



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. It has been drawn up using the draft INTO guidelines on Equality of Access and Participation. This policy will ensure that the Educate Together principles of multi-denominationalism, democracy, co-educationalism and child-centredness are attained.

Social Status

The enrolment criteria of Carlow Educate Together National School will not differentiate between pupils from different social strata. There is an equal right of access under the school's Enrolment Policy and the Educate Together ethos.

Gender

It is this school's 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.

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.

Multi-Classes

Where multi-classes have to be created this shall be done solely on the basis of children's ages except in very special circumstances. In these circumstances, a meeting (or meetings) will be held with the principal, teacher and parents.

Dress

As agreed with the B.O.M. and parents all pupils shall wear clothes of their own choice. People who must wear items for religious reasons are not discriminated against. All religious garments are acceptable clothing in the school. However, for health and safety reasons, sharp items or items that can be used to cause injury should not be brought into school.

Also, we discourage children from wearing any garment that may cause themselves or others harm or injury. Therefore, high-heeled shoes and hooped earrings are asked not to be worn. Also, children are advised to dress comfortably according to the weather.

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