

Policy on Equality, Inclusion and Equal Opportunities

Ballyfacey N.S.

18257N

Introductory Statement:

In line with the school's ethos, Ballyfacey N.S. endeavours to enable every child to actively participate in the complete life of the school. One of our primary aims is to promote excellence and equality in the development of the all-round potential of all pupils. We acknowledge the harm which may be caused by racism, sexism and all forms of group or individual discrimination. Each and every member of the school community is encouraged to engage in a manner that allows us to learn from each other and to come to an understanding of the concept of multiple identities in an effort to promote the common good, respect, inclusivity and diversity. Thus the individuality, the varied life experiences and needs of each child is valued and respected. This policy and others which were drawn up collaboratively by members of the school community of Ballyfacey NS seeks to ensure the above. It is bound by Employment Equality Act 1998, the Education Act, 2000, the Equality Status Act, 2000 and most recently the Children First Act, 2015 and Departmental guidelines 2018. The Ballyfacey N.S. community is aware of its responsibilities to any child/adult - with disabilities or special educational needs; those from ethnic minority and migrant groups; those from the Traveller community; members of the LGBTQIA+; and children of minority religious faiths.

Aims and Objectives:

- To ensure equality of access to all pupils and staff taking into account the Catholic ethos of the school.
- To instil a sense of pride in our own culture whilst simultaneously cultivating an understanding of the value of cultural diversity.
- To promote equal opportunities in an environment where diversity is respected, valued and celebrated.
- To promote the principles of justice and equality for all pupils in accessing and participating in the curriculum as provided.

Approaches:

In order to remove any possible barriers to learning and participation that can hinder or exclude individual pupils or groups of pupils, attention is focused on the different groups of children within our school -

Girls and boys

Pupils presenting with special educational needs,

Exceptionally able or talented children

Children who are at risk of disaffection or exclusion

Children from different ethnic or minority backgrounds

The Primary School Curriculum is our starting point for planning a programme that meets the specific needs of individuals and groups of children within our school. We meet these needs by-

- Setting suitable teaching and learning targets
- Responding to the diverse learning needs of the children
- Overcoming potential barriers to learning and assessment for individuals and groups of children
- Providing other curricular opportunities outside the primary curriculum to meet the needs of individuals or groups of children.
- Providing enrichment programmes for exceptionally able or talented pupils.

We seek to achieve educational inclusion by continuously reviewing what we do and how we do it.

Procedures used:

Admissions:

Our Admissions policy, drawn up in line with our Catholic ethos, is regularly reviewed and amended as needs be.

Teaching and Learning:

We aim to give all our children the opportunity to succeed and reach their potential. Thus a variety of teaching methods are employed and the learning styles of children are taken into

account. Attainment levels and attitudes of pupils towards learning are regularly analysed and used to inform planning.

Teaching materials chosen reflect the school's awareness of the possibility for stereotyping and gender roles and efforts are made to avoid stereotyping when designing tasks or presenting classroom materials.

Our policies on Special Educational Needs and Assessment seek to address the needs of any child presenting with learning, physical, and or emotional/behavioural difficulties.

Teachers ensure that children feel secure and that they know that their contributions are valued.

There is regular communication between class teachers, SEN teachers and parents in relation to the progress and well-being of pupils.

Our school's philosophy promotes tolerance and respect for diversity. Thus all children coming from different cultural ethnic and religious backgrounds will be recognized equally. The Grow in Love Religion programme looks at other faiths and seeks to promote respect and tolerance. The SPHE programme contains many modules which address potential issues of discrimination. In our Anti- Bullying Policy, and indeed across all curricular areas we focus on anti-racism and prevention of discrimination towards others.

Employment:

The Board of Management is an equal opportunities employer and as per the Equal Status Act, 2000 and the Employment Equality Act 1998 ensures that no questions of a discriminatory nature are posed at interview. Fair and equitable measures are employed in relation to Posts of Responsibilities, maternity leave, career breaks, etc.

Evaluation:

This policy is subject to review under the following headings-

- All pupils are accessing the curriculum at a level appropriate to their needs
- Increased awareness of difference and acceptance of same.
- The school is maintaining a happy, warm and accepting environment.
- Parental and staff levels of satisfaction are high.
- There are ongoing improvements in pupil attainment levels socially, intellectually, physically, morally and spiritually.

Ratification/Review and Implementation:

This policy was originally drawn up in 2006. It was reviewed most recently by staff and the Board in September 2022. All amendments were ratified at the Board Meeting of 28th September 2022.

Going forward it will be reviewed in the school year 2025-26 or early if the need arises. However much of what is part of this policy will be reviewed on a regular basis as part of other policies.

The policy will be posted on the school website and parents notified of any changes made.

Chairperson: Thomas O'Leary Date: 28/9/22

Principal: Tommy O'Garra Date: 28/9/22

Appendix 1: List of policies relating to the above.

Code of Behaviour

Anti -Bullying Policy/Cyber Bullying Policy

Admissions Policy

SEN Policy

Assessment Policy

Data Protection Policy

Parental Complaints Policy

Health & Safety Policy