation of funding, the seating arrangements of children, allocation of class & school jobs, award certificates etc.
- The staff in implementing the curriculum respect diversity. A sense of equality for all pupils is also fostered.
- Equal opportunities are afforded to all persons in our school community.
- There is an awareness of equality in terms of roles for girls and boys.
- Teachers are very aware of the language they use and model with children.
- They are also very conscious of their interaction with children i.e. boys, girls, children with additional needs, travellers and non-nationals.
- Resources are purchased to attract the interest of all pupils.
- There is a variety of educational equipment and toys for girls and boys.
- Many of our textbooks are chosen to reflect the diversity of our society.
- Our school creates an environment in which differences are accepted and celebrated.
- Our school celebrates the achievements of all pupils.
- Playtime is managed effectively in the school yard. Junior and Senior Infants play in one yard and First and Second classes in the other yard. There is a mixture of both boys and girls on both yards.
- All parents are treated equally. Parents are made aware of practices and procedures in the school.
- All parents are encouraged to attend parent/teacher meetings. In the case of parents who are divorced or separated, requests of parents will be considered. Parent/teacher meetings are held once a year. Informal meetings also take place if the need arises.
- The Parents' Association encourages a gender balance in the Parents' Association.
- The Parents' Association encourages parents of both sexes to assist in the helping out at school events and fundraising events.
- The staff encourages parents/guardians of both sexes to assist in school events.
- Staff also encourage parents/guardians of both sexes to become members of the Parents' Association.

- The Board of Management is an equal opportunities employer in terms of (a) employing personnel and (b) for offering posts of responsibility to staff members.
- In cases where we have queries concerning equality, the Irish Human Rights and Equality Commission will be contacted at:
Irish Human Rights & Equality Commission
16-22 Green Street
Dublin 7
D07 CR20
Phone Numbers: (01) 8589601 or (01) 8583000
Email: info@ihrec.ie

SUCCESS CRITERIA

We will judge the success of this policy by observing the commitment to equality to all partners.

ROLES AND RESPONSIBILITY

Teachers: There will be a continued awareness of equality and a commitment to teaching about equality through the S.P.H.E. curriculum.

Parents: Parents deal with teachers in a fair manner regardless of age, gender, etc.

Board of Management: The Board members ensure that the principle of equality is implemented with regard to employing new staff and also for Posts of Responsibility.

TIME FRAME FOR REVIEW

This policy will be reviewed in the light of incidences and legislation.

RATIFICATION AND COMMUNICATION

The Board of Management ratified this policy on 03/12/2024.

Signed:  _____
Chairperson B.O.M.

 _____
Principal

Date: 03/12/24

