



POLICY 1.2 (NAG 1)

EQUITY/EQUAL EDUCATIONAL OPPORTUNITIES POLICY

RATIONALE:

The Board accepts its obligations under the Education and Training Act 2020 and its responsibilities to be a good employer, as set out in the Public Sector Act 2020. To meet these obligations and responsibilities the school will aim to provide and promote equality and equality through all aspects of school life. The school will endeavour to ensure that there is no disadvantage to any student, staff member or parent because of their gender/sexual identity/sexual orientation, religious, social, economic, ethnic, cultural, social, physical or intellectual background.

To meet these obligations and responsibilities the school will aim to provide and promote through all aspects of school life a set of positive attitudes and behaviours. These attitudes and behaviours will endeavour to ensure that there is no disadvantage to any student, staff member or parent because of their gender, religious, social, economic, ethnic, cultural, social, physical or intellectual background.

PURPOSES:

1. Enhance learning when possible by providing positive role models, cultural and non-sexist.
2. To ensure that all learning programmes are non-racist, non-sexist and disadvantage no child.
3. To develop tolerance and understanding of each other regardless of background.
4. To recognise the individual needs and requirements of our children, taking into account gender, cultural/ethnic background and financial circumstances and barriers to pupils with disabilities are reduced to a minimum within the boundaries of the curriculum.

GUIDELINES:

1. To provide equitable practices, programmes and opportunities for all children and staff.
2. To promote the use of non-sexist and non-racist language, throughout the school and in communications with the wider community and in line with our school values.
3. Enable children to see adults in a variety of non-sexist roles.
4. In cases where a child has a severe physical, mental or emotional disability and there is concern about the school's ability to cater for the specific needs of that child, necessary assessment procedure will be considered. Appropriate outside agencies may be contacted to assist at times deemed necessary by staff or principal.
5. Should cases of inequity occur, either deliberate or inadvertent, they should be resolved as quickly as possible following all procedures.
6. To provide opportunities for staff and BOT development in equity issues.

REVIEWED: September 2021

REVIEWER: M. Henry

APROVED: November 2021

NEXT REVIEW DATE: September 2024

Signed _____ BOT Presiding Member Date _____